



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: June 21, 2023

Agenda Section: Consent

Agenda Item Title: 2023-2024 South San ISD Pay and Compensation Plan

From: Rita Uresti, Executive Director of Human Resources

Additional Presenters if Applicable:

Description: The 2023-2024 Pay and Compensation Plan presents a summary of our findings and recommendations by the district. It includes a cost estimate of the requested pay increase adjustments to employees, a new teacher placement guide, and pay range structures for other job groups.

Historical Data: The Pay and Compensation plan is approved annually by the Board of Trustees.

Recommendation: Approve the 2023-2024 South San ISD Pay and Compensation Plan.

Purchasing Director and Approval Date: Not Applicable

Funding Budget Code and Amount: Not Applicable

**South San Antonio ISD  
2023-2024 Compensation Plan**

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

<b>2023-2024 Pay Scale</b>									
<b>Years of Experience</b>	<b>2022-23 187 Day Salary</b>	Teacher	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Ins. Coach	Lead Counselor	<b>2023-24 Daily Rate</b>
		<b>3% GPI 187 days</b>	<b>3% GPI 190 days</b>	<b>3% GPI 193 days</b>	<b>3% GPI 198 days</b>	<b>3% GPI 202 days</b>	<b>3% GPI 210 days</b>	<b>3% GPI 226 days</b>	
0	\$56,135	\$57,819	\$58,747	\$59,674	\$61,220	\$62,457	\$64,930	\$69,878	\$309.19
1	\$56,341	\$58,031	\$58,962	\$59,893	\$61,445	\$62,686	\$65,169	\$70,134	\$310.33
2	\$56,496	\$58,191	\$59,124	\$60,058	\$61,614	\$62,859	\$65,348	\$70,327	\$311.18
3	\$57,019	\$58,730	\$59,672	\$60,614	\$62,184	\$63,440	\$65,953	\$70,978	\$314.06
4	\$57,407	\$59,129	\$60,078	\$61,026	\$62,607	\$63,872	\$66,402	\$71,461	\$316.20
5	\$57,665	\$59,395	\$60,348	\$61,301	\$62,889	\$64,159	\$66,700	\$71,782	\$317.62
6	\$57,871	\$59,607	\$60,563	\$61,520	\$63,113	\$64,388	\$66,938	\$72,039	\$318.75
7	\$58,695	\$60,456	\$61,426	\$62,396	\$64,012	\$65,305	\$67,892	\$73,064	\$323.29
8	\$59,107	\$60,880	\$61,857	\$62,834	\$64,461	\$65,764	\$68,368	\$73,577	\$325.56
9	\$59,416	\$61,198	\$62,180	\$63,162	\$64,798	\$66,107	\$68,726	\$73,962	\$327.26
10	\$59,725	\$61,517	\$62,504	\$63,491	\$65,135	\$66,451	\$69,083	\$74,346	\$328.97
11	\$60,034	\$61,835	\$62,827	\$63,819	\$65,472	\$66,795	\$69,440	\$74,731	\$330.67
12	\$60,343	\$62,153	\$63,150	\$64,148	\$65,809	\$67,139	\$69,798	\$75,116	\$332.37
13	\$60,652	\$62,472	\$63,474	\$64,476	\$66,146	\$67,483	\$70,155	\$75,500	\$334.07
14	\$60,961	\$62,790	\$63,797	\$64,804	\$66,483	\$67,826	\$70,513	\$75,885	\$335.77
15	\$61,270	\$63,108	\$64,121	\$65,133	\$66,820	\$68,170	\$70,870	\$76,270	\$337.48
16	\$61,579	\$63,426	\$64,444	\$65,461	\$67,157	\$68,514	\$71,227	\$76,654	\$339.18
17	\$61,991	\$63,851	\$64,875	\$65,899	\$67,607	\$68,972	\$71,704	\$77,167	\$341.45
18	\$62,712	\$64,593	\$65,630	\$66,666	\$68,393	\$69,775	\$72,538	\$78,065	\$345.42
19	\$63,021	\$64,912	\$65,953	\$66,994	\$68,730	\$70,118	\$72,895	\$78,449	\$347.12
20	\$63,330	\$65,230	\$66,276	\$67,323	\$69,067	\$70,462	\$73,253	\$78,834	\$348.82
21	\$63,639	\$65,548	\$66,600	\$67,651	\$69,404	\$70,806	\$73,610	\$79,219	\$350.52
22	\$64,154	\$66,079	\$67,139	\$68,199	\$69,966	\$71,379	\$74,206	\$79,860	\$353.36
23	\$64,772	\$66,715	\$67,785	\$68,856	\$70,640	\$72,067	\$74,921	\$80,629	\$356.77
24	\$65,081	\$67,033	\$68,109	\$69,184	\$70,977	\$72,410	\$75,278	\$81,014	\$358.47
25	\$65,596	\$67,564	\$68,648	\$69,732	\$71,538	\$72,983	\$75,874	\$81,655	\$361.30
26	\$66,523	\$68,519	\$69,618	\$70,717	\$72,549	\$74,015	\$76,946	\$82,809	\$366.41

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**

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>							
	Facilitator, Testing	226	<b>Daily</b>	<b>\$218.70</b>	<b>\$270.00</b>	<b>\$321.31</b>	<b>\$8.10</b>
	Specialist, ERSEA	226	<b>226 Days</b>	49,426	61,020	72,616	\$1,831
	Specialist, Family Engagement	226					
	Print Shop Manager	226					
	Truancy Attendance Officer	226					
<b>2</b>							
	Athletic Trainer, Asst	187	<b>Daily</b>	<b>\$253.31</b>	<b>\$313.20</b>	<b>\$372.72</b>	<b>\$9.40</b>
	Facilitator, Head Start Family Services	210, 226	<b>187 Days</b>	47,369	58,568	69,699	\$1,758
	Facilitator, Dual Credit	202	<b>202 Days</b>	51,169	63,266	75,289	\$1,899
	Mentor, Head Start Readiness	210	<b>210 Days</b>	53,195	65,772	78,271	\$1,974
			<b>226 Days</b>	57,248	70,783	84,235	\$2,124
<b>3</b>							
	Athletic Trainer	187	<b>Daily</b>	<b>\$294.29</b>	<b>\$363.32</b>	<b>\$432.35</b>	<b>\$10.90</b>
	College Advisor	202	<b>187 Days</b>	55,032	67,941	80,849	\$2,038
	Coordinator, Head Start Family Services	226	<b>198 Days</b>	58,269	71,937	85,605	\$2,158
	Enrollment, Truancy & Dropout Coordinator	226	<b>202 Days</b>	59,447	73,391	87,335	\$2,202
	Facilitator, Bilingual/ESL	226	<b>210 Days</b>	61,801	76,297	90,794	\$2,289
	Facilitator, Special Ed	226	<b>226 Days</b>	66,510	82,110	97,711	\$2,463
	Facilitator, Teen Parenting	187					
	<del>Facilitator, Special ED-ARD/Inclusion</del>	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					
<b>4</b>							
	Asst Principal, ES	198	<b>Daily</b>	<b>\$309.00</b>	<b>\$381.48</b>	<b>\$453.96</b>	<b>\$11.44</b>
	Asst Principal, MS	202	<b>198 Days</b>	61,182	75,533	89,884	\$2,265
	Athletic Coordinator/Head Football	226	<b>202 Days</b>	62,418	77,059	91,700	\$2,311
	Coordinator, Bilingual/ESL	226	<b>207 Days</b>	<del>63,963</del>	<del>78,966</del>	<del>93,970</del>	<del>\$2,368</del>
	Coordinator, Career Technology Education	226	<b>215 Days</b>	66,435	82,018	97,601	\$2,460
	Coordinator, Facilities	235	<b>226 Days</b>	69,834	86,214	102,595	\$2,585
	Coordinator, Traits	226	<b>235 Days</b>	72,615	89,648	106,681	\$2,688
	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					
<b>5</b>							
	Asst Athletic Director	226	<b>Daily</b>	<b>\$327.54</b>	<b>\$404.38</b>	<b>\$481.21</b>	<b>\$12.13</b>
	Asst Director, Child Nutrition	226	<b>198 Days</b>	64,853	80,067	95,280	\$2,402
	Asst Director, Facilities	226	<b>210 Days</b>	68,783	84,920	101,054	\$2,547
	Asst Principal, HS	210	<b>226 Days</b>	74,024	91,390	108,753	\$2,741
	Diagnostician	198					
	SLP	198					
	LSSP	198					

<b>6</b>			<b>Daily</b>	<b>\$351.48</b>	<b>\$428.63</b>	<b>\$505.79</b>	<b>\$12.86</b>
Controller Finance	226	<b>210 Days</b>	73,811	90,012	106,216	\$2,701	
Director, Athletics	226	<b>220 Days</b>	77,326	94,299	111,274	\$2,829	
Director, Child Nutrition	226	<b>226 Days</b>	79,434	96,870	114,309	\$2,906	
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						
<b>7</b>			<b>Daily</b>	<b>\$376.08</b>	<b>\$458.92</b>	<b>\$541.19</b>	<b>\$13.75</b>
Principal, MS	215	<b>215 Days</b>	80,857	98,668	116,356	\$2,956	
Principal, DAEP	226	<b>226 Days</b>	84,994	103,716	122,309	\$3,108	
Academic Dean, HS	226						
Associate Principal, HS	226						
<b>8</b>			<b>Daily</b>	<b>\$409.93</b>	<b>\$499.92</b>	<b>\$589.90</b>	<b>\$15.00</b>
Exec Director, Business and Finance	226	<b>226 Days</b>	92,644	112,982	133,317	\$3,390	
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						
<b>9</b>			<b>Daily</b>	<b>\$479.62</b>	<b>\$584.90</b>	<b>\$690.17</b>	<b>\$17.55</b>
Chief Academic Officer	226	<b>226 Days</b>	108,394	132,187	155,978	\$3,966	
Chief Financial Officer	226						
<b>10</b>			<b>Daily</b>	<b>\$661.23</b>	<b>\$777.92</b>	<b>\$894.61</b>	<b>\$23.34</b>
Deputy Superintendent	226	<b>226 Days</b>	149,438	175,810	202,182	\$5,275	

**2023-2024 Technology Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Daily</b>	<b>\$169.95</b>	<b>\$204.75</b>	<b>\$239.56</b>	<b>\$6.14</b>
	Computer Technician	226	<b>226 Days</b>	38,409	46,274	54,141	\$1,388
	Specialist, Hardware	226					
	Technician, Desktop Service	226					
<b>2</b>			<b>Daily</b>	<b>\$203.93</b>	<b>\$245.70</b>	<b>\$287.47</b>	<b>\$7.37</b>
	Specialist, Telecommunications	226	<b>226 Days</b>	46,088	55,528	64,968	\$1,666
<b>3</b>			<b>Daily</b>	<b>\$244.72</b>	<b>\$294.85</b>	<b>\$344.97</b>	<b>\$8.59</b>
	Specialist,-Technology	226	<b>226 Days</b>	55,307	66,636	77,963	\$1,941
	Specialist, Network	226					
<b>4</b>			<b>Daily</b>	<b>\$293.66</b>	<b>\$353.81</b>	<b>\$413.96</b>	<b>\$10.61</b>
	Administrator, Network	226	<b>226 Days</b>	66,367	79,961	93,555	\$2,398
	Administrator, System	226					
	Administrator, Technology	226					

**2023-2024 Police Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>	Communications Operator Security Officer	226 226	<b>Hourly</b>	<b>\$17.61</b>	<b>\$21.22</b>	<b>\$24.83</b>	<b>\$0.64</b>
			<b>226 Days</b>	31,839	38,366	44,893	\$1,157
<b>2</b>	Certified Peace Officer	226	<b>Hourly</b>	<b>\$22.28</b>	<b>\$26.52</b>	<b>\$30.77</b>	<b>\$0.80</b>
			<b>226 Days</b>	40,282	47,948	55,632	\$1,446
<b>3</b>	Sergeant, Certified Peace Officer	226	<b>Hourly</b>	<b>\$28.29</b>	<b>\$33.68</b>	<b>\$39.07</b>	<b>\$1.01</b>
			<b>226 Days</b>	51,148	60,893	70,639	\$1,826
<b>4</b>	Lieutenant	226	<b>Hourly</b>	<b>\$35.66</b>	<b>\$42.45</b>	<b>\$49.24</b>	<b>\$1.27</b>
			<b>226 Days</b>	64,473	76,750	89,026	\$2,296

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

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$13.23</b>	<b>\$16.34</b>	<b>\$19.44</b>	<b>\$0.49</b>
	Clerk I, Assessment	210	<b>187 Days</b>	19,792	24,445	29,082	\$733
	Clerk I, Office	187, 226	<b>210 Days</b>	22,226	27,451	32,659	\$823
	Clerk I, Office CTE	187	<b>226 Days</b>	23,920	29,543	35,148	\$886
	Clerk I, Receptionist	226					
<b>2</b>			<b>Hourly</b>	<b>\$14.36</b>	<b>\$17.73</b>	<b>\$21.10</b>	<b>\$0.53</b>
	Clerk II, Appraisal	193, 207	<b>187 Days</b>	21,483	26,524	31,566	\$793
	Clerk II, Attendance ES	210	<b>193 Days</b>	22,172	27,375	32,578	\$818
	Clerk II, Attendance HS	226	<b>210 Days</b>	24,125	29,786	35,448	\$890
	Clerk II, Head Start Bilingual	226	<b>226 Days</b>	25,963	32,056	38,149	\$958
	Clerk II, Library	187					
	Clerk II, Office	187, 193					
	Clerk II, SEMS	226					
Clerk II, Special Ed	226						
<b>3</b>			<b>Hourly</b>	<b>\$15.51</b>	<b>\$19.15</b>	<b>\$22.79</b>	<b>\$0.57</b>
	Clerk III, Attendance HS/Data	226	<b>193 Days</b>	23,947	29,568	35,188	\$880
	Clerk III, Attendance MS/Data	193, 210	<b>210 Days</b>	26,057	32,172	38,287	\$958
	Clerk III, Federal Programs	226	<b>226 Days</b>	28,042	34,623	41,204	\$1,031
	Clerk III, Lead Data Processor	226					
	Clerk III, Office	193					
Clerk, Print Shop	193						
<b>4</b>			<b>Hourly</b>	<b>\$16.75</b>	<b>\$20.68</b>	<b>\$24.61</b>	<b>\$0.62</b>
	Bookkeeper, Athletics	226	<b>226 Days</b>	30,284	37,389	44,495	\$1,121
Bookkeeper, Maintenance	226						
<b>5</b>			<b>Hourly</b>	<b>\$18.09</b>	<b>\$22.33</b>	<b>\$26.58</b>	<b>\$0.67</b>
	Secretary, Gear UP	226	<b>198 Days</b>	28,655	35,371	42,103	\$1,061
	Bookkeeper, HS	226	<b>210 Days</b>	30,391	37,514	44,654	\$1,126
	Registrar, HS	226	<b>226 Days</b>	32,707	40,373	48,057	\$1,211
	Clerk, PEIMS Data Entry	226					
	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						
<b>6</b>			<b>Hourly</b>	<b>\$19.71</b>	<b>\$24.34</b>	<b>\$28.96</b>	<b>\$0.73</b>
	Secretary, Athletics	226	<b>190 Days</b>	29,959	36,997	44,019	\$1,110
	Secretary, Principal HS	226	<b>226 Days</b>	35,636	44,007	52,360	\$1,320
	Secretary, Executive Director	226					
	Clerk III, Accounts Payable	226					
	Licensed Vocational Nurse	190					
	Specialist, Procurement	226					
	Specialist, Marketing	226					
	Specialist, Multi Media/Communications	226					
	Specialist, Webmaster	226					
<b>7</b>			<b>Hourly</b>	<b>\$21.49</b>	<b>\$26.53</b>	<b>\$31.57</b>	<b>\$0.80</b>
	Executive Asst, Chief Academic Officer	226	<b>226 Days</b>	38,854	47,966	57,079	\$1,446
	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						
<b>8</b>			<b>Hourly</b>	<b>\$27.31</b>	<b>\$32.90</b>	<b>\$39.15</b>	<b>\$0.99</b>
	Senior Executive Asst, Superintendent	226	<b>226 Days</b>	49,376	59,483	70,783	\$1,790

**2023-2024 Instructional Support Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$11.99</b>	<b>\$14.80</b>	<b>\$17.61</b>	<b>\$0.44</b>
	Instructional Aide	187	<b>187 Days</b>	17,937	22,141	26,345	\$658
	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					
<b>2</b>			<b>Hourly</b>	<b>\$12.95</b>	<b>\$15.99</b>	<b>\$19.03</b>	<b>\$0.48</b>
	Aide, Nurse	187	<b>187 Days</b>	19,373	23,921	28,469	\$718
	Campus Monitor	187					
	Instructional Aide, Computer Lab	187					
	Instructional Aide, CTE	187					
	Instructional Aide, Sped	187					
	Instructional Aide, Sped Inclusion/Resource	187					
	Instructional Aide, Teen Parenting	187					
<b>3</b>			<b>Hourly</b>	<b>\$14.02</b>	<b>\$17.10</b>	<b>\$20.18</b>	<b>\$0.51</b>
	<del>Instructional Aide, Bilingual</del>	<del>187</del>	<b>187 Days</b>	20,974	25,582	30,189	\$763
	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					
	<del>Parent Liaison</del>	<del>187</del>					



**2023-2024 Auxiliary Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$12.95</b>	<b>\$14.97</b>	<b>\$17.00</b>	<b>\$0.45</b>
	Bus Aide	190	<b>190 Days</b>	19,684	22,754	25,840	\$684
	Custodian	235	<b>235 Days</b>	24,346	28,144	31,960	\$846
	Custodian, Athletics	235					
<b>2</b>			<b>Hourly</b>	<b>\$13.99</b>	<b>\$17.14</b>	<b>\$20.30</b>	<b>\$0.51</b>
	Bus Driver, Non CDL	190	<b>190 Days</b>	21,265	26,053	30,856	\$775
	Athletic Worker	235	<b>235 Days</b>	26,301	32,223	38,164	\$959
	Custodian, Head ES	235					
	Custodian, Head MS	235					
	Custodian, Head HS	235					
	Groundskeeper	235					
	Warehouse, Worker	235					
<b>3</b>			<b>Hourly</b>	<b>\$14.92</b>	<b>\$18.42</b>	<b>\$21.92</b>	<b>\$0.55</b>
	Athletic Worker, Lead	235	<b>235 Days</b>	28,050	34,630	41,210	\$1,034
	General Worker	235					
<b>4</b>			<b>Hourly</b>	<b>\$15.97</b>	<b>\$19.71</b>	<b>\$23.46</b>	<b>\$0.59</b>
	HVAC Apprentice, Tech	235	<b>226 Days</b>	28,874	35,636	42,416	\$1,067
	Maintenance, General Worker II - IPM	235	<b>235 Days</b>	30,024	37,055	44,105	\$1,109
	Painter	235					
	Plumber Apprentice	235					
	Warehouse Worker I, Textbook Transportation Dispatcher	235 226					
<b>5</b>			<b>Hourly</b>	<b>\$17.24</b>	<b>\$21.28</b>	<b>\$25.33</b>	<b>\$0.64</b>
	Maintenance, Mechanic I	235	<b>226 Days</b>	31,170	38,474	45,797	\$1,157
	Transportation, Trainer Transportation, Specialist	226 226	<b>235 Days</b>	32,411	40,006	47,620	\$1,203
<b>6</b>			<b>Hourly</b>	<b>\$19.48</b>	<b>\$24.05</b>	<b>\$28.62</b>	<b>\$0.72</b>
	Maintenance, Glazier/Locksmith	235	<b>235 Days</b>	36,622	45,214	53,806	\$1,354
	Maintenance, Fire Alarm Tech Mechanic II, Vehicle	235 235					
<b>7</b>			<b>Hourly</b>	<b>\$22.21</b>	<b>\$27.41</b>	<b>\$32.62</b>	<b>\$0.82</b>
	Grounds, Foreman	235	<b>235 Days</b>	41,755	51,531	61,326	\$1,542
	Inventories, Foreman	235					
	Custodian, Supervisor	235					
	Electrician, Journeyman	235					
	HVAC, Journeyman Plumber, Journeyman	235 235					
<b>8</b>			<b>Hourly</b>	<b>\$25.54</b>	<b>\$31.53</b>	<b>\$37.52</b>	<b>\$0.95</b>
	Electrician, Foreman	235	<b>226 Days</b>	46,176	57,006	67,836	\$1,718
	Warehouse, Foreman	235	<b>235 Days</b>	48,015	59,276	70,538	\$1,786
	HVAC, Foreman	235					
	Maintenance, Foreman	235					
	Plumber, Foreman	235					
	Electrician, HVAC, Plumber - Master	235					
	Transportation, Supervisor Transportation, Foreman	226 226					
<b>BD</b>			<b>Hourly</b>	<b>\$18.03</b>	<b>\$22.25</b>	<b>\$26.48</b>	<b>\$0.67</b>
	Bus Driver Bus Driver, Special Ed	190 190	<b>190 Days</b>	27,406	33,820	40,250	\$1,018

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	3% GPI	
<del>1</del>	No positions at this time		Hourly	<del>\$12.43</del>	<del>\$14.46</del>	<del>\$16.48</del>	<del>\$0.42</del>
<del>1-2</del>	Cafeteria Worker	190	Hourly	\$13.47	\$16.63	\$19.79	\$0.50
	Custodian, Food Service	190	190 Days	20,474	25,278	30,081	\$760
	Warehouse, Work Helper	235	226 Days	24,354	30,067	35,780	\$904
<del>2-3</del>	Cafeteria, Manager Trainee	190	Hourly	\$14.92	\$18.42	\$21.92	\$0.55
			190 Days	22,678	27,998	33,318	\$836
<del>3-4</del>	Cafeteria, Asst Manager	190	Hourly	\$15.97	\$19.71	\$23.46	\$0.59
			190 Days	24,274	29,959	35,659	\$897
<del>4-5</del>	No positions at this time		Hourly	\$17.24	\$21.28	\$25.33	\$0.64
<del>5-6</del>	Cafeteria, Manager ES & MS	190	Hourly	\$19.48	\$24.05	\$28.62	\$0.72
			190 Days	29,610	36,556	43,502	\$1,094
<del>6-7</del>	Cafeteria, Manager HS	190	Hourly	\$22.21	\$27.41	\$31.67	\$0.82
	Secretary, Child Nutrition	226	190 Days	33,759	41,663	48,138	\$1,246
	Specialist, Procurement	226	226 Days	40,156	49,557	57,259	\$1,483
<del>7-8</del>	Child Nutrition, Area Supervisor	226	Hourly	\$25.54	\$31.53	\$37.52	\$0.95
	Warehouse, Foreman	235	226 Days	46,176	57,006	67,836	\$1,718

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
<b>Elementary Level</b>	
Grade Level Chair	\$800
BAC/Life skills/ECSE Professional	\$1,500
<b>Career &amp; Technology Education</b>	
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
<b>Middle School Level</b>	
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
MS- Mariachi Instructor	\$2,000

<b>High School Level</b>	
Department Heads [Core]	\$2,000
Dept. Heads [PE, Electives, SPED, Fine Arts]	\$1,500
BAC/Life skills Professional	\$3,300
Dual Credit Stipend	\$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
<b>HS - Music Coordinator</b>	<b>\$3,000</b>
Middle & High School UIL Sponsors	\$250 per event
Elementary Club Sponsor	\$250
Elementary UIL Sponsor	\$250
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
<b>22-23 SY Accountability Performance Pay</b>	
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
<b>Average Daily Attendance Performance Pay</b>	
<b>Campus ADA greater than or equal to 95%</b>	
Campus Based Employee:	\$500
<b>Campus ADA greater than or equal to 93%</b>	
Campus Based Employee:	\$250
<b>TCLAS Instructional Coach</b>	<b>\$6,000</b>
<b>Lead Counselor</b>	<b>\$1,500</b>
<b>Lead Librarian (Districtwide)</b>	<b>\$3,000</b>
<b>22-23 SY Retention Stipend - Paid in one installment (September 30th)</b>	<b>\$1,000</b>
<b>Must be employed with the district prior to 9/1/23 and remain employed until 12/31/23</b>	

Category	Assignment	Level	Stipend
<b>Athletics</b>			
<b>Middle School</b>			
	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
<b>High School</b>			
	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
<b>Year Round Sports</b>			
<b>Tennis</b>			
	Tennis - Asst	High School	5,000
	Tennis - Head	High School	6,500
<b>Golf</b>			
	Golf - Asst	High School	5,000
	Golf - Head	High School	6,500
<b>Fall Sports</b>			
<b>Cross Country(Fall)</b>			
	Cross Country - Asst	High School	5,000
	Cross Country - Head	High School	6,500
<b>Football (Fall)</b>			
	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
<b>Volleyball (Fall)</b>			
	Volleyball - Asst	High School	5,500
	Volleyball - Head	High School	8,250
<b>Spring Sports</b>			
<b>Swimming (Spring)</b>			
	Swimming - Head	High School	6,500
<b>Basketball (Spring)</b>			
	Basketball - Asst	High School	5,500
	Basketball - Head	High School	8,250
<b>Soccer (Spring)</b>			
	Soccer - Asst.	High School	5,500
	Soccer - Head	High School	8,250
<b>Track &amp; Field (Spring)</b>			
	Track - Asst	High School	5,500
	Track - Head	High School	7,000
<b>Softball (Spring)</b>			
	Softball - Asst	High School	5,500
	Softball - Head	High School	8,250
<b>Baseball (Spring)</b>			
	Baseball - Asst	High School	5,500
	Baseball - Head	High School	8,250

<b>Other Salary/ Duties 2023-2024</b>	<b>Current</b>
Saturday School, Tutorials, Tutors, Part-time Employees (Professional), Professional Development and Curriculum Writing	\$40 hourly
Avid Tutor, LSSP Interns, Temporary Professionals	\$25 hourly
Temporary Clerical, Aides, Temporary PK Classroom Monitors/Floaters	\$15 hourly
Parent Liaisons	\$16 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
<b>Substitute Teacher Pay Plan 2023-2024</b>	<b>Current</b>
Principal	\$295 daily
Assistant Principal	\$195 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