



**2019-2020  
Pay and Compensation Plan**

**DRAFT**

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Prepared by  
**HUMAN RESOURCES**

# South San Antonio ISD

## **SCHOOL BOARD**

2019-2020

**Ms. Connie Prado, President**

**Ms. Gilbert F. Rodriguez, Vice President**

**Ms. Shirley Ibarra Pena, Secretary**

**Mr. Homer Flores, Trustee**

**Mr. Louis Ybarra, Jr. , Trustee**

**Ms. Mandy Martinez, Trustee**

**Mr. Elda L. Flores, Trustee**

## **SUPERINTENDENT OF SCHOOLS**

Dr. Alexandro Flores

## **Director for Human Resources**

Ms. Sherri Seaman



**2019-2020  
Salary Structures by  
Job Families**



**Teachers, Librarians  
Nurses (RN),  
Instructional Coaches**

**South San Antonio ISD**  
**Teachers, Librarians, and Nurses (RN)**  
**2019-2020 School Year**

0	\$52,250
1	\$52,750
2	\$53,135
3	\$53,385
4	\$53,585
5	\$53,785
6	\$54,185
7	\$54,485
8	\$54,785
9	\$55,085
10	\$55,385
11	\$55,685
12	\$55,985
13	\$56,285
14	\$56,585
15	\$56,985
16	\$57,685
17	\$57,985
18	\$58,285
19	\$58,585
20	\$59,085
21	\$59,685
22	\$59,985
23	\$60,485
24	\$61,385
25+	\$62,285

**Master's Degree Stipend:**  
 \$1,200 if major is not in current teaching assignment or \$2,000 with a major in their current teaching assignment

The salaries listed above are based on 10-month employment for the 2018-2019 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

# **Administrative/ Professional**



**2019-2020 Administrative/Professional Pay Plan**  
**South San Antonio ISD**

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>AP1</b>			<b>Daily</b>	<b>\$202.50</b>	<b>\$250.00</b>	<b>\$297.50</b>
	Truant/Attendance Officer	193	193 Days	39,083	48,250	57,418
	ESREA Specialist	226	210 Days	42,525	52,500	62,475
	Testing Facilitator	240	226 Days	45,765	56,500	67,235
			240 Days	48,600	60,000	71,400
<b>AP2</b>			<b>Daily</b>	<b>\$235.33</b>	<b>\$288.75</b>	<b>\$342.17</b>
	Assistant Athletic Trainer	187	187 Days	44,007	53,996	63,986
	Facilitator, At-Risk	210	202 Days	47,536	58,328	69,118
	Facilitator, School Age Parent Program	207	207 Days	48,713	59,771	70,829
	Speech Lang Path (Assistant)	187	210 Days	49,419	60,638	71,856
	Facilitator Head Start Family Services	210	226 Days	53,185	65,258	77,330
	Coordinator, HS Testing	226	240 Days	56,479	69,300	82,121
	Accountant	240				
	Dual Credit Facilitator	202				
	Mentor, Head Start Readiness	210				
<b>AP3</b>			<b>Daily</b>	<b>\$274.66</b>	<b>\$334.95</b>	<b>\$395.24</b>
	Athletic Trainer	187	187 Days	51,361	62,635	73,909
	College Advisor	226	190 Days	52,185	63,641	75,096
	Coordinator, Facilities	240	198 Days	54,383	66,320	78,258
	Counselor ES	187	202 Days	55,481	67,660	79,838
	Counselor HS	202	210 Days	57,679	70,339	83,000
	Counselor HS Lead	226	226 Days	62,073	75,699	89,324
	Counselor MS	198	240 Days	65,918	80,388	94,858
	Diagnostician	187				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Instructional	187				
	Facilitator, Special Ed	226				
	Facilitator, Special Ed ARD/In	187				
	Occupational Therapist	202				
	Specialist, RTI	210				
	Coordinator, Truancy	226				
	Coordinator, Family Comm. Services	202				
	On-Site Coordinator (Gear-UP)	226				
	Coordinator, Gear Up Mentoring	226				

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum
<b>AP4</b>			<b>Daily</b>	<b>\$289.37</b>	<b>\$355.05</b>	<b>\$420.73</b>
	Asst Director Child Nutrition	240	<b>193 Days</b>	55,848	68,525	81,201
	Asst Principal ES	198	<b>198 Days</b>	57,295	70,300	83,305
	Asst Principal MS	198	<b>202 Days</b>	58,453	71,720	84,987
	Coord, Human Resources	240	<b>207 Days</b>	59,900	73,495	87,091
	Chief of Police	240	<b>215 Days</b>	62,215	76,336	90,457
	Community Relations Officer	240	<b>226 Days</b>	65,398	80,241	95,085
	Coord, Advanced Academics	240	<b>240 Days</b>	69,449	85,212	100,975
	Coord, HS ERSEA	226				
	Coord, Instr. Tech & Media Sv	240				
	Coord, PBIS - Sch Grant	240				
	Health Service Coordinator	193				
	LSSP	202				
	PBIS Facilitator, SCT Grant	215				
	Coord, STEM MS Academy	215				
	Specialist, Behavior	207				
	Coord, Fine Arts MS Academy	215				
	Specialist, HS Health	226				
	Specialist, PBIS Behavior	207				
	Speech Language Pathologist	187				
	Coord, Health Science Academy	215				
<b>AP5</b>			<b>Daily</b>	<b>\$306.73</b>	<b>\$376.35</b>	<b>\$445.97</b>
	Asst Athletic/PE Coordinator	226	<b>210 Days</b>	64,413	79,034	93,654
	Asst Principal HS	210	<b>226 Days</b>	69,321	85,055	100,789
	Asst Principal, HS (Special Needs & High Risk)	210	<b>240 Days</b>	73,615	90,324	107,033
	Coordinator, Career Technical Education	240				
	Coordinator, Safety & Security	240				
	Coordinator, Guidance & Counseling	240				
<b>AP6</b>			<b>Daily</b>	<b>\$330.21</b>	<b>\$402.69</b>	<b>\$475.17</b>
	Director, Athletic Program	240	<b>215 Days</b>	70,995	86,578	102,162
	Director, Bil/Mig/ESL	240	<b>226 Days</b>	74,627	91,008	107,388
	Director, Child Nutrition	240	<b>240 Days</b>	79,250	96,646	114,041
	Director, Early Childhood	240				
	Director, Early College HS	226				
	Director of Facilities	240				
	Director, Teaching & Learning	240				
	Director, Purchasing	240				
	Director, Research & Eval. Inf	240				
	Director, Strategic Planning & Innovation	240				
	Director, Transportation	240				
	Principal ES	215				
	Associate Principal	226				
	DAEP Principal	226				
	Director, Payroll	240				
	Director, Budget & Fiscal Services	240				



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>AP7</b>			<b>Daily</b>	<b>\$353.32</b>	<b>\$430.88</b>	<b>\$508.44</b>
	Director, Student Empowerment & Choice Prg	240	<b>215 Days</b>	75,964	92,639	109,315
	Principal MS	226	<b>226 Days</b>	79,850	97,379	114,907
	Director, Fed & State Program	240	<b>240 Days</b>	84,797	103,411	122,026
	Director, Human Resources	240				
	Director, Special Ed	240				
<b>AP8</b>			<b>Daily</b>	<b>\$386.88</b>	<b>\$471.81</b>	<b>\$556.74</b>
	Exec Director, Curriculum & Instruction	240	<b>240 Days</b>	92,851	113,234	133,618
	Exec Director, Student Support Services	240				
	Exec Principal, Early College High School	240				
	Exec Director, Business & Finance	240				
<b>AP9</b>			<b>Daily</b>	<b>\$437.18</b>	<b>\$533.15</b>	<b>\$629.12</b>
	Chief Academic Officer	240	<b>240 Days</b>	104,923	127,956	150,989
	Chief Financial Officer	240				
	Chief of Staff	240				



# **Clerical/ Technical Support**

**2019-2020 Clerical/Technical Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>CT1</b>						
	Clerk I, Assessment	207	<b>183 Days</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
	Clerk I, Office (Curriculum & Instr.)	226	<b>183 Days</b>	16,104	19,764	23,424
	Clerk I, Office Counselor	193	<b>193 Days</b>	16,984	20,844	24,704
	Clerk I, Office-CTE	183	<b>207 Days</b>	18,216	22,356	26,496
	Clerk I, Receptionist	240	<b>226 Days</b>	19,888	24,408	28,928
	Clerk I, Attendance	183	<b>240 Days</b>	21,120	25,920	30,720
	Clerk I, Office (Campus)	183				
	Clerk I, Office Head Start	183				
<b>CT2</b>						
	Clerk II, Appraisal	240	<b>183 Days</b>	<b>\$12.38</b>	<b>\$15.29</b>	<b>\$18.20</b>
	Clerk II, ES Attendance	193	<b>183 Days</b>	18,124	22,385	26,645
	Clerk II, Library	183	<b>193 Days</b>	19,115	23,608	28,101
	Clerk II, Office	183	<b>226 Days</b>	22,383	27,644	32,906
	Clerk II, Secondary Attendance	193	<b>240 Days</b>	23,770	29,357	34,944
	Clerk II, SEMS	240				
	Clerk II, Special Ed	183				
	Secretary, School Counselor	183, 226				
<b>CT3</b>						
	Clerk III, Head Start	226	<b>193 Days</b>	<b>\$13.49</b>	<b>\$16.67</b>	<b>\$19.85</b>
	Clerk III, Lead Data Processor	226	<b>193 Days</b>	20,829	25,738	30,648
	Clerk III, Office	193	<b>226 Days</b>	24,390	30,139	35,889
	Clerk III, Sec Attend/Data	193	<b>240 Days</b>	25,901	32,006	38,112
<b>CT4</b>						
	Bookkeeper, Athletics	226	<b>210 Days</b>	<b>\$14.72</b>	<b>\$18.17</b>	<b>\$21.62</b>
	Bookkeeper, Business Office	240	<b>210 Days</b>	24,730	30,526	36,322
	Bookkeeper, Maintenance	240	<b>226 Days</b>	26,613	32,851	39,088
	Clerk, Maint Sys Dispatcher	240	<b>240 Days</b>	28,262	34,886	41,510
	Clerk, PEIMS Data Entry	240				
	Specialist, Records Mgmt.	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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**CT5**

Accounts Payable Clerk	240
Secretary, Campus ES	207
Secretary, Campus MS	207
Secretary, Director Sp Ed	240
Secretary, Help Desk	240
Secretary, Transportation	240
Bookkeeper, High School	240
Registrar, High School	240

Hourly	\$15.62	\$19.53	\$23.44
<b>207 Days</b>	25,867	32,342	38,817
<b>240 Days</b>	29,990	37,498	45,005

**CT6**

Secretary, Athletic Dept.	240
Secretary, Campus High School	226
Secretary, Director Bil/ESL/Mig	226
Secretary, Director Maintenance	240
Secretary, Director of Purchasing	240
Secretary, Child Nutrition	240
Procurement/Inventory Specialist	240

Hourly	\$17.18	\$21.48	\$25.78
<b>226 Days</b>	31,061	38,836	46,610
<b>240 Days</b>	32,986	41,242	49,498

**CT7**

Exec Asst. Chief Academic Officer	240
Exec Asst. Chief Financial Officer	240
Secretary, Executive Director	240
Specialist, HR	240
Specialist, McKinney Vento	240
Specialist, Payroll	240
Specialist, Budget	240
Admins Asst.- GEAR UP	240

Hourly	\$19.02	\$23.78	\$28.54
<b>210 Days</b>	31,954	39,950	47,947
<b>226 Days</b>	34,388	42,994	51,600
<b>240 Days</b>	36,518	45,658	54,797

**CT8**

Specialist, Student Data PEIMS	240
Specialist, Position Mgmt/HR	240
Senior Executive Assistant to Superintendent	240
Specialist, Mutli Media	240
Specialist, Marketing	240

Hourly	\$23.17	\$28.96	\$34.75
<b>240 Days</b>	44,486	55,603	66,720



# Instructional Support

**2019-2020 Instructional Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>IS1</b>				<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
		Instructional Aide	183	<b>183 Days</b>	16,104	19,764	23,424
		Instructional Aide, At-Risk	183				
		Instructional Aide, Bilingual	183				
		Instructional Aide, ESL	183				
		Instructional Aide, Head Start/PK	183				
		Instructional Aide, PE	183				
<b>IS2</b>				<b>Hourly</b>	<b>\$11.81</b>	<b>\$14.58</b>	<b>\$17.35</b>
		Instructional Aide, Comp Lab	183	<b>183 Days</b>	17,290	21,345	25,400
		Instructional Aide, Sp ED	183	<b>187 Days</b>	17,667	21,811	25,955
		Instructional Aide, Sp ED-Inclu	183				
		Instructional Aide, Sp ED-Res	183				
		Instructional Aide, Teen Parent	183				
		Nurse's Aide	183				
		Instructional Aide, CTE	183				
		Campus Monitor	187				
<b>IS3</b>				<b>Hourly</b>	<b>\$12.92</b>	<b>\$15.75</b>	<b>\$18.59</b>
		Instructional Aide, Sp ED-BAC	183	<b>183 Days</b>	18,915	23,058	27,216
		Instructional Aide, Sp ED-LS	183				
		Instructional Aide, Sp ED-PPCD	183				
		Instructional Aide, Sp ED-VAC	183				
		Instructional Aide, Sp ED-SSTEP	183				
<b>IS4</b>				<b>Hourly</b>	<b>\$13.95</b>	<b>\$17.01</b>	<b>\$20.07</b>
		Instructional Aide, Deaf Ed	183	<b>183 Days</b>	20,423	24,903	29,382
		Instructional Aide, Reach Associate	183				
<b>CI1</b>				<b>Hourly</b>	<b>\$20.71</b>	<b>\$23.81</b>	<b>\$26.91</b>
		Interpreter/AH-Cert/ I	183	<b>183 Days</b>	30,319	34,858	39,396
<b>CI2</b>				<b>Hourly</b>	<b>\$24.82</b>	<b>\$28.21</b>	<b>\$31.60</b>
		Interpreter/Cert-Level II	183	<b>183 Days</b>	36,336	41,299	46,262
<b>CI3</b>				<b>Hourly</b>	<b>\$27.06</b>	<b>\$30.75</b>	<b>\$34.44</b>
		Interpreter/Cert-Level III	183	<b>183 Days</b>	39,616	45,018	50,420

# Auxiliary



# 2019-2020 Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>						
	Bus Aide 5hr	191	<b>Hourly</b>	<b>\$11.00</b>	<b>\$12.75</b>	<b>\$14.50</b>
	Bus Aide - Head Start 5hr	191	<b>183 Days</b>	16,104	18,666	21,228
	Custodian	240	<b>191 Days</b>	16,808	19,482	22,156
	Custodian - Athletics	240	<b>193 Days</b>	16,984	19,686	22,388
	Custodian - Floater	240	<b>240 Days</b>	21,120	24,480	27,840
	Custodian - Food Service	193	Non CDL Bus Drivers 5hr- \$13.00 Hour			
	Custodian - Food Service (Floater)	193				
	Food Service Worker	191				
	Food Service Worker - Floater	191				
	Food Service Worker - Catering	191				
<b>2</b>						
	Head Custodian	240	<b>Hourly</b>	<b>\$11.72</b>	<b>\$14.47</b>	<b>\$17.22</b>
	Head Custodian - Athletics	240	<b>240 Days</b>	22,502	27,782	33,062
	Maintenance - Athletics	240				
	Maintenance - General Helper	240				
	Maintenance - Groundskeeper	240				
	Maintenance - HVAC App	240				
	Maintenance - Warehouse Assistant	240				
	Worker, Athletics	240				
	Warehouse Worker Helper	240				
<b>3</b>						
	Cafeteria Manager - Assistant	191	<b>Hourly</b>	<b>\$13.30</b>	<b>\$16.42</b>	<b>\$19.54</b>
	Cafeteria Manager - Trainee	191	<b>183 Days</b>	19,471	24,039	28,607
	Head Custodian - HS	240	<b>191 Days</b>	20,322	25,090	29,857
	Maintenance - General Worker	240	<b>240 Days</b>	25,536	31,526	37,517
	Warehouse Worker I, Textbooks	240				
	Worker, Lead Athletics	240				
<b>4</b>						
	Cafeteria Manager, ES	193	<b>Hourly</b>	<b>\$14.36</b>	<b>\$17.73</b>	<b>\$21.10</b>
	Maintenance - General Worker II	240	<b>193 Days</b>	22,172	27,375	32,578
	Maintenance - General Worker II-IPM	240	<b>240 Days</b>	27,571	34,042	40,512
	HVAC Technician - moved from MS3	240				
	General Maintenance- Painter	240				
<b>5</b>						
	Cafeteria Manager, MS	193	<b>Hourly</b>	<b>\$15.51</b>	<b>\$19.15</b>	<b>\$22.79</b>
	Maintenance - Mechanic I	240	<b>193 Days</b>	23,947	29,568	35,188
	Transportation Trainer/Field Trip Clerk	240	<b>240 Days</b>	29,779	36,768	43,757
	Catering Manager	193				

Pay Grade	Job Title		Minimum	Midpoint	Maximum	
<b>6</b>			<b>Hourly</b>	<b>\$16.75</b>	<b>\$20.68</b>	<b>\$24.61</b>
	Cafeteria Manager - HS	193	<b>193 Days</b>	25,862	31,930	37,998
	Foreman - Warehouse FS	240	<b>240 Days</b>	32,160	39,706	47,251
	Maintenance - Glazier/Locksmith	240				
	Mechanic II	240				
	Plant Manager	240				
<b>7</b>			<b>Hourly</b>	<b>\$19.10</b>	<b>\$23.58</b>	<b>\$28.06</b>
	Electrician - Journeyman	240	<b>240 Days</b>	36,672	45,274	53,875
	Plumber - Journeyman	240				
	Supervisor - Custodial	240				
	Foreman - Athletics/Grounds	240				
	Foreman - Warehouse	240				
	Master - HVAC	240				
<b>8</b>			<b>Hourly</b>	<b>\$21.77</b>	<b>\$26.88</b>	<b>\$31.99</b>
	Area Supervisor - Child Nutrition	207	<b>207 Days</b>	36,051	44,513	52,975
	Foreman - Electrician	240	<b>240 Days</b>	41,798	51,610	61,421
	Foreman - Plumber	240				
	Foreman - HVAC Mechanic	240				
	Foreman - Mechanic	240				
	Foreman - Maintenance	240				
	Supervisor - Transportation	240				
<b>BD</b>			<b>Hourly</b>	<b>\$14.75</b>	<b>\$18.21</b>	<b>\$21.67</b>
	Bus Driver 5hr	191	<b>191 Days</b>	14,086	17,390	20,694
	Bus Driver Head Start 5hr	191				
	Bus Driver Special Ed 5hr	191				

# Police



**2019-2020 Police Pay Plan**  
**South San Antonio ISD**

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>	Communications Operator	240	<b>Hourly</b>	<b>\$14.31</b>	<b>\$17.40</b>	<b>\$20.49</b>
			<b>240 Days</b>	27,475	33,408	39,341
<b>2</b>	Certified Peace Officer Supervisor, Police Communications	240 240	<b>Hourly</b>	<b>\$17.94</b>	<b>\$21.75</b>	<b>\$25.56</b>
			<b>240 Days</b>	34,445	41,760	49,075
<b>3</b>	Sergeant, Certified Peace Officer	240	<b>Hourly</b>	<b>\$22.01</b>	<b>\$26.20</b>	<b>\$30.39</b>
			<b>240 Days</b>	42,259	50,304	58,349
<b>4</b>	Lieutenant	240	<b>Hourly</b>	<b>\$24.50</b>	<b>\$28.82</b>	<b>\$33.14</b>
			<b>240 Days</b>	47,040	55,334	63,629

# Technology

**2019-2020 Technology Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>T1</b>			<b>Daily</b>	<b>\$148.00</b>	<b>\$185.00</b>	<b>\$222.00</b>
	Computer Technician	240	<b>226 Days</b>	33,448	41,810	50,172
	Specialist, Hardware	240	<b>240 Days</b>	35,520	44,400	53,280
	Desktop Services Technician	226				
	Specialist, Software (Child Nutrition)	240				
<b>T2</b>			<b>Daily</b>	<b>\$172.33</b>	<b>\$212.75</b>	<b>\$253.17</b>
	Specialist, Telecommunications	240	<b>240 Days</b>	41,359	51,060	60,761
<b>T3</b>			<b>Daily</b>	<b>\$203.35</b>	<b>\$251.05</b>	<b>\$298.75</b>
	Administrator, Comp & Mobile D	240	<b>240 Days</b>	48,804	60,252	71,700
	Specialist, Info Tech Support	240				
<b>T4</b>			<b>Daily</b>	<b>\$251.15</b>	<b>\$306.28</b>	<b>\$361.41</b>
	Administrator, Network	240	<b>240 Days</b>	60,276	73,507	86,738
	Administrator, Systems	240				
<b>T5</b>			<b>Daily</b>	<b>\$343.19</b>	<b>\$413.48</b>	<b>\$483.77</b>
	Director, Technology	240	<b>240 Days</b>	82,366	99,235	116,105



# Substitutes

**South San Antonio Independent School District**  
**School Year 2019-2020**  
 Substitute Pay Scale

**ADMINISTRATIVE - SUBSTITUTE**

**RATE**

Degree/Mid-Management Certification Principal.....\$190.00 Daily

**TEACHER SUBSTITUTE**

Teacher Certification.....\$100.00 Daily  
 B.A. or M.A.

No Teacher Certification .....\$95.00 Daily  
 B.A. or M.A.

Over 60 college hours .....\$75.00 Daily

Below 60 college hours .....\$60.00 Daily

Substitute Teacher Aide Pay.....\$65.00 Daily

Substitute Instructional Aide.....\$65.00 Daily

\*After 10 consecutive days for the same teacher,  
 the increase to the daily rate beginning on the 11th day. ....\$10.00 Daily

**Substitute Bus Driver** .....\$12.75 Hourly

**Substitute Bus Aide** .....\$9.50 Hourly

**Substitute Custodial/Food Service Worker** .....\$9.50 Hourly

**Substitute Nurse (RN)** .....\$100.00 Daily

**Substitute Nurse (LVN)**.....\$75.00 Daily

**Substitute Nurse Aide** .....\$65.00 Daily

\*Must meet specific certification requirements.

# **Part-time/ Temporary Employees**



**South San Antonio Independent School District**  
**School Year 2019-2020**  
Part-Time Pay Scale

**CAMPUS ADMINISTRATOR**

Principal (Certified).....	\$225.00 Daily
Assistant Principal (Certified) .....	\$195.00 Daily

**TUTORS**

Tutor (Teacher Certification) [after or during school] .....	\$25.00 Hourly
Tutor (Degreed) [after or during school] .....	\$18.00 Hourly
(After School Challenge, Tutoring, Sp. Ed. Teacher serving as Deaf Interpreter after hours)	
Tutor (College) {after or during school}.....	\$10.00 Hourly

**STUDENTS-PART-TIME**

Valued Youth Program.....	\$7.75 Hourly
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**SPECIAL EDUCATION**

Homebound Teacher .....	\$25.00 Hourly
Teacher Asst. for critical student needs .....	\$60.00 Daily
Teacher Aud. Impaired .....	\$50.00 Hourly
Speech Therapist.....	\$32.00 Hourly
LSSP Intern.....	\$18.00 Hourly

\*Must meet specific certification and/or licensure requirements.  
May only work 30 hours a week.

# Supplemental Pay

**South San Antonio Independent School District**  
**School Year 2019-2020**  
Supplemental Pay

**Staff Development**

Teachers (7+ hours).....	\$100 per day
Teachers (5-6 hours).....	\$75 per day
Teachers (3-4 hours).....	\$50 per day
Teachers (2 hours or less).....	\$25 per day

Tutoring (Teachers).....\$25 per hour

Middle School Choice Academy Teachers.....\$3,000 annually\*\*  
Middle School Academy teachers are required to attend pre-service professional development days

\*\*One time payment to be paid after in-service is completed.\*\*

**Back-up Bus Drivers**

Any employee who drives a bus to help support the needs of transportation department will be paid time and ½.

**On Call**

Any employee who is on call will receive \$100.00 extra for the week that they are required to be on call and will receive time and ½ for any work done after hours and on the weekend.



# Summer School/ Extra Duty

**Summer School Rates  
2019-2020 School Year**

Principal.....	\$35.00 Hourly
Assistant Principal.....	\$30.00 Hourly
Teacher/Counselor/Nurse/Librarian/Truant Officers.....	\$25.00 Hourly
Paraprofessional.....	\$15.00 Hourly

**Food Service (Campus) Summer School Rates**

Cafeteria Manager.....	\$17.00 Hourly
Food Service Porter (Custodian).....	\$ 9.00 Hourly
Food Service Worker.....	\$10.00 Hourly

# Stipends



## STIPENDS

The South San Antonio Independent School District pays stipends for the performance of supplemental duties or responsibilities. **A stipend is not a property right.**

Principals/Department Heads must submit a request for stipend payments from the Board approved stipend schedule to the appropriate Chief Officer or Designee for authorization and processing by the Human Resources Department. Final approval of individuals to receive scheduled stipends must be given by the Superintendent. The Principals/Department Heads are responsible to verify that the employee fulfilled all the requirements for the stipend. Any changes affecting a stipend must be immediately reported to the Human Resources Department for pay adjustments.

\*\*Stipends will be prorated on a daily basis unless otherwise specifically provided on the Board approved stipend schedule; stipend payments will be included with each of the 24 pay periods throughout the school year via the Position Management Information System (PMIS).

# Stipends School Year 2019-2020

## ELEMENTARY SCHOOL LEVEL

### Grade Level Department Head

Pre-Kinder .....	\$800.00 annually
Kindergarten .....	\$800.00 annually
First Grade .....	\$800.00 annually
Second Grade .....	\$800.00 annually
Third Grade.....	\$800.00 annually
Fourth Grade.....	\$800.00 annually
Fifth Grade.....	\$800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$1,400.00 annually

### \*PBIS Team Member

Madra and Five Palms Elementary .....	\$600.00 annually
Palo Alto, Hutchins, Price, Carrillo, and Kindred .....	\$900.00 annually

(Not to include Principal or Asst. Principal)

Multi-Classroom Leader (MCL) ..... \$10,000.00 annually

**Lead UIL Campus Teacher..... \$300.00**  
(One-time payment in May)

**Lead Science Fair Teacher..... \$300.00**  
(One-time payment in May)

\*Paid in two installments (December and June)

## Stipends School Year 2019-2020

### MIDDLE SCHOOL LEVEL

#### Department Head

Math .....	\$1,200.00 annually
English .....	\$1,200.00 annually
History .....	\$1,200.00 annually
Science.....	\$1,200.00 annually
Physical Education.....	\$ 800.00 annually
Special Education .....	\$ 800.00 annually
Electives .....	\$ 800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$2,100.00 annually

#### Sponsors:

Year Book .....	\$1,250.00 annually
Newspaper .....	\$1,250.00 annually
Cheerleader .....	\$1,250.00 annually

#### \*PBIS Team Member

Dwight, and Zamora Middle School .....	\$900.00 annually
Shepard Middle School .....	\$600.00 annually

(Not to include Principal or Assistant Principal)

**UIL One Act Play** ..... \$1,000.00 annually

**Lead UIL Campus Teacher..... \$300.00**  
(One-time payment in May)

**Lead Science Fair Teacher..... \$300.00**  
(One-time payment in May)

\*Paid in two installments (December and June)



## Stipends School Year 2019-2020

### HIGH SCHOOL LEVEL

#### Department Head:

Math .....	\$2,000.00 annually
English.....	\$2,000.00 annually
History .....	\$2,000.00 annually
Science.....	\$2,000.00 annually
Physical Education.....	\$1,500.00 annually
Electives.....	\$1,500.00 annually
Business .....	\$1,500.00 annually
Special Education .....	\$1,500.00 annually
Fine Arts.....	\$1,500.00 annually
Behavior Academic Class (BAC) (Professional).....	\$2,800.00 annually

#### Sponsors:

Year Book .....	\$1,600.00 annually
Newspaper.....	\$1,600.00 annually
Pepsquad.....	\$2,750.00 annually
Cheerleader.....	\$1,600.00 annually +15 days at daily rate
Dance Team.....	\$3,000.00 annually +15 days at daily rate
<b>High School UIL Coordinator</b> .....	\$1,200.00 annually
<b>Debate Coach</b> .....	\$1,600.00 annually
<b>UIL One Act Play</b> .....	\$3,000.00 annually

#### UIL Sponsors\*:

(Note: UIL Sponsors must have a minimum of 5 students participating.)

Science.....	\$ 250.00
Number Sense.....	\$ 250.00
Mathematics .....	\$ 250.00
Calculator Applications.....	\$ 250.00
Accounting.....	\$ 250.00
Computer Applications .....	\$ 250.00
Computer Science .....	\$ 250.00
Spelling and Vocabulary.....	\$ 250.00
Extemporaneous Information Speaking.....	\$ 250.00
Extemporaneous Persuasive Speaking.....	\$ 250.00
Ready Writing.....	\$ 250.00
News Writing .....	\$ 250.00
Feature Writing.....	\$ 250.00
Editorial Writing.....	\$ 250.00
Headline Writing.....	\$ 250.00
Literary Criticism.....	\$ 250.00
Prose Interpretation.....	\$ 250.00
Poetry Interpretation.....	\$ 250.00
Current Issues and Events.....	\$ 250.00

\*Plus \$100.00 per meet not to exceed 10 meets - paid as a one-time supplement at the end of the year

## Stipends School Year 2018-2019

### OTHER STIPENDS

Campus Website Manager.....	\$500.00 annually
Certified Bilingual Teacher Teaching in Bilingual Class.....	\$2,000.00 annually
Certified Secondary Math Teachers Teaching in Math Class.....	\$1,200.00 annually
Certified Secondary Science Teachers Teaching in Science Class.....	\$1,200.00 annually
Special Education Teachers Teaching in Special Education .....	\$1,500.00 annually
MS & HS Certified ESL Teacher Teaching 50%+ in ESL Class .....	\$ 1,200.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists .....	\$3,000.00 annually
**LSSP, (Retention) \$1,000.00 per year up to 5 years.....	\$1,000.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual.....	\$1,400.00 annually
Dyslexia Program Lead Teacher.....	\$ 500.00 annually
Valued Youth Program Lead Teacher .....	\$ 500.00 annually
HS Auditorium Coordinator.....	\$1,400.00 annually
HS Media Coordinator.....	\$2,000.00 annually
<b>Music Coordinator.....</b>	<b>\$3,000.00 annually</b>
Lead Counselor District-wide.....	\$5,000.00 annually
Jr. ROTC Lead Sponsor .....	\$2,000.00 annually
Jr. ROTC Assistant .....	\$1,250.00 annually
Teacher Orientation Preparation Program Mentor.....	\$ 300.00 annually
*New Teacher Mentor.....	\$ 300.00 annually
Principal Mentor.....	\$10,000.00 Annually
*Dual Credit .....	\$ 500.00 per course per semester
(If no other dual credit stipend is paid.)	
Teacher Compensation Allotment (Teachers placed on Career Ladder As of 8-31-93.)	
Level II.....	\$1,500.00 annually
Level III.....	\$3,000.00 annually

\*Paid in two installments (December and June)

\*\*This is a retention stipend and is only for current employees.



## CTE Stipends 2019-2020

*Robotics.....	\$1,500.00*
*Print Imaging.....	\$ 750.00*
*Cosmetology.....	\$1,000.00*
*Refinishing.....	\$ 750.00*
*Cyber Patriot.....	\$ 500.00*
*Texas Assn for Future Educators.....	\$ 500.00*
*Architecture.....	\$ 500.00*
*Health Occupations Students of America (HOSA).....	\$ 500.00*
*Architecture, Construction & Engineering Mentor (A).....	\$ 500.00*
*Future Farmers of America (FFA).....	\$1,000.00*
*Culinary Arts.....	\$1,000.00*

## BAND Stipends 2019-2020

Band Director High School.....	\$4,000 annually+ 19 days @ daily rate
Band Director Middle School.....	\$2,500 annually+ 19 days @ daily rate
Assistant High School Band Director.....	\$3,500 annually+ 19 days @ daily rate
Assistant Middle School Band Director.....	\$2,000 annually+ 19 days @ daily rate
Mariachi .....	\$3,000.00 Annually

\*Paid in two installments (December and June)



## Athletic Stipends School Year 2019-2020



### HIGH SCHOOL LEVEL

Head Football	\$15,000.00 annually
Football Coordinator	\$ 8,500.00 annually
Football Assistant-Varsity	\$ 6,500.00 annually
Football Assistant- JV	\$ 6,000.00 annually
Head Volleyball	\$ 7,250.00 annually
Assistant Volleyball	\$ 4,500.00 annually
Head Track	\$ 5,250.00 annually
Assistant Track	\$ 3,750.00 annually
Head Cross Country	\$ 5,250.00 annually
Assistant Cross Country	\$ 3,750.00 annually
Head Baseball	\$ 7,250.00 annually
Assistant Baseball	\$ 4,500.00 annually
Head Softball	\$ 7,250.00 annually
Assistant Softball	\$ 4,500.00 annually
Head Basketball	\$ 7,250.00 annually
Assistant Basketball	\$ 4,500.00 annually
Head Soccer	\$ 5,750.00 annually
Assistant Soccer	\$ 4,000.00 annually
Head Swimming	\$ 5,000.00 annually
Head Golf	\$ 5,500.00 annually
Assistant Golf	\$ 4,000.00 annually
Head Tennis	\$ 5,500.00 annually
Asst. Tennis	\$ 4,000.00 annually
Athletic Trainer	\$12,500.00 annually
Asst. Athletic Trainer	\$ 11,500.00 annually
Summer Assistant	\$1,800.00 paid out at end of summer

### MIDDLE SCHOOL LEVEL

Football	\$2,750.00 annually
Volleyball	\$2,000.00 annually
Basketball	\$2,000.00 annually
Soccer	\$2,000.00 annually
Track	\$2,000.00 annually
MS Coordinator	\$500.00 annually

\*Athletic Coordinator Stipend removed added 39 days to teacher contract

## Updates to 2019-2020 Compensation Manual

Page 8 - Head Start Readiness Mentor - moved from AP1 to AP2 based on additional duties

Page 8 – Coordinator, Facilities – changed title from Custodial and Grounds Coordinator

Page 8 - On Site Coordinator (Gear UP) – unit added

Page 8 - Mentoring Coordinator (Gear UP) - unit added

Page 9 - PBIS Coordinator, PBIS Facilitator, PBIS Specialist - removed due to Grant ending Sept. 2019

Page 9 - Health Science Academy Coordinator - changed title from Director, Student Empowerment & Choice Programs and move from AP 6 based on change in duties

Page 9 – Coordinator , Guidance & Counseling - unit added

Page 9 - Associate Principal - unit added

Page 9 - DAEP Principal - unit added

Page 10 – Director, Student Empowerment & Choice Prg – changed title to Health Science Academy Coord. and move to AP4 based on change in duties

Page 10 - Exec Director Student Support Services – changed title from Exec Dir School & Community Partnership

Page 10 - Chief of Staff - unit added

Page 13 - Child Nutrition Secretary - moved from CT5 to CT6

Page 13 - Procurement/Inventory Specialist - moved from CT5 to CT6

Page 13 - McKinney Vento Specialist - increased from 226 days to 240

Page 13 - Gear UP Administrative Assistant - unit added

Page 13 - Student Data PEIMS Specialist - changed title from Coordinator to Specialist

Page 13 - Marketing Specialist - unit added

Page 15 - Instructional Aide - Deaf Education - removed, dissolution of program

Page 15 - Interpreters (Level I, II, & III) - remove, dissolution of program

Page 17 - HVAC Apprentice - unit converted to HVAC Technician and moved to MS4

Page 17 - Athletics Worker – unit converted

Page 17 – Lead Athletics Worker – unit converted

Page 17 - HVAC Technician - moved from MS3 to MS4 due to additional duties

Page 18 - Athletics/Grounds Foreman – unit converted

AUG 6 '19 PM6:12



Pages 33 & 34 - Lead UIL Campus Teacher - added per Board approval 10.18.18

Pages 33 & 34 - Lead Science Fair Teacher - added per Board approval 10.18.18

Page 36 - Music Coordinator - added per Board approval 10.18.18

Page 36 – Lead Counselor Districtwide – Stipend reallocated to Coordinator Guidance & Counseling position



**Teachers, Librarians, and Nurses (RN) Salary Plan Development**  
**South San Antonio ISD** Model: \$54,500 starting, 5.0% / 6.0% GPI

2018-2019 Years of Exp	2018-2019 New Hire Salary	5.0% / 6.0% General Pay Increase	Additional Adjustment	=	2019-2020 Years of Exp	2019-2020 Proposed New Hire Salary
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					0	\$54,500	
0	\$52,250	+	\$2,800	+	=	1	\$55,050
1	\$52,750	+	\$2,800	+	=	2	\$55,550
2	\$53,135	+	\$2,800	+	=	3	\$55,935
3	\$53,385	+	\$2,800	+	=	4	\$56,185
4	\$53,585	+	\$2,800	+	=	5	\$56,385
5	\$53,785	+	\$3,350	+	=	6	\$57,135
6	\$54,185	+	\$3,350	+	=	7	\$57,535
7	\$54,485	+	\$3,350	+	=	8	\$57,835
8	\$54,785	+	\$3,350	+	=	9	\$58,135
9	\$55,085	+	\$3,350	+	=	10	\$58,435
10	\$55,385	+	\$3,350	+	=	11	\$58,735
11	\$55,685	+	\$3,350	+	=	12	\$59,035
12	\$55,985	+	\$3,350	+	=	13	\$59,335
13	\$56,285	+	\$3,350	+	=	14	\$59,635
14	\$56,585	+	\$3,350	+	=	15	\$59,935
15	\$56,985	+	\$3,350	+	=	16	\$60,335
16	\$57,685	+	\$3,350	+	=	17	\$61,035
17	\$57,985	+	\$3,350	+	=	18	\$61,335
18	\$58,285	+	\$3,350	+	=	19	\$61,635
19	\$58,585	+	\$3,350	+	=	20	\$61,935
20	\$59,085	+	\$3,350	+	=	21	\$62,435
21	\$59,685	+	\$3,350	+	=	22	\$63,035
22	\$59,985	+	\$3,350	+	=	23	\$63,335
23	\$60,485	+	\$3,350	+	=	24	\$63,835
24	\$61,385	+	\$3,350	+	=	25+	\$64,735
25+	\$62,285						

Models A, B, and C

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years

51,750	101%	105%	
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			550
			500
			385

5 Years

52,989	102%	106%	
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			250
			200
			750
			400
			300

10 Years

54,709	101%	107%	
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			300
			300
			300
			300
			300

15 Years

56,128	102%	107%	
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			300
			400
			700
			300
			300

20 Years

58,378	101%	106%	
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			300
			500
			600
			300
			500
			900

General pay increase is applied to the market median salary (\$55,791).

Teachers, Librarians, and Nurses (RN) Hiring Minimum	\$54,500	Teachers, Librarians, and Nurses (RN) Hiring Maximum	\$75,500
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**South San Antonio ISD**

**Model A**

Summary of Cost Estimates, 2019-2020

Model A: \$54,500 starting, 5%/6% GPI, Administrative/Professional 3%, Others 6%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$54,500 starting salary</b>	<b>592</b>		<b>\$1,903,566</b>		<b>\$33,476,604</b>
<sup>1a</sup> 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
<b>Administrative/Professional</b>	<b>138</b>		<b>\$432,095</b>		<b>\$10,023,052</b>
<sup>1c</sup> 3.0% of pay range midpoint increase		131	\$310,845	3.1%	
Teacher pay equity adjustments		32	\$72,191	0.7%	
Targeted adjustment 2		32	\$36,285	0.4%	
3.0% of pay range midpoint increase to employees paid over range maximum		7	\$12,774	0.1%	
<b>Technology</b>	<b>12</b>		<b>\$46,609</b>		<b>\$607,421</b>
<sup>1a</sup> 6.0% of pay range midpoint increase		12	\$43,165	7.1%	
Targeted adjustments		6	\$3,444	0.6%	
<b>Clerical Support</b>	<b>86</b>		<b>\$179,233</b>		<b>\$2,745,932</b>
<sup>1c</sup> 6.0% of pay range midpoint increase		76	\$161,547	5.9%	
Adjustments to 1.0% above pay range minimum		5	\$421	0.0%	
Placement scale adjustments		7	\$3,993	0.1%	
6.0% of pay range midpoint increase to employees paid over range maximum		10	\$13,272	0.5%	
<b>Instructional Support</b>	<b>133</b>		<b>\$181,636</b>		<b>\$2,856,999</b>
<sup>1c</sup> 6.0% of pay range midpoint increase		118	\$169,499	5.9%	
6.0% of pay range midpoint increase to employees paid over range maximum		15	\$12,137	0.4%	
<b>Auxiliary</b>	<b>267</b>		<b>\$398,286</b>		<b>\$5,861,152</b>
<sup>1c</sup> 6.0% of pay range midpoint increase		257	\$363,708	6.2%	
Adjustments to 1.0% above pay range minimum		1	\$826	0.0%	
Placement scale adjustments		14	\$20,424	0.3%	
6.0% of pay range midpoint increase to employees paid over range maximum		10	\$13,328	0.2%	
<b>Police</b>	<b>14</b>		<b>\$48,096</b>		<b>\$585,216</b>
<sup>1c</sup> 6.0% of pay range midpoint increase		13	\$39,456	6.7%	
Adjustments to 1.0% above pay range minimum		2	\$1,747	0.3%	
Placement scale adjustments		7	\$6,874	1.2%	
6.0% of pay range midpoint increase to employees paid over range maximum		1	\$19	0.0%	
<b>Subtotal - General Pay Increase</b>	<b>1,242</b>	<b>1,228</b>	<b>\$3,000,307</b>	<b>5.3%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>98</b>	<b>\$141,118</b>	<b>0.3%</b>	
<b>Total Cost Estimate</b>			<b>\$3,141,425</b>	<b>5.6%</b>	<b>\$56,156,376</b>

**Footnotes:**

<sup>1a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

**South San Antonio ISD**

Summary of Cost Estimates, 2019-2020

Model A: \$54,500 starting, 5%/6% GPI, Administrative/Professional 3%, Others 6%

**House Bill 3 Estimates**

	<b>Projected Increases</b>	<b>Subtotal</b>	<b>30% of New Revenue</b>
<b>Teachers, Librarians, Nurses, Counselors</b>			<b>At least 75%</b>
Teachers	1,746,158	1,910,791	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	80,626		
<b>Full-Time, Non-Administrators</b>			<b>Remaining 25%</b>
Clerical Support	179,233	807,251	598,061
Instructional Support	181,636		
Auxiliary	398,286		
Police	48,096		
<b>Total</b>		<b>2,718,042</b>	<b>2,392,244</b>



**South San Antonio ISD**

**Model B**

Summary of Cost Estimates, 2019-2020

Model B: \$54,500 starting, 5%/6% GPI, Administrative/Professional 4%, Others 5.5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$54,500 starting salary</b>	<b>592</b>		<b>\$1,903,566</b>		<b>\$33,476,604</b>
<sup>1a</sup> 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
<b>Administrative/Professional</b>	<b>138</b>		<b>\$516,919</b>		<b>\$10,023,052</b>
<sup>1c</sup> 4.0% of pay range midpoint increase		131	\$412,616	4.1%	
Teacher pay equity adjustments		28	\$51,453	0.5%	
Targeted adjustment 2		30	\$34,050	0.3%	
4.0% of pay range midpoint increase to employees paid over range maximum		7	\$18,800	0.2%	
<b>Technology</b>	<b>12</b>		<b>\$43,800</b>		<b>\$607,421</b>
<sup>1a</sup> 5.5% of pay range midpoint increase		12	\$39,569	6.5%	
Targeted adjustments		7	\$4,231	0.7%	
<b>Clerical Support</b>	<b>86</b>		<b>\$166,014</b>		<b>\$2,745,932</b>
<sup>1c</sup> 5.5% of pay range midpoint increase		77	\$148,939	5.4%	
Adjustments to 1.0% above pay range minimum		6	\$993	0.0%	
Placement scale adjustments		9	\$4,487	0.2%	
5.5% of pay range midpoint increase to employees paid over range maximum		9	\$11,595	0.4%	
<b>Instructional Support</b>	<b>133</b>		<b>\$166,650</b>		<b>\$2,856,999</b>
<sup>1c</sup> 5.5% of pay range midpoint increase		119	\$156,153	5.5%	
5.5% of pay range midpoint increase to employees paid over range maximum		14	\$10,497	0.4%	
<b>Auxiliary</b>	<b>267</b>		<b>\$371,031</b>		<b>\$5,861,152</b>
<sup>1c</sup> 5.5% of pay range midpoint increase		257	\$335,133	5.7%	
Adjustments to 1.0% above pay range minimum		1	\$1,114	0.0%	
Placement scale adjustments		14	\$22,825	0.4%	
5.5% of pay range midpoint increase to employees paid over range maximum		10	\$11,959	0.2%	
<b>Police</b>	<b>14</b>		<b>\$46,579</b>		<b>\$585,216</b>
<sup>1c</sup> 5.5% of pay range midpoint increase		14	\$36,173	6.2%	
Adjustments to 1.0% above pay range minimum		5	\$2,496	0.4%	
Placement scale adjustments		7	\$7,910	1.4%	
<b>Subtotal - General Pay Increase</b>	<b>1,242</b>	<b>1,228</b>	<b>\$3,045,293</b>	<b>5.4%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>96</b>	<b>\$122,686</b>	<b>0.2%</b>	
<b>Total Cost Estimate</b>			<b>\$3,167,979</b>	<b>5.6%</b>	<b>\$56,156,376</b>

**Footnotes:**

<sup>1a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

**South San Antonio ISD**

Summary of Cost Estimates, 2019-2020

Model B: \$54,500 starting, 5%/6% GPI, Administrative/Professional 4%, Others 5.5%

**House Bill 3 Estimates**

	<b>Projected Increases</b>	<b>Subtotal</b>	<b>30% of New Revenue</b>
<b>Teachers, Librarians, Nurses, Counselors</b>			<b>At least 75%</b>
Teachers	1,746,158	1,913,436	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	83,271		
<b>Full-Time, Non-Administrators</b>			<b>Remaining 25%</b>
Technology (if separate)	43,800	794,074	598,061
Clerical Support	166,014		
Instructional Support	166,650		
Auxiliary	371,031		
Police	46,579		
<b>Total</b>		<b>2,707,510</b>	<b>2,392,244</b>



**South San Antonio ISD**

**Model C**

Summary of Cost Estimates, 2019-2020

Model C: \$54,500 starting, 5%/6% GPI, Administrative/Professional 5%, Others 5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$54,500 starting salary</b>	<b>592</b>		<b>\$1,903,566</b>		<b>\$33,476,604</b>
<sup>1a</sup> 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
<b>Administrative/Professional</b>	<b>138</b>		<b>\$600,793</b>		<b>\$10,023,052</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		129	\$513,310	5.1%	
Teacher pay equity adjustments		25	\$32,713	0.3%	
Targeted adjustment 2		26	\$28,775	0.3%	
5.0% of pay range midpoint increase to employees paid over range maximum		9	\$25,995	0.3%	
<b>Technology</b>	<b>12</b>		<b>\$40,201</b>		<b>\$607,421</b>
<sup>1a</sup> 5.0% of pay range midpoint increase		12	\$35,970	5.9%	
Targeted adjustments		7	\$4,231	0.7%	
<b>Clerical Support</b>	<b>86</b>		<b>\$152,750</b>		<b>\$2,745,932</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		78	\$136,059	5.0%	
Adjustments to 1.0% above pay range minimum		6	\$1,657	0.1%	
Placement scale adjustments		12	\$5,083	0.2%	
5.0% of pay range midpoint increase to employees paid over range maximum		8	\$9,951	0.4%	
<b>Instructional Support</b>	<b>133</b>		<b>\$151,179</b>		<b>\$2,856,999</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		121	\$142,088	5.0%	
5.0% of pay range midpoint increase to employees paid over range maximum		12	\$9,091	0.3%	
<b>Auxiliary</b>	<b>267</b>		<b>\$341,040</b>		<b>\$5,861,152</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		257	\$303,428	5.2%	
Adjustments to 1.0% above pay range minimum		1	\$1,402	0.0%	
Placement scale adjustments		18	\$25,723	0.4%	
5.0% of pay range midpoint increase to employees paid over range maximum		10	\$10,487	0.2%	
<b>Police</b>	<b>14</b>		<b>\$45,081</b>		<b>\$585,216</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		14	\$32,870		
Adjustments to 1.0% above pay range minimum		6	\$3,686		
Placement scale adjustments		7	\$8,525		
<b>Subtotal - General Pay Increase</b>	<b>1,242</b>	<b>1,228</b>	<b>\$3,086,411</b>	<b>5.5%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>96</b>	<b>\$103,117</b>	<b>0.2%</b>	
<b>Total Cost Estimate</b>			<b>\$3,189,528</b>	<b>5.7%</b>	<b>\$56,156,376</b>

**Footnotes:**

<sup>1a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.



**South San Antonio ISD**

Summary of Cost Estimates, 2019-2020

Model C: \$54,500 starting, 5%/6% GPI, Administrative/Professional 5%, Others 5%

**House Bill 3 Estimates**

	Projected Increases	Subtotal	30% of New Revenue
<b>Teachers, Librarians, Nurses, Counselors</b>			<b>At least 75%</b>
Teachers	1,746,158	1,916,506	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	86,341		
<b>Full-Time, Non-Administrators</b>			<b>Remaining 25%</b>
Technology (if separate)	40,201	730,251	598,061
Clerical Support	152,750		
Instructional Support	151,179		
Auxiliary	341,040		
Police	45,081		
<b>Total</b>		<b>2,646,757</b>	<b>2,392,244</b>

**Teachers, Librarians, and Nurses (RN) Salary Plan Development**  
**South San Antonio ISD** **Model D: \$55,750 starting, 7.0% GPI**

2018-2019 Years of Exp	2018-2019 New Hire Salary	7.0% / 7.5% General Pay Increase	Additional Adjustment	=	2019-2020 Years of Exp	2019-2020 Proposed New Hire Salary
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					0	\$55,750
0	\$52,250	+	\$3,910	+	= 1	\$56,160
1	\$52,750	+	\$3,910	+	= 2	\$56,660
2	\$53,135	+	\$3,910	+	= 3	\$57,045
3	\$53,385	+	\$3,910	+	= 4	\$57,295
4	\$53,585	+	\$3,910	+	= 5	\$57,495
5	\$53,785	+	\$4,200	+	= 6	\$57,985
6	\$54,185	+	\$4,200	+	= 7	\$58,385
7	\$54,485	+	\$4,200	+	= 8	\$58,685
8	\$54,785	+	\$4,200	+	= 9	\$58,985
9	\$55,085	+	\$4,200	+	= 10	\$59,285
10	\$55,385	+	\$4,200	+	= 11	\$59,585
11	\$55,685	+	\$4,200	+	= 12	\$59,885
12	\$55,985	+	\$4,200	+	= 13	\$60,185
13	\$56,285	+	\$4,200	+	= 14	\$60,485
14	\$56,585	+	\$4,200	+	= 15	\$60,785
15	\$56,985	+	\$4,200	+	= 16	\$61,185
16	\$57,685	+	\$4,200	+	= 17	\$61,885
17	\$57,985	+	\$4,200	+	= 18	\$62,185
18	\$58,285	+	\$4,200	+	= 19	\$62,485
19	\$58,585	+	\$4,200	+	= 20	\$62,785
20	\$59,085	+	\$4,200	+	= 21	\$63,285
21	\$59,685	+	\$4,200	+	= 22	\$63,885
22	\$59,985	+	\$4,200	+	= 23	\$64,185
23	\$60,485	+	\$4,200	+	= 24	\$64,685
24	\$61,385	+	\$4,200	+	= 25+	\$65,585
25+	\$62,285					

General pay increase is applied to the market median salary (\$55,791).

<i>Teachers, Librarians, and Nurses (RN) Hiring Minimum</i>	\$55,750	<i>Teachers, Librarians, and Nurses (RN) Hiring Maximum</i>	\$75,500
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Model D

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
51,750	101%	108%	410
			500
			385
<i>5 Years</i>			
52,989	102%	109%	250
			200
			490
			400
			300
<i>10 Years</i>			
54,709	101%	108%	300
			300
			300
			300
			300
			300
<i>15 Years</i>			
56,128	102%	108%	300
			400
			700
			300
<i>20 Years</i>			
58,378	101%	108%	300
			500
			600
			300
			500
			900



**South San Antonio ISD**

**Model D**

Summary of Cost Estimates, 2019-2020

Model D - Teachers 7.0% GPI, AP 7.0% & 3.0%, Technology & Nonexempt 7.5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$55,750 starting salary</b>	<b>592</b>		<b>\$2,449,038</b>		<b>\$33,476,604</b>
<sup>1a</sup> 7.0% general pay increase (\$3,910)		592	\$2,445,504	7.3%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
<b>Administrative/Professional</b>	<b>138</b>		<b>\$551,228</b>		<b>\$10,023,052</b>
<sup>1c</sup> 7.0% (PGs 1-3) & 3.0% (PGs 4-9) of pay range midpoint increase		129	\$451,226	4.5%	
Teacher pay equity adjustments		34	\$42,566	0.4%	
Targeted adjustment 2		29	\$33,560	0.3%	
7.0% of pay range midpoint increase to employees paid over range maximum		9	\$23,876	0.2%	
<b>Technology</b>	<b>12</b>		<b>\$51,437</b>		<b>\$607,421</b>
<sup>1c</sup> 7.5% of pay range midpoint increase		12	\$49,236	8.1%	
Targeted adjustments		4	\$2,201	0.4%	
<b>Clerical Support</b>	<b>86</b>		<b>\$413,442</b>		<b>\$2,745,932</b>
<sup>1c</sup> 7.5% of pay range midpoint increase		82	\$232,076	8.5%	
Adjustments to 1.0% above pay range minimum		24	\$42,408	1.5%	
Placement scale adjustments		56	\$128,899	4.7%	
7.5% of pay range midpoint increase to employees paid over range maximum		4	\$10,059	0.4%	
<b>Instructional Support</b>	<b>133</b>		<b>\$686,217</b>		<b>\$2,856,999</b>
<sup>1c</sup> 7.5% of pay range midpoint increase		133	\$291,186	10.2%	
Adjustments to 1.0% above pay range minimum		76	\$208,899	7.3%	
Placement scale adjustments		115	\$186,132	6.5%	
<b>Auxiliary</b>	<b>267</b>		<b>\$1,408,992</b>		<b>\$5,861,152</b>
<sup>1c</sup> 7.5% of pay range midpoint increase		262	\$575,470	98.3%	
Adjustments to 1.0% above pay range minimum		182	\$490,255	83.8%	
Placement scale adjustments		207	\$338,651	57.9%	
7.5% of pay range midpoint increase to employees paid over range maximum		5	\$4,616	0.8%	
<b>Police</b>	<b>14</b>		<b>\$58,157</b>		<b>\$585,216</b>
<sup>1c</sup> 7.5% of pay range midpoint increase		12	\$48,403	8.3%	
Adjustments to 1.0% above pay range minimum		1	\$826	0.1%	
Placement scale adjustments		6	\$8,141	1.4%	
7.5% of pay range midpoint increase to employees paid over range maximum		2	\$787	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>1,242</b>	<b>1,242</b>	<b>\$4,132,439</b>	<b>7.4%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>735</b>	<b>\$1,486,073</b>	<b>2.6%</b>	
<b>Total Cost Estimate</b>			<b>\$5,618,512</b>	<b>10.0%</b>	<b>\$56,156,376</b>

**Footnotes:**

<sup>1a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.



**South San Antonio ISD**

Summary of Cost Estimates, 2019-2020

Model D - Teachers 7.0% GPI, AP 7.0% & 3.0%, Technology & Nonexempt 7.5%

**House Bill 3 Estimates**

	Projected Increases	Subtotal	30% of New Revenue
<b>Teachers, Librarians, Nurses, Counselors</b>			<b>At least 75%</b>
Teachers, Librarians, and Nurses (RN)	2,449,038	2,555,912	1,794,183
Counselors	106,874		
<b>Full-Time, Non-Administrators</b>			<b>Remaining 25%</b>
Police	58,157	2,618,246	598,061
Technology (if separate)	51,437		
Clerical Support	413,442		
Instructional Support	686,217		
Auxiliary	1,408,992		
<b>Total</b>		<b>5,174,158</b>	<b>2,392,244</b>

**Teachers, Librarians, and Nurses (RN) Salary Plan Development**  
**South San Antonio ISD** **Model E: \$54,500 starting, 4.7%/5.7% GPI**

2018-2019 Years of Exp	2018-2019 New Hire Salary	4.7% / 5.7% General Pay + Increase	Additional + Adjustment	=	2019-2020 Years of Exp	2019-2020 Proposed New Hire Salary	
					0	\$54,500	
0	\$52,250	+	\$2,600	+	=	1	\$54,850
1	\$52,750	+	\$2,600	+	=	2	\$55,350
2	\$53,135	+	\$2,600	+	=	3	\$55,735
3	\$53,385	+	\$2,600	+	=	4	\$55,985
4	\$53,585	+	\$2,600	+	=	5	\$56,185
5	\$53,785	+	\$3,200	+	=	6	\$56,985
6	\$54,185	+	\$3,200	+	=	7	\$57,385
7	\$54,485	+	\$3,200	+	=	8	\$57,685
8	\$54,785	+	\$3,200	+	=	9	\$57,985
9	\$55,085	+	\$3,200	+	=	10	\$58,285
10	\$55,385	+	\$3,200	+	=	11	\$58,585
11	\$55,685	+	\$3,200	+	=	12	\$58,885
12	\$55,985	+	\$3,200	+	=	13	\$59,185
13	\$56,285	+	\$3,200	+	=	14	\$59,485
14	\$56,585	+	\$3,200	+	=	15	\$59,785
15	\$56,985	+	\$3,200	+	=	16	\$60,185
16	\$57,685	+	\$3,200	+	=	17	\$60,885
17	\$57,985	+	\$3,200	+	=	18	\$61,185
18	\$58,285	+	\$3,200	+	=	19	\$61,485
19	\$58,585	+	\$3,200	+	=	20	\$61,785
20	\$59,085	+	\$3,200	+	=	21	\$62,285
21	\$59,685	+	\$3,200	+	=	22	\$62,885
22	\$59,985	+	\$3,200	+	=	23	\$63,185
23	\$60,485	+	\$3,200	+	=	24	\$63,685
24	\$61,385	+	\$3,200	+	=	25+	\$64,585
25+	\$62,285						

General pay increase is applied to the market median salary (\$55,791).

Teachers, Librarians, and Nurses (RN) Hiring Minimum	\$54,500	Teachers, Librarians, and Nurses (RN) Hiring Maximum	\$73,300
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Model E

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
51,750	101%	105%	350
			500
			385
<i>5 Years</i>			
52,989	102%	106%	250
			200
			800
			400
			300
<i>10 Years</i>			
54,709	101%	107%	300
			300
			300
			300
			300
			300
<i>15 Years</i>			
56,128	102%	107%	300
			400
			700
			300
<i>20 Years</i>			
58,378	101%	106%	300
			500
			600
			300
			500
			900



**South San Antonio ISD**

**Model E**

Summary of Cost Estimates, 2019-2020

Model E - Teachers 4.7%/5.7% GPI, AP 2.0% & 0%, Technology & Nonexempt 5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$54,500 starting salary</b>	<b>592</b>		<b>\$1,811,622</b>		<b>\$33,476,604</b>
<sup>1a</sup> 4.7% (\$2,600) and 5.7% (\$3,200) general pay increase		592	\$1,808,088	5.4%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
<b>Administrative/Professional</b>	<b>138</b>		<b>\$370,937</b>		<b>\$10,023,052</b>
<sup>1c</sup> 2.0% (PGs 1-7) & 0.0% (PGs 8-9) of pay range midpoint increase		134	\$196,534	2.0%	
Adjustments to 1.0% above pay range minimum		2	\$302	0.0%	
Teacher pay equity adjustments		40	\$134,083	1.3%	
Targeted adjustment 2		33	\$37,673	0.4%	
2.0% of pay range midpoint increase to employees paid over range maximum		4	\$2,345	0.0%	
<b>Technology</b>	<b>12</b>		<b>\$40,201</b>		<b>\$607,421</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		12	\$35,970	5.9%	
Targeted adjustments		7	\$4,231	0.7%	
<b>Clerical Support</b>	<b>86</b>		<b>\$152,750</b>		<b>\$2,745,932</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		78	\$136,059	5.0%	
Adjustments to 1.0% above pay range minimum		6	\$1,657	0.1%	
Placement scale adjustments		12	\$5,083	0.2%	
5.0% of pay range midpoint increase to employees paid over range maximum		8	\$9,951	0.4%	
<b>Instructional Support</b>	<b>133</b>		<b>\$151,179</b>		<b>\$2,856,999</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		121	\$142,088	5.0%	
5.0% of pay range midpoint increase to employees paid over range maximum		12	\$9,091	0.3%	
<b>Auxiliary</b>	<b>267</b>		<b>\$341,040</b>		<b>\$5,861,152</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		257	\$303,428	51.8%	
Adjustments to 1.0% above pay range minimum		1	\$1,402	0.2%	
Placement scale adjustments		18	\$25,723	4.4%	
5.0% of pay range midpoint increase to employees paid over range maximum		10	\$10,487	1.8%	
<b>Police</b>	<b>14</b>		<b>\$45,081</b>		<b>\$585,216</b>
<sup>1c</sup> 5.0% of pay range midpoint increase		14	\$32,870	5.6%	
Adjustments to 1.0% above pay range minimum		6	\$3,686	0.6%	
Placement scale adjustments		7	\$8,525	1.5%	
<b>Subtotal - General Pay Increase</b>	<b>1,242</b>	<b>1,242</b>	<b>\$2,686,911</b>	<b>4.8%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>133</b>	<b>\$225,898</b>	<b>0.4%</b>	
<b>Total Cost Estimate</b>			<b>\$2,912,810</b>	<b>5.2%</b>	<b>\$56,156,376</b>

**Footnotes:**

<sup>1a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.



**South San Antonio ISD**

Summary of Cost Estimates, 2019-2020

Model E - Teachers 4.7%/5.7% GPI, AP 2.0% & 0%, Technology & Nonexempt 5%

**House Bill 3 Estimates**

	<b>Projected Increases</b>	<b>Subtotal</b>	<b>30% of New Revenue</b>
<b>Teachers, Librarians, Nurses, Counselors</b>			<b>At least 75%</b>
Teachers, Librarians, and Nurses (RN)	1,811,622	1,905,631	1,794,183
Counselors	94,009		
<b>Full-Time, Non-Administrators</b>			<b>Remaining 25%</b>
Police	45,081	730,250	598,061
Technology (if separate)	40,201		
Clerical Support	152,750		
Instructional Support	151,179		
Auxiliary	341,040		
<b>Total</b>		<b>2,635,882</b>	<b>2,392,244</b>