



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: September 30, 2021

Agenda Section: Discussion and possible action

Agenda Item Title: Presentation on the results of a review of targeted academic stipend adjustments and recommendations for increases

From: Israel Jimenez, Executive Director of Human Resources

Additional Presenters if Applicable:

Description: An extended review of potential academic adjustments

Historical Data: The comparison data was provided to the Board at the August 18, 2021 Board meeting (in the pay and compensation plan backup documentation). Further discussions and information were at the September 15, 2021 Board meeting.

Recommendation: To approve the item as presented

Funding Budget Code and Amount:



Academic UIL Stipend Review

South San Antonio ISD

		Stipend Amount				Extra days			
Extra Duty Assignment	Number of Districts	My Organization	Market Group Median	Comparison To Market (%)	Dollar Difference (\$)	My Organization	Market Group Median	Districts Paying Extra Days	Percent Paying Extra Days (%)
Robotics Coach–High School	10	\$1,500	\$500	300.0%	\$1,000			0	0.0%
UIL Campus Coordinator–Elementary School	18		\$750					0	0.0%
UIL Campus Coordinator–High School	27	\$1,400	\$1,200	116.7%	\$200			0	0.0%
UIL Campus Coordinator–Middle School	24		\$775					0	0.0%
UIL Subject-Area Coach–Elementary School	17		\$250					0	0.0%
UIL Subject-Area Coach–High School	24	\$250	\$425	58.8%	(\$175)			0	0.0%
UIL Subject-Area Coach–Middle School	21		\$300					0	0.0%

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20

Specific Organization Names Selected? No

Organization	ESC	Enrollment	UIL
Bandera ISD	20	2,239	4A
Boerne ISD	20	9,785	5A



Academic UIL Stipend Review

South San Antonio ISD

Organization	ESC	Enrollment	UIL
Brackett ISD	20	571	2A
Carrizo Springs CISD	20	2,137	4A
Center Point ISD	20	592	2A
Comal ISD	20	24,814	4A
Devine ISD	20	1,968	4A
Dilley ISD	20	980	3A
Eagle Pass ISD	20	14,758	6A
Edgewood ISD-Bexar County	20	9,888	5A
Floresville ISD	20	4,114	5A
Fort Sam Houston ISD	20	1,540	3A
Harlandale ISD	20	13,408	5A
Hondo ISD	20	1,903	4A
Judson ISD	20	23,500	6A
La Vernia ISD	20	3,400	4A
Lytle ISD	20	1,760	3A
Marion ISD	20	1,538	3A
North East ISD	20	64,516	6A
Northside ISD-Bexar County	20	106,982	6A
Pearsall ISD	20	2,300	4A
Pleasanton ISD	20	3,572	4A
Poteet ISD	20	1,639	3A
Sabinal ISD	20	450	2A
Schertz-Cibolo-Universal City ISD	20	15,925	6A



Academic UIL Stipend Review

South San Antonio ISD

Organization	ESC	Enrollment	UIL
Seguin ISD	20	7,202	5A
Somerset ISD	20	4,100	4A
South San Antonio ISD	20	8,934	6A
Stockdale ISD	20	810	3A



Academic UIL Stipend Review

South San Antonio ISD

Robotics Coach-High School

Summary

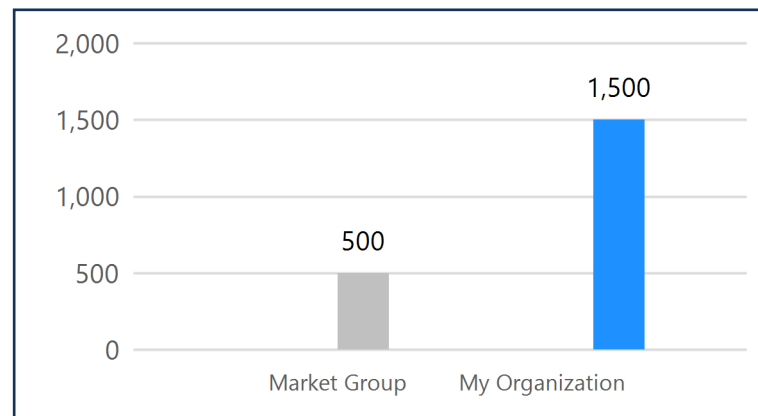
						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A	1				\$1,500	
Market Group	10		2,850		5			\$500	\$500	\$950
Comparison to Market (%)									300.0%	
Difference									\$1,000	

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20





Academic UIL Stipend Review

South San Antonio ISD

Robotics Coach–High School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Boerne ISD	20	9,785	5A	4	\$1,000	
Comal ISD	20	24,814	4A	6	\$500	
Devine ISD	20	1,968	4A	1	\$500	
Edgewood ISD-Bexar County	20	9,888	5A	6	\$500	
Floresville ISD	20	4,114	5A	5	\$500	
La Vernia ISD	20	3,400	4A	1	\$500	
Lytle ISD	20	1,760	3A	2	\$2,000	
North East ISD	20	64,516	6A	7	\$500	
Northside ISD-Bexar County	20	106,982	6A	8	\$800	
Sabinal ISD	20	450	2A	1	\$1,000	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–Elementary School

Summary

						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A						
Market Group	18		2,850		1			\$500	\$750	\$950
Comparison to Market (%)										
Difference										

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–Elementary School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	1	\$600	
Brackett ISD	20	571	2A	1	\$1,200	
Carrizo Springs CISD	20	2,137	4A	1	\$800	
Center Point ISD	20	592	2A	1	\$550	
Devine ISD	20	1,968	4A	1	\$750	
Dilley ISD	20	980	3A	1	\$1,200	
Eagle Pass ISD	20	14,758	6A	1	\$1,250	
Edgewood ISD-Bexar County	20	9,888	5A	10	\$500	
Floresville ISD	20	4,114	5A	3	\$500	
Hondo ISD	20	1,903	4A	1	\$1,000	
Judson ISD	20	23,500	6A	20	\$300	
La Vernia ISD	20	3,400	4A	1	\$750	
Lytle ISD	20	1,760	3A	1	\$150	
Pearsall ISD	20	2,300	4A	1	\$750	
Pleasanton ISD	20	3,572	4A	1	\$750	
Poteet ISD	20	1,639	3A	1	\$1,500	
Sabinal ISD	20	450	2A	1	\$500	
Stockdale ISD	20	810	3A	1	\$500	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–High School

Summary

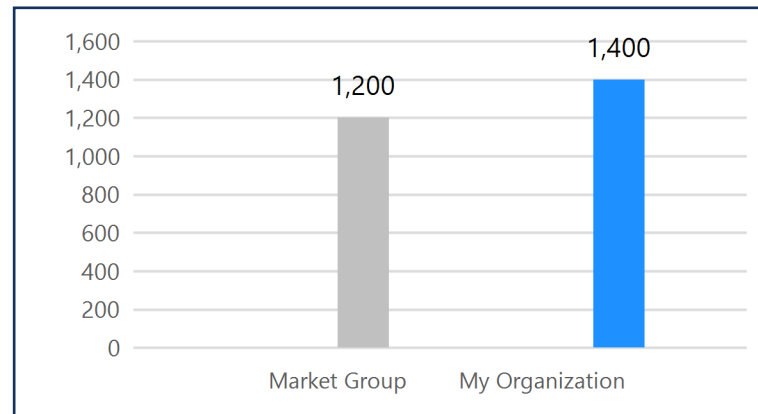
						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A	1				\$1,400	
Market Group	27		2,850		1			\$1,000	\$1,200	\$1,500
Comparison to Market (%)									116.7%	
Difference									\$200	

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20





Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–High School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	1	\$2,000	
Boerne ISD	20	9,785	5A	2	\$1,500	
Brackett ISD	20	571	2A	1	\$1,900	
Carrizo Springs CISD	20	2,137	4A	1	\$1,300	
Center Point ISD	20	592	2A	1	\$550	
Comal ISD	20	24,814	4A	4	\$1,500	
Devine ISD	20	1,968	4A	1	\$1,500	
Dilley ISD	20	980	3A	1	\$1,200	
Eagle Pass ISD	20	14,758	6A	1	\$2,750	
Edgewood ISD-Bexar County	20	9,888	5A	2	\$800	
Floresville ISD	20	4,114	5A	1	\$1,000	
Fort Sam Houston ISD	20	1,540	3A	1	\$1,100	
Harlandale ISD	20	13,408	5A	2	\$1,400	
Hondo ISD	20	1,903	4A	1	\$1,000	
Judson ISD	20	23,500	6A	3	\$1,700	
La Vernia ISD	20	3,400	4A	1	\$3,000	
Lytle ISD	20	1,760	3A	1	\$750	
Marion ISD	20	1,538	3A	1	\$500	
North East ISD	20	64,516	6A	7	\$1,000	
Northside ISD-Bexar County	20	106,982	6A	12	\$1,200	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–High School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Pearsall ISD	20	2,300	4A	1	\$1,200	
Pleasanton ISD	20	3,572	4A	1	\$1,500	
Poteet ISD	20	1,639	3A	1	\$1,500	
Sabinal ISD	20	450	2A	1	\$500	
Schertz-Cibolo-Universal City ISD	20	15,925	6A	2	\$1,000	
Seguin ISD	20	7,202	5A	1	\$2,500	
Stockdale ISD	20	810	3A	1	\$500	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–Middle School

Summary

						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A						
Market Group	24		2,850		1			\$500	\$775	\$1,200
Comparison to Market (%)										
Difference										

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20

UIL Campus Coordinator–Middle School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	1	\$600	
Boerne ISD	20	9,785	5A	2	\$1,200	
Brackett ISD	20	571	2A	1	\$1,400	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–Middle School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Carrizo Springs CISD	20	2,137	4A	1	\$1,100	
Center Point ISD	20	592	2A	1	\$550	
Comal ISD	20	24,814	4A	7	\$1,200	
Devine ISD	20	1,968	4A	1	\$750	
Dilley ISD	20	980	3A	1	\$1,200	
Eagle Pass ISD	20	14,758	6A	1	\$1,750	
Edgewood ISD-Bexar County	20	9,888	5A	3	\$500	
Floresville ISD	20	4,114	5A	3	\$500	
Hondo ISD	20	1,903	4A	1	\$1,000	
Judson ISD	20	23,500	6A	5	\$600	
La Vernia ISD	20	3,400	4A	1	\$1,000	
Lytle ISD	20	1,760	3A	1	\$150	
Marion ISD	20	1,538	3A	1	\$500	
North East ISD	20	64,516	6A	14	\$1,000	
Pearsall ISD	20	2,300	4A	1	\$750	
Pleasanton ISD	20	3,572	4A	1	\$1,500	
Poteet ISD	20	1,639	3A	1	\$1,500	
Sabinal ISD	20	450	2A	1	\$500	
Schertz-Cibolo-Universal City ISD	20	15,925	6A	2	\$800	
Seguin ISD	20	7,202	5A	2	\$500	



Academic UIL Stipend Review

South San Antonio ISD

UIL Campus Coordinator–Middle School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Stockdale ISD	20	810	3A	1	\$500	



Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach-Elementary School

Summary

						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A						
Market Group	17		2,850		15			\$150	\$250	\$500
Comparison to Market (%)										
Difference										

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20



Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach–Elementary School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	27	\$200	
Brackett ISD	20	571	2A	1	\$1,200	
Center Point ISD	20	592	2A	8	\$300	
Devine ISD	20	1,968	4A	13	\$200	
Dilley ISD	20	980	3A	15	\$6,000	
Edgewood ISD-Bexar County	20	9,888	5A	180	\$300	
Floresville ISD	20	4,114	5A	24	\$150	
Fort Sam Houston ISD	20	1,540	3A	18	\$100	
Hondo ISD	20	1,903	4A	28	\$250	
Judson ISD	20	23,500	6A	20	\$500	
Lytle ISD	20	1,760	3A	1	\$150	
Pearsall ISD	20	2,300	4A	30	\$300	
Pleasanton ISD	20	3,572	4A	10	\$600	
Sabinal ISD	20	450	2A	10	\$200	
Seguin ISD	20	7,202	5A	7	\$150	
Somerset ISD	20	4,100	4A	14	\$1,000	
Stockdale ISD	20	810	3A	15	\$150	



Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach-High School

Summary

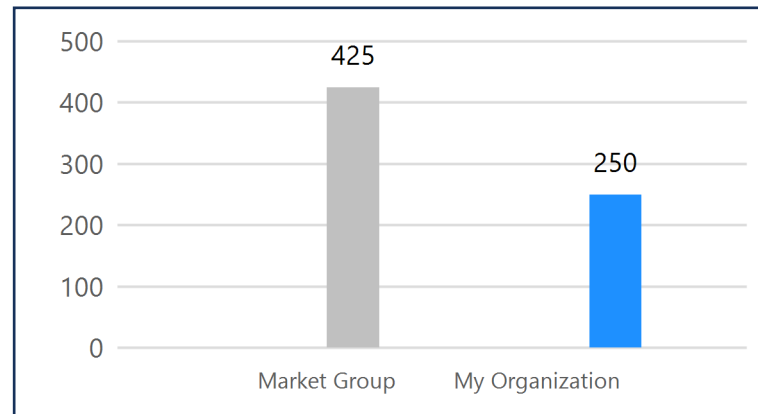
						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A	19				\$250	
Market Group	24		2,850		16			\$300	\$425	\$600
Comparison to Market (%)									58.8%	
Difference									(\$175)	

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20





Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach–High School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	21	\$300	
Boerne ISD	20	9,785	5A	18	\$500	
Brackett ISD	20	571	2A	1	\$1,400	
Center Point ISD	20	592	2A	8	\$300	
Devine ISD	20	1,968	4A	24	\$450	
Dilley ISD	20	980	3A	17	\$6,800	
Edgewood ISD-Bexar County	20	9,888	5A	42	\$400	
Floresville ISD	20	4,114	5A	12	\$500	
Fort Sam Houston ISD	20	1,540	3A	31	\$400	
Harlandale ISD	20	13,408	5A	25	\$300	
Hondo ISD	20	1,903	4A	15	\$350	
Judson ISD	20	23,500	6A	15	\$500	
La Vernia ISD	20	3,400	4A	64	\$200	
Lytle ISD	20	1,760	3A	1	\$250	
Marion ISD	20	1,538	3A		\$100	
North East ISD	20	64,516	6A		\$600	
Northside ISD-Bexar County	20	106,982	6A	277	\$800	
Pearsall ISD	20	2,300	4A	25	\$300	
Pleasanton ISD	20	3,572	4A	10	\$600	
Sabinal ISD	20	450	2A	5	\$200	



Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach-High School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Schertz-Cibolo-Universal City ISD	20	15,925	6A	16	\$650	
Seguin ISD	20	7,202	5A	6	\$500	
Somerset ISD	20	4,100	4A	8	\$1,000	
Stockdale ISD	20	810	3A	8	\$200	



Academic UIL Stipend Review

South San Antonio ISD

UIL Subject-Area Coach–Middle School

Summary

						Extra Days		Standard Stipend Amount		
	Number of Districts	ESC	Enroll	UIL	Median Stipend Count	Districts Paying Extra Days	Median Extra Days	25th Percentile	Median/50th Percentile	75th Percentile
My Organization		20	8,934	6A						
Market Group	21		2,850		10			\$200	\$300	\$400
Comparison to Market (%)										
Difference										

Data Selection Criteria

UIL: All

ESC Region: 20

Effective School Year: 2019-20

UIL Subject-Area Coach–Middle School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Bandera ISD	20	2,239	4A	17	\$250	
Boerne ISD	20	9,785	5A	75	\$300	
Center Point ISD	20	592	2A	8	\$300	



Athletics, Performing Arts & Academics

South San Antonio ISD

UIL Subject-Area Coach–Middle School

Organization	ESC	Enrollment	UIL	Stipend Count	Stipend Amount	Extra Days
Devine ISD	20	1,968	4A	19	\$200	
Dilley ISD	20	980	3A	19	\$7,600	
Edgewood ISD-Bexar County	20	9,888	5A	90	\$225	
Floresville ISD	20	4,114	5A	12	\$300	
Fort Sam Houston ISD	20	1,540	3A	8	\$400	
Hondo ISD	20	1,903	4A	44	\$250	
Judson ISD	20	23,500	6A	10	\$500	
La Vernia ISD	20	3,400	4A	15	\$100	
Lytle ISD	20	1,760	3A	1	\$150	
Marion ISD	20	1,538	3A		\$100	
North East ISD	20	64,516	6A		\$500	
Pearsall ISD	20	2,300	4A	30	\$300	
Pleasanton ISD	20	3,572	4A	10	\$600	
Sabinal ISD	20	450	2A	5	\$200	
Schertz-Cibolo-Universal City ISD	20	15,925	6A	4	\$350	
Seguin ISD	20	7,202	5A	7	\$200	
Somerset ISD	20	4,100	4A	9	\$1,000	
Stockdale ISD	20	810	3A	10	\$150	