



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: November 15, 2023

Agenda Section: Consent

Agenda Item Title: 2023-2024 Pay and Compensation Plan Amendment

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

Description: South San Antonio ISD (SSAISD) 2023-2024 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2023-24 pay and compensation plan amendment is needed to support the vision, mission and operation

Historical Data: The original 2023-2024 Pay and Compensation Plan was approved on June 21, 2023. An Amended 2023-2024 Pay and Compensation Plan was approved on September 20, 2023.

Recommendation: Approve the 2023-2024 Pay and Compensation Plan Amendment as presented. November 16, 2023 will be the effective date for this plan.

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
2023-2024 Compensation Plan**

Teachers, Librarians, ARD Facilitators, Instructional Coaches, Counselors and Nurses (RN)

2023-2024 Pay Scale									
Years of Experience	2022-23 187 Day Salary	Teacher	Nurses	Lib., ES Counselor & MS ARD Fac.	MS Counselor	HS Counselor	Ins. Coach	Lead Counselor	2023-24 Daily Rate
		4% GPI 187 days	4% GPI 190 days	4% GPI 193 days	4% GPI 198 days	4% GPI 202 days	4% GPI 210 days	4% GPI 226 days	
0	\$56,135	\$58,380	\$59,317	\$60,254	\$61,815	\$63,063	\$65,561	\$70,556	\$312.19
1	\$56,341	\$58,595	\$59,535	\$60,475	\$62,041	\$63,295	\$65,801	\$70,815	\$313.34
2	\$56,496	\$58,756	\$59,698	\$60,641	\$62,212	\$63,469	\$65,982	\$71,010	\$314.20
3	\$57,019	\$59,300	\$60,251	\$61,202	\$62,788	\$64,056	\$66,593	\$71,667	\$317.11
4	\$57,407	\$59,703	\$60,661	\$61,619	\$63,215	\$64,492	\$67,046	\$72,155	\$319.27
5	\$57,665	\$59,972	\$60,934	\$61,896	\$63,499	\$64,782	\$67,348	\$72,479	\$320.70
6	\$57,871	\$60,186	\$61,151	\$62,117	\$63,726	\$65,014	\$67,588	\$72,738	\$321.85
7	\$58,695	\$61,043	\$62,022	\$63,001	\$64,634	\$65,939	\$68,551	\$73,774	\$326.43
8	\$59,107	\$61,471	\$62,457	\$63,444	\$65,087	\$66,402	\$69,032	\$74,291	\$328.72
9	\$59,416	\$61,793	\$62,784	\$63,775	\$65,428	\$66,749	\$69,393	\$74,680	\$330.44
10	\$59,725	\$62,114	\$63,110	\$64,107	\$65,768	\$67,096	\$69,754	\$75,068	\$332.16
11	\$60,034	\$62,435	\$63,437	\$64,439	\$66,108	\$67,444	\$70,115	\$75,457	\$333.88
12	\$60,343	\$62,757	\$63,764	\$64,770	\$66,448	\$67,791	\$70,475	\$75,845	\$335.60
13	\$60,652	\$63,078	\$64,090	\$65,102	\$66,789	\$68,138	\$70,836	\$76,233	\$337.32
14	\$60,961	\$63,399	\$64,417	\$65,434	\$67,129	\$68,485	\$71,197	\$76,622	\$339.03
15	\$61,270	\$63,721	\$64,743	\$65,765	\$67,469	\$68,832	\$71,558	\$77,010	\$340.75
16	\$61,579	\$64,042	\$65,070	\$66,097	\$67,809	\$69,179	\$71,919	\$77,399	\$342.47
17	\$61,991	\$64,471	\$65,505	\$66,539	\$68,263	\$69,642	\$72,400	\$77,916	\$344.76
18	\$62,712	\$65,220	\$66,267	\$67,313	\$69,057	\$70,452	\$73,242	\$78,823	\$348.77
19	\$63,021	\$65,542	\$66,593	\$67,645	\$69,397	\$70,799	\$73,603	\$79,211	\$350.49
20	\$63,330	\$65,863	\$66,920	\$67,976	\$69,738	\$71,146	\$73,964	\$79,599	\$352.21
21	\$63,639	\$66,185	\$67,246	\$68,308	\$70,078	\$71,493	\$74,325	\$79,988	\$353.93
22	\$64,154	\$66,720	\$67,791	\$68,861	\$70,645	\$72,072	\$74,926	\$80,635	\$356.79
23	\$64,772	\$67,363	\$68,444	\$69,524	\$71,325	\$72,766	\$75,648	\$81,412	\$360.23
24	\$65,081	\$67,684	\$68,770	\$69,856	\$71,666	\$73,113	\$76,009	\$81,800	\$361.95
25	\$65,596	\$68,220	\$69,314	\$70,409	\$72,233	\$73,692	\$76,611	\$82,448	\$364.81
26	\$66,523	\$69,184	\$70,294	\$71,404	\$73,254	\$74,733	\$77,693	\$83,613	\$369.97

The salaries listed above are based on 10, 11 or 12 month employment for the 23-24 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.

**\$1500 General Master's Degree Stipend
\$2300 Subject-Area Master's Degree Stipend**

The new salary will be reflected beginning on the September 15, 2023 pay check for the new fiscal year. Prior pay checks issued for the 23-24 school year will be retro paid on September 15, 2023.

2023-2024 Administrative & Professional Pay Plan
 South San Antonio ISD

4% GPI of
the
midpoint

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$220.82	\$272.63	\$324.43
	Facilitator, Testing	226	226 Days	49,905	61,614	73,321
	Specialist, ERSEA	226				
	Specialist, Family Engagement	226				
	Print Shop Manager	226				
	Truancy Attendance Officer	226				
	Specialist, Multi-Media/Communications	226				
2			Daily	\$256.16	\$316.24	\$376.33
	Athletic Trainer, Asst	187	187 Days	47,902	59,137	70,374
	Facilitator, Head Start Family Services	210, 226	202 Days	51,744	63,880	76,019
	Facilitator, Dual Credit	202	210 Days	53,794	66,410	79,029
	Mentor, Head Start Readiness	210	226 Days	57,892	71,470	85,051
3			Daily	\$297.15	\$366.85	\$436.55
	Athletic Trainer	187	187 Days	55,567	68,601	81,635
	College Advisor	202	198 Days	58,836	72,636	86,437
	Coordinator, Head Start Family Services	226	202 Days	60,024	74,104	88,183
	Enrollment, Truancy & Dropout Coordinator	226	210 Days	62,402	77,039	91,676
	Facilitator, Bilingual/ESL	226	226 Days	67,156	82,908	98,660
	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			Daily	\$312.00	\$385.18	\$458.37
	Asst Principal, ES	198	198 Days	61,776	76,266	90,757
	Asst Principal, MS	202	202 Days	63,024	77,806	92,591
	Athletic Coordinator/Head Football	226	215 Days	67,080	82,814	98,550
	Coordinator, Bilingual/ESL	226	226 Days	70,512	87,051	103,592
	Coordinator, Career Technology Education	226	235 Days	73,320	90,517	107,717
	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			Daily	\$330.72	\$408.30	\$485.88
	Asst Athletic Director	226	198 Days	65,483	80,843	96,204
	Asst Director, Child Nutrition	226	210 Days	69,451	85,743	102,035
	Asst Director, Facilities	226	226 Days	74,743	92,276	109,809
	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	\$354.89	\$432.80	\$510.70
210 Days	74,527	90,888	107,247
220 Days	78,076	95,216	112,354
226 Days	80,205	97,813	115,418

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

Daily	\$379.74	\$463.09	\$546.45
215 Days	81,644	99,564	117,487
226 Days	85,821	104,658	123,498

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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	\$413.91	\$485.36	\$572.72
226 Days	93,544	109,691	129,435

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Chief Academic Officer	226
Chief Financial Officer	226

Daily	\$484.28	\$590.57	\$696.87
226 Days	109,447	133,469	157,493

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Deputy Superintendent	226
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Daily	\$667.65	\$785.47	\$903.29
226 Days	150,889	177,516	204,144

2023-2024 Technology Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
1			Daily	\$171.60	\$206.74	\$241.88
	Computer Technician	226	226 Days	38,782	46,723	54,665
	Specialist, Hardware	226				
	Technician, Desktop Service	226				
2			Daily	\$205.91	\$248.09	\$290.26
	Specialist, Telecommunications	226	226 Days	46,536	56,068	65,599
3			Daily	\$247.09	\$297.71	\$348.32
	Specialist,-Technology	226	226 Days	55,842	67,282	78,720
	Specialist, Network	226				
4			Daily	\$296.51	\$357.25	\$417.98
	Administrator, Network	226	226 Days	67,011	80,739	94,463
	Administrator, System	226				
	Administrator, Technology	226				

2023-2024 Police Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
1			Hourly	\$18.78	\$22.42	\$26.06
	Communications Operator	235	235 Days	35,306	42,150	48,993
	Security Officer	235				
2			Hourly	\$23.50	\$27.78	\$32.06
	Certified Peace Officer	187	187 Days	35,156	41,559	47,962
	Certified Peace Officer	235	235 Days	44,180	52,226	60,273
3			Hourly	\$29.57	\$35.01	\$40.45
	Sergeant, Certified Peace Officer	235	235 Days	55,592	65,819	76,046
4			Hourly	\$37.00	\$43.86	\$50.71
	Lieutenant	235	235 Days	69,560	82,457	95,335

2023-2024 Clerical Technical Support Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
1			Hourly	\$13.36	\$16.49	\$19.64
	Clerk I, Assessment	210	187 Days	19,987	24,669	29,381
	Clerk I, Office	187, 226	210 Days	22,445	27,703	32,995
	Clerk I, Office CTE	226	226 Days	24,155	29,814	35,509
	Clerk I, Receptionist	226				
2			Hourly	\$14.50	\$17.90	\$21.30
	Clerk II, Appraisal	193, 207	187 Days	21,692	26,778	31,865
	Clerk II, Attendance ES	210	193 Days	22,388	27,638	32,887
	Clerk II, Attendance HS	226	210 Days	24,360	30,072	35,784
	Clerk II, Head Start Bilingual	226	226 Days	26,216	32,363	38,510
	Clerk II, Library	187				
	Clerk II, Office	187, 193				
	Clerk II, SEMS	226				
	Clerk II, Special Ed	226				
3			Hourly	\$15.66	\$19.33	\$23.00
	Clerk III, Attendance HS/Data	226	193 Days	24,179	29,846	35,512
	Clerk III, Attendance MS/Data	193, 210	210 Days	26,309	32,474	38,640
	Clerk III, Federal Programs	226	226 Days	28,313	34,949	41,584
	Clerk III, Lead Data Processor	226				
	Clerk III, Office	193				
	Clerk, Print Shop	193				
4			Hourly	\$16.91	\$20.87	\$24.85
	Bookkeeper, Athletics	226	226 Days	30,573	37,733	44,929
	Bookkeeper, Maintenance	235	235 Days	31,791	39,236	46,718
5			Hourly	\$18.26	\$22.55	\$26.83
	Admin. Assistant, Gear UP	226	198 Days	28,924	35,719	42,499
	Bookkeeper, HS	226	210 Days	30,677	37,884	45,074
	Registrar, HS	226	226 Days	33,014	40,770	48,509
	Clerk, PEIMS Data Entry	226	235 Days	34,329	42,394	50,440
	Specialist, Records Management	226				
	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			Hourly	\$19.91	\$24.58	\$29.24
	Secretary, Athletics	226	190 Days	30,263	37,362	44,445
	Secretary, Principal HS	226	226 Days	35,997	44,441	52,866
	Secretary, Executive Director	226				
	Clerk III, Accounts Payable	226				
	Licensed Vocational Nurse	190				
	Specialist, Procurement	226				
	Specialist, Marketing	226				
	Specialist, Webmaster	226				
7			Hourly	\$21.70	\$26.79	\$31.88
	Executive Asst, Chief Academic Officer	226	226 Days	39,234	48,436	57,639
	Executive Asst, Chief Financial Officer	226				
	Specialist, Auxiliary	226				
	Specialist, Human Resources	226				
	Specialist, Payroll	226				
	Specialist, Benefits	226				
	Specialist, HR Position Management	226				
	Specialist, Migrant Ed. Program	226				
8			Hourly	\$27.57	\$33.22	\$39.53
	Senior Executive Asst, Superintendent	226	226 Days	49,847	60,062	71,470

2023-2024 Instructional Support Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
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	\$12.61	\$15.44	\$18.28
			187 Days	18,865	23,098	27,347
2						
	Aide, Nurse	187				
	Campus Monitor	187				
	Instructional Aide, Computer Lab	187				
	Instructional Aide, CTE	187				
	Instructional Aide, Teen Parenting	187				
			Hourly	\$13.57	\$16.64	\$19.71
			187 Days	20,301	24,893	29,486
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	\$14.65	\$17.76	\$20.87
			187 Days	21,916	26,569	31,222

2023-2024 Auxiliary Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
1						
	Bus Aide	190	Hourly	\$13.07	\$15.11	\$17.16
	Custodian	235	190 Days	19,866	22,967	26,083
	Custodian, Athletics	235	235 Days	24,572	28,407	32,261
2						
	Bus Driver, Non CDL	190	Hourly	\$14.12	\$17.31	\$20.50
	Athletic Worker	235	190 Days	21,462	26,311	31,160
	Custodian, Head ES	235	235 Days	26,546	32,543	38,540
	Custodian, Head MS	235				
	Custodian, Head HS	235				
	Groundskeeper	235				
	Warehouse, Worker	235				
3						
	Athletic Worker, Lead	235	Hourly	\$15.06	\$18.60	\$22.13
	General Worker	235	235 Days	28,313	34,968	41,604
4						
	HVAC Apprentice, Tech	235	Hourly	\$16.12	\$19.90	\$23.68
	Maintenance, General Worker II - IPM	235	226 Days	29,145	35,979	42,813
	Painter	235	235 Days	30,306	37,412	44,518
	Plumber Apprentice	235				
	Warehouse Worker I, Textbook	235				
	Transportation Dispatcher	226				
5						
	Maintenance, Mechanic I	235	Hourly	\$17.41	\$21.49	\$25.57
	Transportation, Trainer	226	226 Days	31,477	38,854	46,231
	Transportation, Specialist	226	235 Days	32,731	40,401	48,072
6						
	Maintenance, Glazier/Locksmith	235	Hourly	\$19.67	\$24.28	\$28.90
	Maintenance, Fire Alarm Tech	235	235 Days	36,980	45,646	54,332
	Mechanic II, Vehicle	235				
7						
	Grounds, Foreman	235	Hourly	\$22.42	\$27.68	\$32.94
	Inventories, Foreman	235	235 Days	42,150	52,038	61,927
	Custodian, Supervisor	235				
	Electrician, Journeyman	235				
	HVAC, Journeyman	235				
	Plumber, Journeyman	235				
8						
	Electrician, Foreman	235	Hourly	\$25.79	\$31.84	\$37.88
	Warehouse, Foreman	235	226 Days	46,628	57,567	68,487
	HVAC, Foreman	235	235 Days	48,485	59,859	71,214
	Maintenance, Foreman	235				
	Plumber, Foreman	235				
	Electrician, HVAC, Plumber - Master	235				
	Transportation, Supervisor	226				
	Transportation, Foreman	235				
BD						
	Bus Driver	190	Hourly	\$18.20	\$22.47	\$26.74
			190 Days	27,664	34,154	40,645

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

2023-2024 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI of the midpoint
1						
	Cafeteria Worker	190	Hourly	\$13.60	\$16.79	\$19.98
	Custodian, Food Service	190	190 Days	20,672	25,521	30,370
	Warehouse, Work Helper	235	226 Days	24,589	30,356	36,124
			235 Days	25,568	31,565	37,562
2						
	Cafeteria, Manager Trainee	190	Hourly	\$15.06	\$18.60	\$22.13
			190 Days	22,891	28,272	33,638
3						
	Cafeteria, Asst Manager	190	Hourly	\$16.12	\$19.90	\$29.68
			190 Days	24,502	30,248	45,114
4						
	No positions at this time		Hourly	\$17.41	\$21.49	\$25.57
5						
	Cafeteria, Manager ES & MS	190	Hourly	\$19.67	\$24.28	\$28.90
			190 Days	29,898	36,906	43,928
6						
	Cafeteria, Manager HS	190	Hourly	\$22.42	\$27.68	\$31.67
	Secretary, Child Nutrition	226	190 Days	34,078	42,074	48,138
	Specialist, Procurement	226	226 Days	40,535	50,045	57,259
7						
	Child Nutrition, Area Supervisor	226	Hourly	\$25.79	\$31.83	\$37.89
	Warehouse, Foreman	235	226 Days	46,628	57,549	68,505
			235 Days	48,485	59,840	71,233

Note:

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

Stipends 2023-2024	Yearly
Certified Bilingual Teacher Teaching in Bilingual Class	\$3,000
Certified ESL Teacher Teaching in ESL Class	\$2,000
Certified Secondary Math Teachers Teaching in Math Class	\$6,000
Certified Secondary Science Teachers Teaching in Science Class	\$6,000
Certified ELAR Teachers Teaching in ELAR Class	\$1,200
Special Education Teachers Teaching in Special Education	\$2,000
LSSP, Diagnosticians, and Speech Language Pathologists	\$3,000
LSSP, (Retention) \$1,000 per year up to 5 years	\$1,000
LSSP, Diagnosticians, SLP, SLPA, Dyslexia Retention/Recruitment Stipend (Employed by Sept. 1, 2023)	\$1,500
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400
Lead LSSP	\$1,000
Dyslexia Program Lead Teacher	\$1,000
Valued Youth Program Lead Teacher	\$500
Special Education ARD Facilitator	\$3,000
BAC/Life Skills/ECSE ES, MS, HS Professional Retention/Recruitment Stipend (Employed by Sept. 1, 2023)	\$2,000
New Teacher Mentor	\$300
Clinical Teacher Mentor (TCLAS)	\$1,000
22-23 & 23-24 Designated Master Teacher - Secondary (above 7 sections)	\$2000/section/semester
Teacher Compensation Allotment (Teachers placed on Career Ladder as of 08-31-93)	
Level II	\$1,500
Level III	\$3,000
Grant Funded Stipend	as determined by grant
Elementary Level	
Grade Level Chair	\$800
BAC/Life skills/ECSE Professional	\$1,500
Career & Technology Education	
Robotics	\$1,500
Print Imaging	\$750
Cosmetology	\$1,000
Refinishing	\$750
Cyber Patriot	\$500
Texas Assn for Future Educators	\$500
Architecture	\$500
Health Occupations Student of America (HOSA)	\$500
Architecture, Construction & Engineering Mentor (A)	\$500
Future Farmers of America (FFA)	\$1,000
Culinary Arts	\$1,000
Middle School Level	
Department Heads [Core]	\$1,200
Dept. Heads [PE, SPED, Electives]	\$800
BAC/Life skills Professional	\$2,600
Sponsors	
Yearbook, Cheerleader, Newspaper	\$1,200
UIL One Act Play	\$1,000
Club	\$250
MS- Assistant Band Directors (19 days @ daily rate)	\$2,000
MS- Band Directors (19 days @ daily rate)	\$2,500

High School Level	
Department Heads [Core]	\$2,000
Dept. Heads [PE, Electives, SPED, Fine Arts]	\$1,500
BAC/Life skills Professional	\$3,300
Dual Credit Stipend - per college section/semester (at least 15 enrolled students)	\$600
HS Auditorium Coordinator	\$1,400
HS Media Coordinator	\$2,000
Sponsor	
One Act Play	\$3,000
UIL Coordinator	\$1,200
Pep squad	\$2,700
Yearbook, Debate, Newspaper	\$1,600
Cheer & Dance (15 days @ daily rate)	\$1,600
HS- Assistant Band Directors (19 days @ daily rate)	\$3,500
HS- Band Directors (19 days @ daily rate)	\$4,000
HS - Mariachi	\$3,000
HS - Music Coordinator	\$3,000
District Mariachi Coordinator	\$10,000
Middle & High School UIL Sponsors	\$250 per event
Elementary Club Sponsor	\$250
Elementary UIL Sponsor	\$250
Elementary UIL Coordinator	\$500
Safety and Security Manager	\$3,000
Campus Website Manager	\$1,000
Campus Technology Representative	\$1,000
Truancy Officer Mileage	\$1,200
JROTC Instructor	\$2,000
JROTC Assistant Instructor	\$1,250
22-23 SY Accountability Performance Pay	
Campus Accountability A Rating	
Campus Based Employee:	\$500
Non- Campus 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
TCLAS Instructional Coach	\$6,000
Lead Counselor	\$1,500
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	

2023-2024 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 2023-2024	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 (TCLAS)	\$25,000 annually
CDL License	\$25 per round trip
Substitute Pay Plan 2023-2024	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

2023-2024 Police Department 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

2023-2024 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.