



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: June 19, 2024

Agenda Section: Discussion and Possible Action

Agenda Item Title: The Discussion and possible action to approve the South San Antonio ISD (SSAISD) 2024-2025 Compensation Plan

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: SSAISD engaged the Human Resource Services Division of the Texas Association of School Boards (TASB) to provide pay systems review. TASB offers this pay systems review to clients that have adopted a market-based pay plan. The 2024-2025 Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2024-2025 compensation plan is fundamental in supporting the vision, goals and operations of the district to recruit and retain highly qualified staff to promote positive student outcomes.

Historical Data: During the 2023-2024 school year, the SSAISD board approved a 4% salary increase for most employee groups with other groups receiving additional adjustments (police plan, instructional support plan, custodians, bus aides, groundskeepers and cafeteria plan).

Recommendation: Approve the 2024-2025 Compensation Plan as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

SOUTH SAN ANTONIO ISD
2024-2025 COMPENSATION PLAN



TASB PAY SYSTEMS REVIEW



Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay

PAY SYSTEM OBJECTIVES



RECRUIT EMPLOYEES

- Competitive entry rates
- Competitive pay for experienced new hires



RETAIN EMPLOYEES

- Advance pay to market rates
- Market competitive pay increases



PAY FOR JOB VALUE/CONTROL COSTS

- Prevent over/under payment
- Salary plan and increases are driven by budget, based on district finances

MARKET PAY STRATEGY

Market rate is intentionally set:

- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.



South San Antonio ISD

Teacher Salary Plan Comparisons, 2023-2024

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Southside ISD	5,958	388	\$61,777	\$63,112	\$66,019	\$68,748	\$71,532	\$69,840	35	3.9%
2 Judson ISD I	24,121	1,711	\$60,264	\$62,394	\$64,184	\$65,784	\$67,384	\$63,716	41	5.5%
3 Northside ISD-Bexar County**	102,719	7,019	\$59,255	\$60,930	\$63,105	\$64,780	\$66,455	\$63,892	30	3.0%
4 Southwest ISD	13,747	912	\$59,000	\$61,122	\$63,322	\$64,872	\$67,872	\$64,241	33	5.0%
5 Edgewood ISD-Bexar County	8,177	504	\$58,500	\$60,976	\$62,521	\$64,066	\$65,611	\$63,261	30	3.0%
6 Harlandale ISD	11,718	817	\$58,000	\$59,081	\$61,538	\$63,714	\$66,048	\$66,440	30	3.0%
7 East Central ISD**	10,617	700	\$57,500	\$60,711	\$64,852	\$66,398	\$67,376	\$63,441	25	3.0%
8 San Antonio ISD	47,000	2,809	\$57,500	\$58,915	\$60,644	\$62,368	\$64,607	\$61,737	30	4.0%
9 Somerset ISD	4,147	279	\$57,373	\$58,423	\$59,526	\$62,589	\$68,449	\$61,416	28	4.0%
10 North East ISD	59,007	4,045	\$57,000	\$58,600	\$60,550	\$62,350	\$64,650	\$60,998	25	4.0%
11 Alamo Heights ISD	4,717	359	\$56,520	\$58,520	\$60,520	\$62,620	\$64,620	\$62,345	25	4.0%
12 Schertz-Cibolo-Universal City ISD	15,044	1,045	\$54,305	\$57,285	\$61,781	\$62,813	\$64,604	\$62,327	30	2.5%

South San Antonio ISD	7,872	576	\$58,380	\$59,972	\$62,114	\$63,721	\$65,863	\$62,934	26	
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25th Percentile			\$57,280	\$58,580	\$60,621	\$62,612	\$64,643	\$62,180	27	3.0%
Median			\$57,750	\$59,896	\$62,151	\$63,890	\$66,252	\$63,351	30	4.0%
75th Percentile			\$59,064	\$61,013	\$63,538	\$65,100	\$67,506	\$63,980	31	4.0%

Comparison to Median	101%	100%	100%	100%	99%	99%
<i>Dollar Difference</i>	\$630	\$76	(\$37)	(\$169)	(\$389)	(\$417)
Rank Order	6	7	7	7	8	8

Footnotes:

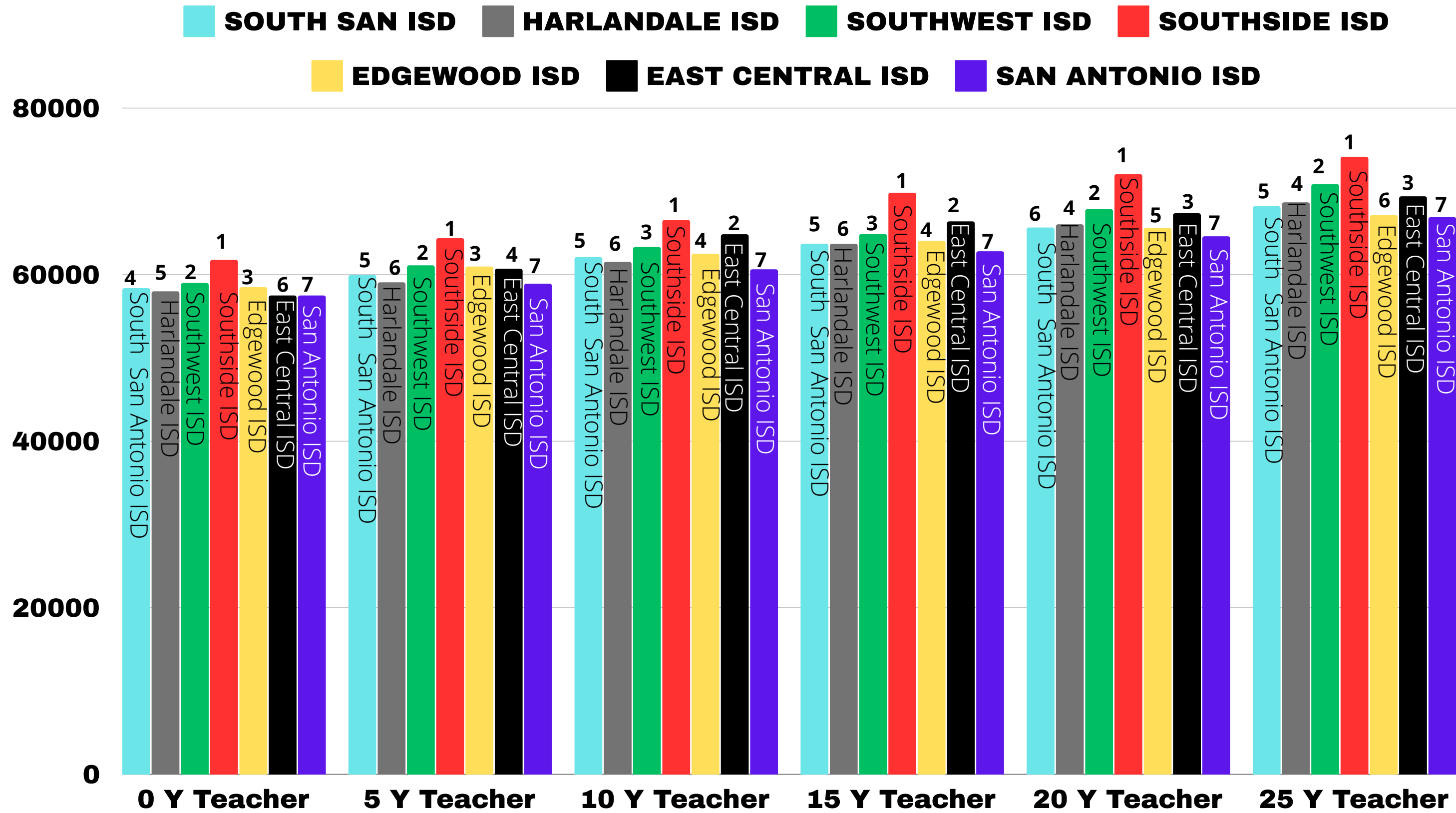
** District did not participate in survey. Teacher schedules collected from the district.

TEACHER - MARKET STIPENDS

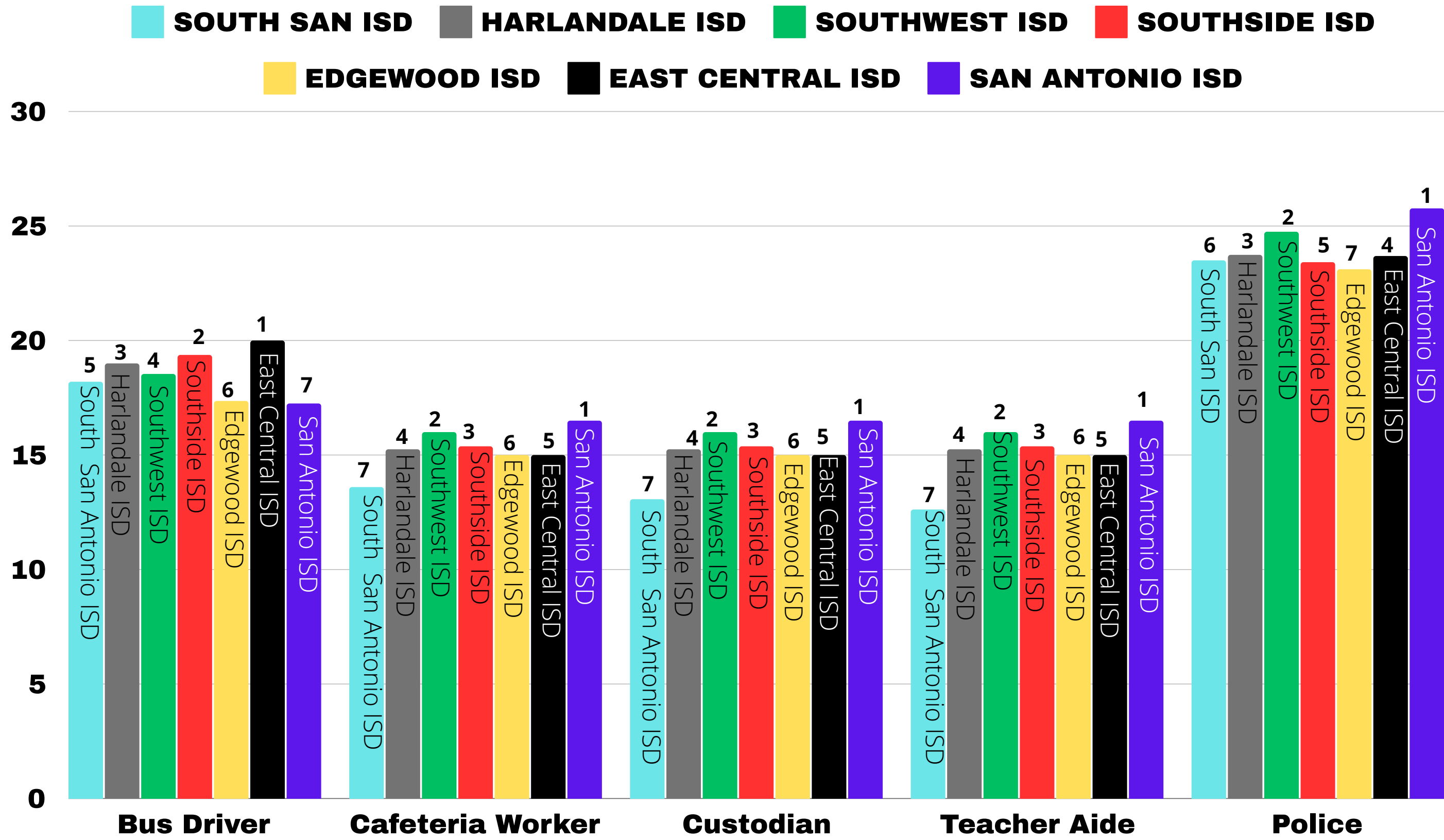
Stipend	South San ISD	Recommendation	Median Stipend	Districts Reporting
Master's Degree - General	\$1500	same	\$1500	9
Secondary Math	\$6000	\$4000	\$2500	5
Secondary Science	\$6000	\$4000	\$2000	5
Special Education - General	\$2000	same	\$2000	8
Special Education - High Needs	\$3300	same	\$3000	9
Bilingual	\$3000	same	\$3000	10
ESL	\$2000	for ES only	\$1500	6

*For a full and complete list of all additions/deletions/edits, please refer to 2024-2025 Compensation plan.

HOW DO WE COMPARE TO OUR SURROUNDING DISTRICTS



HOW DO WE COMPARE TO OUR SURROUNDING DISTRICTS



23-24 TEACHER INCENTIVE ALLOTMENT

REGION 20 ISD PARTICIPATING DISTRICTS

District	Enrollment	Teachers Designated	Total Award Amount
Harlandale ISD	12,174	138	\$1,600,000
South San ISD	7,872	91	\$1,000,000
Edgewood ISD	8,177	26	\$500,00
Somerset ISD	4,147	-	-
San Antonio ISD	45,255	-	-



SSAISD PAST EMPLOYEE PAY INCREASES

Pay Plan/Group	2021-2022	2022-2023	2023-2024
Teacher, RN, Librarian, Counselor, Instructional Coach, ARD Facilitator	no increase - \$3K retention stipend	3% - and adjusted teachers to appropriate step	4%
Administrative/Professional	no increase - \$3K retention stipend	2%	4%
Technology	no increase - \$3K retention stipend	3%	4%
Police	no increase - \$3K retention stipend	3%	4% + \$1.00/hour
Clerical	no increase - \$3K retention stipend	3%	4%
Instructional Support	no increase - \$3K retention stipend	3%	4% + .50/hour

SSAISD PAST EMPLOYEE PAY INCREASES

Pay Plan/Group	2021-2022	2022-2023	2023-2024
Custodian, Head Custodian, Groundskeeper, Bus Aide, Athletic Worker, Non-CDL BD, Warehouse Worker I - PG 1-2	no increase - \$3K retention stipend	6%	7%
Auxiliary - PG 3-8	no increase - \$3K retention stipend	3%	4%
Bus Driver	no increase - \$3K retention stipend	9%	4%
Cafe Worker	no increase - \$3K retention stipend	6%	10-14%
Child Nutrition Plan PG 2-7	no increase - \$3K retention stipend	3%	10-14%

SUPERINTENDENT'S RECOMMENDATION 2024-2025 COMPENSATION PLAN

Pay Plan/Group	Pay Rate & Employee Increase
Teacher, Interventionist, RN, Librarian, Counselor, Instructional Coach, ARD Facilitator	2% GPI of market median salary (\$1,265)
Administrative/Professional	2% GPI of the midpoint
Technology	2% GPI of the midpoint
Police	2% GPI of the midpoint



SUPERINTENDENT'S RECOMMENDATION

2024-2025 COMPENSATION PLAN

Pay Plan/Group	Pay Rate & Employee Increase
Clerical	2% GPI of the midpoint
Instructional Support	5%-8% (\$1.00/hour)
Custodian, Head Custodian, Groundskeeper, Bus Aide, Athletic Worker, Non-CDL BD, Warehouse Worker I - PG 1-2	4%-7% (\$1.00/hour)
Auxiliary - PG 3-8	2% GPI of the midpoint
Bus Driver	3%-5% (\$1.00/hour)
Nutrition Services - PG 1-6	10% GPI of the midpoint
Nutrition Services - PG 7	2% GPI of the midpoint



SUPERINTENDENT'S RECOMMENDATION

2024-2025 COMPENSATION PLAN

- Instructional Coach-Reading (210 days) to Interventionist (187 days)
- School Marshal (187 days/pay grade 2 w/ min. of 22.00/hour)
- Early College HS Counselor 202 days to 210 days



*For a full and complete list of all additions/deletions/edits, please refer to 2024-2025 Compensation plan.

LOCAL LEAVE

- Eligible employees shall earn paid local leave in accordance with the following.
 - Employees in positions with an 11-month contract shall earn six (6) paid local leave days per school year.
 - Employees in positions with a 12-month contract shall earn seven (7) paid local leave days per school year.



2024-2025 FINANCIAL UPDATES

2023-2024 General Fund Budgeted Deficit: \$9.9M

2023-2024 General Fund Projected Deficit: \$9.5M

2024-2025 General Fund Projected Deficit Update:

- Revenue decrease by \$2.1M
- Expenditure decrease by \$5.9M
- Aid from tax subsidy: \$1.3M

Total 2024-2025 General Fund Projected Deficit before increase in salaries & benefits: \$4.5M

1% increase in salaries & benefits: \$650k

Additional increase as proposed: \$375k

Total 2024-2025 General Fund Projected Deficit after increase in salaries & benefits (as proposed): \$6.2M



THANK YOU
ANY QUESTIONS?



South San Antonio ISD

2024-2025 Compensation Plan

Teacher, Interventionists, Librarians, ARD Facilitators, Instructional Coaches, Counselors & Registered Nurses

2024-2025 Pay Scale										
		Teacher & Interventionists	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Ins. Coach & ECHS Counselor	Lead Counselor		
Years of Experience	2023-24 187 Day Salary	2% GPI 187 days	2% GPI 190 days	2% GPI 193 days	2% GPI 198 days	2% GPI 202 days	2% GPI 210 days	2% GPI 226 days	2024-25 Daily Rate	
0		\$59,350	\$60,302	\$61,254	\$62,841	\$64,111	\$66,650	\$71,728	\$317.38	
1	\$58,380	\$59,645	\$60,602	\$61,559	\$63,154	\$64,430	\$66,981	\$72,085	\$318.96	
2	\$58,595	\$59,860	\$60,820	\$61,780	\$63,381	\$64,661	\$67,222	\$72,344	\$320.11	
3	\$58,756	\$60,021	\$60,984	\$61,947	\$63,551	\$64,835	\$67,403	\$72,539	\$320.97	
4	\$59,300	\$60,565	\$61,536	\$62,508	\$64,127	\$65,423	\$68,014	\$73,196	\$323.88	
5	\$59,703	\$60,968	\$61,946	\$62,924	\$64,555	\$65,859	\$68,467	\$73,684	\$326.03	
6	\$59,972	\$61,237	\$62,219	\$63,201	\$64,839	\$66,149	\$68,768	\$74,008	\$327.47	
7	\$60,186	\$61,451	\$62,437	\$63,423	\$65,066	\$66,380	\$69,009	\$74,267	\$328.61	
8	\$61,043	\$62,308	\$63,307	\$64,307	\$65,973	\$67,306	\$69,971	\$75,302	\$333.20	
9	\$61,471	\$62,736	\$63,743	\$64,749	\$66,427	\$67,769	\$70,453	\$75,820	\$335.49	
10	\$61,793	\$63,058	\$64,069	\$65,081	\$66,767	\$68,116	\$70,813	\$76,209	\$337.21	
11	\$62,114	\$63,379	\$64,396	\$65,413	\$67,107	\$68,463	\$71,174	\$76,597	\$338.93	
12	\$62,435	\$63,700	\$64,722	\$65,744	\$67,447	\$68,810	\$71,535	\$76,985	\$340.64	
13	\$62,757	\$64,022	\$65,049	\$66,076	\$67,788	\$69,157	\$71,896	\$77,374	\$342.36	
14	\$63,078	\$64,343	\$65,375	\$66,408	\$68,128	\$69,504	\$72,257	\$77,762	\$344.08	
15	\$63,399	\$64,664	\$65,702	\$66,739	\$68,468	\$69,851	\$72,618	\$78,151	\$345.80	
16	\$63,721	\$64,986	\$66,028	\$67,071	\$68,808	\$70,199	\$72,979	\$78,539	\$347.52	
17	\$64,042	\$65,307	\$66,355	\$67,403	\$69,149	\$70,546	\$73,340	\$78,927	\$349.24	
18	\$64,471	\$65,736	\$66,790	\$67,845	\$69,602	\$71,009	\$73,821	\$79,445	\$351.53	
19	\$65,220	\$66,485	\$67,552	\$68,619	\$70,396	\$71,819	\$74,663	\$80,351	\$355.54	
20	\$65,542	\$66,807	\$67,879	\$68,950	\$70,737	\$72,166	\$75,024	\$80,740	\$357.26	
21	\$65,863	\$67,128	\$68,205	\$69,282	\$71,077	\$72,513	\$75,385	\$81,128	\$358.97	
22	\$66,185	\$67,450	\$68,532	\$69,614	\$71,417	\$72,860	\$75,745	\$81,517	\$360.69	
23	\$66,720	\$67,985	\$69,076	\$70,167	\$71,984	\$73,439	\$76,347	\$82,164	\$363.56	
24	\$67,363	\$68,628	\$69,729	\$70,830	\$72,665	\$74,133	\$77,069	\$82,941	\$366.99	
25	\$67,684	\$68,949	\$70,055	\$71,162	\$73,005	\$74,480	\$77,430	\$83,329	\$368.71	
26+	\$68,220	\$69,485	\$70,600	\$71,714	\$73,572	\$75,058	\$78,031	\$83,976	\$371.58	

The salaries listed above are based on 10, 11 or 12 month employment for the 24-25 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2% general pay increase is applied to the market median salary (\$1,265).

The new salary will be reflected beginning on the September 13, 2024 pay check for the new fiscal year. Prior pay checks issued for the 24-25 school year will be retro paid on September 13, 2024.

\$1500 General Master's Degree Stipend

\$2300 Subject-Area Master's Degree Stipend

2024-2025 Administrative & Professional Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
1						
	Facilitator, Testing	226				
	Specialist, ERSEA	226				
	Specialist, Family Engagement	226				
	Print Shop Manager	226				
	Truancy Attendance Officer	226				
	Specialist, Multi-Media/Communications	226				
	Specialist, Marketing	226				
2						
	Athletic Trainer, Asst	187				
	Facilitator, Head Start Family Services	210, 226				
	Facilitator, Dual Credit	202				
	Mentor, Head Start Readiness	210				
	Facilitator, Human Resources	226				
3						
	Athletic Trainer	187				
	College Advisor	202				
	Coordinator, Head Start Family Services	226				
	Enrollment, Truancy & Dropout Coordinator	226				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Special Ed	226				
	Facilitator, Teen Parenting	187				
	General Accountant	226				
	Specialist, Academic	210				
	Coordinator, HS Testing	226				
	Speech Language Pathologist, Asst	187				
	Licensed Master Social Worker	198				
	Licensed Clinical Social Worker Lead	226				
	Licensed Professional Counselor	198				
4						
	Asst Principal, ES	198				
	Asst Principal, MS	202				
	Athletic Coordinator/Head Football	226				
	Coordinator, Bilingual/ESL	226				
	Coordinator, Career Technology Education	226				
	Coordinator, Facilities	235				
	Coordinator, Traits	226				
	Coordinator, Payroll	226				
	Coordinator, Procurement	226				
	Coordinator, Safety and Security	226				
	Coordinator, ERSEA	226				
	Coordinator, Health Services	202, 215				
	Coordinator, HR	226				
	Coordinator, Testing	226				
	Coordinator, PEIMS	226				
	Coordinator, Gear Up	226				
	Coordinator, Grant	226				
	Academic Coordinator	226				
	Specialist, Behavior	226				
	Specialist, Head Start	226				
5						
	Asst Athletic Director	226				
	Asst Director, Child Nutrition	226				
	Asst Director, Facilities	226				
	Asst Principal, HS	210				
	Diagnostician	198				
	SLP	198				
	LSSP	198				

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Controller Finance	226
Director, Athletics	226
Director, Child Nutrition	226
Director, Communications and Marketing	226
Director, Early College HS	226
Director, ECC & Head Start	226
Director, Guidance & Counseling	226
Director, Payroll	226
Director, Procurement	226
Director, Technology	226
Director, Assessment and Accountability	226
Director, CTE	226
Director, Bilingual/ESL	226
Director, Transportation	226
Director, School Improvement	226
Director, Facilities	226
Director of Teaching and Learning	226
Director, Federal & State Program	226
Director, Special Education	226
Chief of Police	226
Principal, ES	210

Daily	\$361.99	\$441.46	\$520.91
210 Days	76,018	92,707	109,391
226 Days	81,810	99,770	117,726

7

Principal, MS	215
Principal, DAEP	226
Academic Dean, HS	226
Associate Principal, HS	226

Daily	\$387.33	\$472.35	\$557.38
215 Days	83,276	101,555	119,837
226 Days	87,537	106,751	125,968

8

Exec Director, Business and Finance	226
Exec Director, Curriculum & Instruction	226
Exec Director, Human Resources	226
Exec Director, Operations	226
Chief of Staff Officer	226
Exec Director, Student Support Services	226
Principal, HS	226

Daily	\$422.19	\$495.07	\$584.17
226 Days	95,415	111,886	132,022

9

Chief Academic Officer	226
Chief Financial Officer	226

Daily	\$493.97	\$602.38	\$710.81
226 Days	111,637	136,138	160,643

10

Deputy Superintendent	226
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Daily	\$681.00	\$801.18	\$921.36
226 Days	153,906	181,067	208,227

2024-2025 Technology Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
1			Daily	\$175.03	\$210.87	\$246.72
	Computer Technician	226	226 Days	39,557	47,657	55,759
	Specialist, Hardware	226				
	Technician, Desktop Service	226				
2			Daily	\$210.03	\$253.05	\$296.07
	Specialist, Telecommunications	226	226 Days	47,467	57,189	66,912
3			Daily	\$252.03	\$303.66	\$355.29
	Specialist,-Technology	226	226 Days	56,959	68,627	80,296
	Specialist, Network	226				
4			Daily	\$302.44	\$364.40	\$426.34
	Administrator, Network	226	226 Days	68,351	82,354	96,353
	Administrator, System	226				
	Administrator, Technology	226				

2024-2025 Police Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
1			Hourly	\$19.16	\$22.87	\$26.58
	Communications Operator	235	235 Days	36,021	42,996	49,970
	Public Service Officer	235				
2			Hourly	\$22.00	\$25.85	\$30.01
	School Marshal	187	187 Days	32,912	38,672	44,895
3			Hourly	\$23.97	\$28.34	\$32.70
	Certified Peace Officer	187	187 Days	35,859	42,397	48,919
	Certified Peace Officer	235	235 Days	45,064	53,279	61,476
4			Hourly	\$30.16	\$35.71	\$41.26
	Sergeant, Certified Peace Officer	235	235 Days	56,701	67,135	77,569
5			Hourly	\$37.74	\$44.74	\$51.72
	Lieutenant	235	235 Days	70,951	84,111	97,234

2024-2025 Clerical Technical Support Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
1						
	Clerk I, Assessment	210	Hourly	\$13.63	\$16.82	\$20.03
	Clerk I, Office	187, 226	187 Days	20,390	25,163	29,965
	Clerk I, Office CTE	226	210 Days	22,898	28,258	33,650
	Clerk I, Receptionist	226	226 Days	24,643	30,411	36,214
2						
	Clerk II, Appraisal	193, 207	Hourly	\$14.79	\$18.26	\$21.73
	Clerk II, Attendance ES	210	187 Days	22,126	27,317	32,508
	Clerk II, Attendance HS	226	193 Days	22,836	28,193	33,551
	Clerk II, Head Start Bilingual	226	210 Days	24,847	30,677	36,506
	Clerk II, Library	187	226 Days	26,740	33,014	39,288
	Clerk II, Office	187, 193				
	Clerk II, SEMS	226				
	Clerk II, Special Ed	226				
3						
	Clerk III, Attendance HS/Data	226	Hourly	\$15.97	\$19.72	\$23.46
	Clerk III, Attendance MS/Data	193, 210	193 Days	24,658	30,448	36,222
	Clerk III, Federal Programs	226	210 Days	26,830	33,130	39,413
	Clerk III, Lead Data Processor	226	226 Days	28,874	35,654	42,416
	Clerk III, Office	193				
	Clerk, Print Shop	193				
	Clerk III, Migrant Education Program	226				
4						
	Bookkeeper, Athletics	226	Hourly	\$17.25	\$21.29	\$25.35
	Bookkeeper, Maintenance	235	226 Days	31,188	38,492	45,833
			235 Days	32,430	40,025	47,658
5						
	Admin. Assistant, Gear UP	226	Hourly	\$18.63	\$23.00	\$27.37
	Bookkeeper, HS	226	198 Days	29,510	36,432	43,354
	Registrar, HS	226	210 Days	31,298	38,640	45,982
	Clerk, PEIMS Data Entry	226	226 Days	33,683	41,584	49,485
	Specialist, Records Management	226	235 Days	35,024	43,240	51,456
	Secretary, Principal ES	210				
	Secretary, Principal MS	210				
	Secretary, Director	226				
	Secretary, Middle School Counselor	198				
	Secretary, High School Counselor	226				
	Secretary, Maintenance	235				
6						
	Secretary, Athletics	226	Hourly	\$20.31	\$25.07	\$29.82
	Secretary, Principal HS	226	190 Days	30,871	38,106	45,326
	Secretary, Executive Director	226	226 Days	36,720	45,327	53,915
	Clerk III, Accounts Payable	226				
	Licensed Vocational Nurse	190				
	Specialist, Procurement	226				
	Specialist, Marketing	226				
	Specialist, Webmaster	226				
7						
	Executive Asst, Chief Academic Officer	226	Hourly	\$22.13	\$27.33	\$32.52
	Executive Asst, Chief Financial Officer	226	226 Days	40,011	49,413	58,796
	Specialist, Auxiliary	226				
	Specialist, Human Resources	226				
	Specialist, Payroll	226				
	Specialist, Benefits	226				
	Specialist, HR Position Management	226				
	Specialist, Migrant Ed. Program	226				
8						
	Senior Executive Asst, Superintendent	226	Hourly	\$28.12	\$33.88	\$40.32
			226 Days	50,841	61,255	72,899

2024-2025 Instructional Support Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	\$1.00 increase to all existing employees
1						
	Instructional Aide	187				
	Instructional Aide, Bilingual	187				
	Instructional Aide, ESL	187				
	Instructional Aide, Head Start	187				
	Instructional Aide, Head Start/Bil	187				
	Instructional Aide, PE	187				
	Instructional Aide, Pre-K	187				
	Instructional Aide, Pre-K/Bil	187				
	Instructional Aide, Pre-K/Head Start	187				
	Instructional Aide, Pre-K/Head Start/Bil	187				
	Instructional Aide, Intramurals	187				
			Hourly	\$13.61	\$16.44	\$19.28
			187 Days	20,361	24,594	28,843
2						
	Aide, Nurse	187				
	Campus Monitor	187				
	Instructional Aide, Computer Lab	187				
	Instructional Aide, CTE	187				
	Instructional Aide, Teen Parenting	187				
			Hourly	\$14.57	\$17.64	\$20.71
			187 Days	21,797	26,389	30,982
3						
	Instructional Aide, Sped BAC	187				
	Instructional Aide, Sped Life Skills	187				
	Instructional Aide, Sped ECSE	187				
	Instructional Aide, Sped SSTEP	187				
	Instructional Aide, Sped VAC	187				
	Instructional Aide, Sped	187				
	Instructional Aide, Sped Inclusion/Resource	187				
			Hourly	\$15.65	\$18.76	\$21.87
			187 Days	23,412	28,065	32,718

2024-2025 Auxiliary Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	\$1.00 increase to all existing employees
1						
	Bus Aide	190	Hourly	\$14.07	\$16.11	\$18.16
	Custodian	235	190 Days	21,386	24,487	27,603
	Custodian, Athletics	235	235 Days	26,452	30,287	34,141
2						
	Bus Driver, Non CDL	190	Hourly	\$15.12	\$18.31	\$21.50
	Athletic Worker	235	190 Days	22,982	27,831	32,680
	Custodian, Head ES	235	235 Days	28,426	34,423	40,420
	Custodian, Head MS	235				
	Custodian, Head HS	235				
	Groundskeeper	235				
	Warehouse, Worker	235				
3						
	Athletic Worker, Lead	235	Hourly	\$15.36	\$18.97	\$22.57
	General Worker	235	235 Days	28,877	35,664	42,432
4						
	HVAC Apprentice, Tech	235	Hourly	\$16.44	\$20.30	\$24.15
	Maintenance, General Worker II - IPM	235	226 Days	29,724	36,702	43,663
	Painter	235	235 Days	30,907	38,164	45,402
	Plumber Apprentice	235				
	Warehouse Worker I, Textbook	235				
	Transportation Dispatcher	226				
5						
	Maintenance, Mechanic I	235	Hourly	\$17.76	\$21.92	\$26.08
	Transportation, Trainer	226	226 Days	32,110	39,631	47,153
	Transportation, Specialist	226	235 Days	33,389	41,210	49,030
6						
	Maintenance, Glazier/Locksmith	235	Hourly	\$20.06	\$24.77	\$29.48
	Maintenance, Fire Alarm Tech	235	235 Days	37,713	46,568	55,422
	Mechanic II, Vehicle	235				
7						
	Grounds, Foreman	235	Hourly	\$22.87	\$28.23	\$33.60
	Inventories, Foreman	235	235 Days	42,996	53,072	63,168
	Custodian, Supervisor	235				
	Electrician, Journeyman	235				
	HVAC, Journeyman	235				
	Plumber, Journeyman	235				
8						
	Electrician, Foreman	235	Hourly	\$26.31	\$32.48	\$38.64
	Warehouse, Foreman	235	226 Days	47,568	58,724	69,861
	HVAC, Foreman	235	235 Days	49,463	61,062	72,643
	Maintenance, Foreman	235				
	Plumber, Foreman	235				
	Electrician, HVAC, Plumber - Master	235				
	Transportation, Supervisor	226				
	Transportation, Foreman	235				
BD						
	Bus Driver	190	Hourly	\$19.20	\$23.47	\$27.74
			190 Days	29,184	35,674	42,165

2% GPI of the midpoint

\$1.00 increase to all existing employees

Note:
 - All annualized salary figures are based on 8 hours work day.

2024-2025 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	10% GPI of the midpoint
1						
	Cafeteria Worker	190	\$14.96	\$18.47	\$21.98	
	Custodian, Food Service-Cafeteria					
	Porter	190	190 Days	22,739	28,074	33,410
	Warehouse, Work Helper	235	226 Days	27,048	33,394	39,740
			235 Days	28,125	34,724	41,322
2						
	Cafeteria, Manager Trainee	190	\$16.57	\$20.46	\$24.34	
			190 Days	25,186	31,099	36,997
3						
	Cafeteria, Asst Manager	190	\$17.73	\$21.89	\$32.65	
			190 Days	26,950	33,273	49,628
4						
	No positions at this time		\$19.15	\$23.64	\$28.13	
5						
	Cafeteria, Manager ES & MS	190	\$21.64	\$26.71	\$31.79	
			190 Days	32,893	40,599	48,321
6						
	Cafeteria, Manager HS	190	\$24.66	\$30.45	\$34.84	
	Secretary, Child Nutrition	226	190 Days	37,483	46,284	52,957
	Specialist, Procurement	226	226 Days	44,585	55,054	62,991
7						
	Child Nutrition, Area Supervisor	226	\$26.31	\$32.47	\$38.65	
	Warehouse, Foreman	235	226 Days	47,568	58,706	69,879
			235 Days	49,463	61,044	72,662

2% GPI of the midpoint

Note:

- All annualized salary figures are based on 8 hours work day.

High School Level	
Department Heads [Core]	\$2500 \$2000
Dept. Heads [PE, Electives, SPED, CTE, Fine Arts]	\$1,500
BAC/Life skills Professional	\$3500 \$2200
Dual Credit Stipend - per college section/semester (at least 15 enrolled students)	\$600 (paid out in Dec./May)
HS Auditorium Coordinator	\$1,400
HS Media Coordinator	\$2,000
One Act Play	\$3,000
UIL Sponsors (paid out in May)	\$250 per event
UIL Coordinator (paid out in Dec./May)	\$1,200
Pep squad	\$2,500 —\$2700
Yearbook, Debate, Newspaper	\$1,600
Cheer Dance (15 days @ daily rate)	\$7,000 \$1600
Dance (15 days @ daily rate)	\$7,000
HS- Assistant Band Directors (19 days @ daily rate)	\$9000 \$2500
HS- Band Directors (19 days @ daily rate)	\$15,000 \$4000
HS - Mariachi	\$2,000
HS - Music Coordinator	\$2,000
District Mariachi Coordinator	\$10,000
Career & Technology Education (Competition Stipends)	Paid out in Dec./May
Engineering -Robotics-	\$2000 -1500
Print Imaging	\$750
Cosmetology	\$600 -1000
Refinishing	\$600 -750
Cyber/E-sports -Cyber Patriot	\$2000 -500
Texas Assn for Future Educators	\$500
Architecture	\$500
Health Occupations Student of America (HOSA)	\$600 -500
Architecture, Construction & Engineering Mentor (A)	\$500
Future Farmers of America (FFA)	\$1,000
Culinary Arts	\$1,200 \$1000
Audio/Video	\$1,000
Welding	\$1,000
HVAC	\$600
Business	\$600
Electrical Technology	\$600
Law Enforcement	\$1,200
Safety and Security Manager	\$2,000
Campus Website Manager-	\$1,000
Campus Technology Representative-	\$1,000
Truancy Officer Mileage	\$1,200
23-24 SY Accountability Performance Pay	
Accountability A Rating	
Campus Based Employee:	\$500
District Based Employee:-	\$500
Campus Accountability B Rating-	
Campus Based Employee:-	\$250
Non- Campus Based Employee:-	\$250
Average Daily Attendance Performance Pay	
Campus ADA greater than or equal to 95%	
Campus Based Employee:	\$500
Campus ADA greater than or equal to 93%	
Campus Based Employee:	\$250
*Club and UIL Sponsors must have a minimum of 5 students participating	
ICLAS -Instructional Coach	\$6,000
Lead Librarian (Districtwide)	\$3,000
22-23 SY Retention Stipend -Paid in one installment (September 30th)	\$1,000
Must be employed with the district prior to 9/1/23 and remain employed until 12/31/23	

2024-2025 Athletic Stipends			
Category	Assignment	Level	Stipend
Middle School			
	MS Athletic Coordinator	Junior High	1,000
	Basketball	Junior High	2,000
	Football	Junior High	2,750
	Soccer	Junior High	2,000
	Track	Junior High	2,000
	Volleyball	Junior High	2,000
High School			
	Summer Asst. (paid at the end of summer)	High School	2,560
	Asst. Athletic Trainer	High School	12,500
	Athletic Trainer	High School	13,500
Year Round Sports			
Tennis			
	Tennis - Asst	High School	5,000
	Tennis - Head	High School	6,500
Golf			
	Golf - Asst	High School	5,000
	Golf - Head	High School	6,500
Fall Sports			
Cross Country(Fall)			
	Cross Country - Asst	High School	5,000
	Cross Country - Head	High School	6,500
Football (Fall)			
	Football - Asst	High School	7,500
	Football Offensive Coordinator	High School	10,000
	Football Defensive Coordinator	High School	10,000
	Football - Head Coach	High School	15,000
Volleyball (Fall)			
	Volleyball - Asst	High School	5,500
	Volleyball - Head	High School	8,250
Spring Sports			
Swimming (Spring)			
	Swimming - Head	High School	6,500
Basketball (Spring)			
	Basketball - Asst	High School	5,500
	Basketball - Head	High School	8,250
Soccer (Spring)			
	Soccer - Asst.	High School	5,500
	Soccer - Head	High School	8,250
Track & Field (Spring)			
	Track - Asst	High School	5,500
	Track - Head	High School	7,000
Softball (Spring)			
	Softball - Asst	High School	5,500
	Softball - Head	High School	8,250
Baseball (Spring)			
	Baseball - Asst	High School	5,500
	Baseball - Head	High School	8,250
Powerlifting (Spring)			
	Powerlifting - Asst	High School	5,000
	Powerlifting - Head	High School	5,500

Other Salary/ Duties 2024-2025	Current
Saturday School, Tutorials, Part-Time Tutors (Certified)	\$40 hourly
Professional Development and Curriculum Writing	\$30 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Degreed)	\$25 hourly
Temporary Teachers/Professionals (Non-Degreed)	\$20 hourly
Temporary Clerical, Aides, Part-Time PK Classroom Monitors/Floaters, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Assistant Principal	\$30 hourly
Part-Time Parent Liaisons	\$16 hourly
Part-Time Certified Peace Officer	\$30 hourly
Student Intern Workers	\$8 hourly
Summer School Food Service Worker and Bus Aide	\$15 hourly
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Coordinator	\$60 hourly
Student Teacher Interns-(CLAS)	\$25,000 annually
CDL License	\$25 per round trip
Substitute Pay Plan 2024-2025	Current
Principal	\$295 daily
Assistant Principal	\$240 daily
Non-Degreed (Teacher)	\$100 daily
Degree without teaching certificate	\$110 daily
Degree with teaching certificate	\$120 daily
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Instructional Aide/Clerical Position	\$65 daily
Substitute Bus Driver	\$12.75 hourly
Substitute Bus Aide	\$9.50 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily

2024-2025 Police Department Certification Pay ~~Stipends~~

TCOLE Certification - Certified Peace Officer	One-Time Certification Pay (paid after 1 full year of employment at the end of the year)
Intermediate Peace Officer	\$1,500
Advance Peace Officer	\$3,000
Master Peace Officer	\$4,500
Firearms or Basic Instructor, Mental Health Officer	\$250
TCOLE Certification - Dispatcher	One-Time Certification Pay (paid after 1 full year of employment at the end of the year)
Intermediate Dispatcher Proficiency	\$250
Advance Dispatcher Proficiency	\$500
Master Dispatcher Proficiency	\$750
Degree	One-Time Certification Pay (paid after 1 full year of employment at the end of the year)
Associates	\$250
Bachelors	\$500
Masters	\$750

2024-2025 Athletic Workers Pay Scale		
HS Football	Per Game	
Validator	\$50	
Announcer*	\$55	
Time Keeper*	\$50	
25 Second Clock*	\$45	
Stats*	\$75	
Chain Crew*	\$45	
HS Football 9/JV, Volleyball, Basketball, Soccer	Game 1	Game 2
Validator	\$45	\$30
Announcer/Time Keeper*	\$40	\$30
Scorer/Book*	\$40	\$30
HS Baseball, Softball	Game 1	Game 2
Validator	\$45	\$30
Announcer/Score Keeper*	\$45	\$35
Pitch Count*	\$35	\$25
HS Track	Per Game	
Validator	\$50	
Track Starter	\$150	
HS Tournaments	Per Game	
Validator	\$40	
Announcer/Time Keeper*	\$45	
Scorer/Book*	\$35	

MS Sports	Per Game
Validator	\$35
Time Keeper/Scorer	\$35

MS Tournaments	Per Game
Validator	\$25
Time Keeper/Scorer	\$25

Playoff	Per Game
Workers	\$50

District Track Meet	
Validator	\$75 -half day
Announcer	\$75
Starter	\$500
Assistant Starter	\$400

*Varsity games only

Note: Only certified employees or non-district employees may be paid for validating tickets and time/score keeping.