



SAN ANTONIO INDEPENDENT SCHOOL DISTRICT



# **COMPENSATION RESOURCE MANUAL 2023 - 2024**

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL

---

**TABLE OF CONTENTS**

	Page
<a href="#"><u>BOARD OF TRUSTEES</u></a>	1
<a href="#"><u>COMPENSATION PROGRAM</u></a>	2
<a href="#"><u>COMPENSATION STRUCTURE</u></a>	3
<a href="#"><u>TEACHER PAY SCHEDULE</u></a>	3-4
<a href="#"><u>MIDPOINT PAY RANGES</u></a>	7
<a href="#"><u>PAYMENT OF COMPENSATION</u></a>	11
<a href="#"><u>SALARY ADJUSTMENTS</u></a>	12
<a href="#"><u>COMPENSATION REVIEWS</u></a>	14
<a href="#"><u>OTHER PAY RATES</u></a>	15
<a href="#"><u>SUBSTITUTE PAY RATES</u></a>	16
<a href="#"><u>PART-TIME PAY RATES</u></a>	18
<a href="#"><u>OVERSIZED CLASSROOM THRESHOLDS</u></a>	20
<a href="#"><u>DIFFERENTIAL PAY RATES</u></a>	21
<a href="#"><u>INTERIM ASSIGNMENT PAY RATES</u></a>	22
<a href="#"><u>EXTRA DUTY PAY RATES</u></a>	23
<a href="#"><u>SUMMER SCHOOL PAY RATES</u></a>	24
<a href="#"><u>STIPENDS</u></a>	25
<a href="#"><u>ALLOWANCES</u></a>	29
<a href="#"><u>EMPLOYMENT CONTRACTS</u></a>	30
<a href="#"><u>JOB ANALYSIS REVIEW</u></a>	31
<a href="#"><u>OVERTIME EXEMPTION STATUS</u></a>	32
<a href="#"><u>APPENDIX</u></a>	34

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## BOARD OF TRUSTEES

<b>Christina Martinez</b>	<b>District 6</b>	<b>President</b>
<b>Alicia Sebastian</b>	<b>District 2</b>	<b>Vice President</b>
<b>Arthur V. Valdez</b>	<b>District 4</b>	<b>Secretary</b>
<b>Sarah Sorensen</b>	<b>District 1</b>	<b>Trustee</b>
<b>Leticia Ozuna</b>	<b>District 3</b>	<b>Trustee</b>
<b>Stephanie Torres</b>	<b>District 5</b>	<b>Trustee</b>
<b>Ed Garza</b>	<b>District 7</b>	<b>Trustee</b>

## SUPERINTENDENT

**Dr. Jaime Aquino**

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## COMPENSATION PROGRAM

The San Antonio Independent School District's mission is to transform the District into a national model urban school district where every child graduated is educated so that he or she is prepared to be a contributing member of the community. The Compensation Program is designed to support the attraction, motivation and retention of high performing employees that provide support to the district's mission.

The Compensation Department is a strategic partner in the planning, design, implementation, administration, and communication of all compensation programs which includes job architecture.

A combination of job architecture, job hierarchies and market intelligence lay the framework for the District's compensation program. Base Pay is the primary pay element; and on an as needed basis, other elements may be used to provide additional compensation in the form of stipends or supplemental pay for specific, defined bodies of work performed beyond the normal responsibilities of the job. When appropriate, allowances will be assigned as reimbursement for travel or phone expenses.

The objective of the 'Base Pay' is intended to facilitate the attainment of several objectives:

**Internal Equity** - the pay relationship among jobs or levels within the District. Comparison within an organization, tends to focus on four aspects of job content: Skill, Effort, Responsibility, and Working Conditions.

**External competitiveness** - the competitive market. The goal is to pay what is necessary to attract, retain and motivate qualified candidates.

**External Equity** - the market rate of comparable jobs. Equity extends to the total compensation package which factors such as employee benefits, job security, physical work environment, commuting distance, opportunity for advancement and employment practices.

**Compliance with Laws and Regulations** - Legislation, regulation, executive orders, and judicial decisions must be considered in the development and administration of the District's compensation plan; including compliance issues related to:

The Equal Pay Act

The Age Discrimination in Employment Act

Title VII of the Civil Rights Act of 1964

Fair Labor Standards Act, and

Title I of the Americans with Disabilities Act of 1990.

**Administrative efficiency** - The District has limited resources to administer the compensation plan, therefore administration time and cost to implement is taken into consideration.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## COMPENSATION STRUCTURE

The compensation structure is comprised of an array of pay ranges, each including a minimum or entry pay rate value, a midpoint value which is representative of the average market value and a maximum payrate value.

Job categories and pay levels are used to group positions that have similar relative internal value based on a multitude of elements such as the job's minimum education, experience, and credential requirements; job duties and responsibilities; market data; internal equity; and district impact. A job classification level will be assigned to a pay range by the Compensation Department, based on its functional area and derived value.

The pay range spread is targeted at 40%. The minimum is established at a compa-ratio between 80% and 85%; and the maximum value at a compa-ratio of 120%. Due to prior compensation practices, the current pay ranges may have a minimum value greater than an 85% compa-ratio. Over-time, the intention is for those minimum values to align with 85%. The midpoint of the range is not the true midpoint of the range; it is the value aligned with the market for the positions assigned to the range. The spread between midpoint values is targeted at 5.5% for lower pay ranges and 8.0% for higher pay ranges (*Note, 'compa-ratio' is the term used for the comparison ratio of the salary divided by the midpoint of the pay range.*)

## JOB CLASSIFICATIONS

Jobs will be grouped into job classification and pay ranges in the following categories:

- Teachers, Librarians and Nurses (RNs) (teacher pay schedules)
- Classified
- Clerical / Paraprofessional
- Instructional / Paraprofessional
- Police Service
- Technology
- Administrative Program
- Administrative Management

## TEACHER PAY SCHEDULES

Teacher Pay Schedules apply to CERTIFIED classroom teachers, librarians, and nurses. As required by law, the pay schedule will not be less than the minimum monthly salary on the state salary schedule based on years of experience. The maximum years of experience credited is 30.

Teachers with a master's degree, who signed with the District on or after August 1, 2002, are on a pay schedule with an annualized rate \$2,000 higher than the standard (bachelor's) teacher pay schedule.

Pay schedules are communicated in annualized pay rates, based on a 187 workday/10-month work calendar.

### Initial Pay Rate - Teacher, Librarian and Nurse (RN)

All teachers excluding JROTC, CATE and Vocational Instructors, are required to hold a bachelor's degree, and required to hold a certification as required by the Texas Education Agency (TEA) and the State Board of Educator Certification (SBEC).

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

The initial salary of a teacher, librarian or nurse is based upon the creditable years of (TEA) validated experience related to the position in which hired; and the level of degree achieved. Experience is credited for teachers and librarians according to the commissioner's rules on creditable service (19 TAC 153.1021). Registered nurses are assigned a daily rate associated with the number years of experience and related degree. Annualized pay rates may vary based on the number of workdays in the Workday Calendar assigned to the position.

The maximum number of creditable years of (TEA) validated experience shall be capped at 30 years of experience for newly hired Teachers, Librarians and Nurses.

All teachers, librarians and nurses will initially be assigned the entry rate on the Bachelor Degree Teacher Pay Schedule. The actual pay rate will be determined once the official service records and educational transcripts have been received by the District. New teachers should expect to receive credit for their first year of experience at the completion of the first school year in which they complete a minimum of 90 workdays. If they are received prior to the first payroll period cutoff of the start of the new school year, the actual pay rate will be assigned for the first paycheck. Otherwise, the employee will receive the entry rate on the Bachelor Degree Teacher Pay Schedule and pay will be retro-actively paid in the next payroll pay period once records are received.

### **Junior Reserve Officers Training Corps (JROTC) Instructors**

JROTC instructors will be paid JROTC personnel will be paid in compliance with active-duty Armed Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment. The Director, Compensation and the Director, Army Instruction together determine new hire pay rates. Both school experience and active-duty experience may be counted for local salary credit (Texas Admin Code §153.1021(d)(2)). Should the JROTC instructor transfer into a full-time teaching position, military experience will not be credited unless it meets the TEA guidelines.

### **Career and Technology Education (CATE) Teachers**

In alignment to §153.CC, Commissioner's Rules on Creditable Years of Service, Career and Technology Education (CTE) teachers are eligible for up to two years of industry work experience for salary increment purposes, if: work experience is Health Science, Trades and Industry, and Marketing; Employed for at least 50% of the time in an approved career and technology teaching position; During the hiring process, include the work experience on the Experience Affidavit or Service Record from previous district, as well as the complete Statement of Qualifications (SOQ).

Statement of Qualifications (SOQ) Form should be submitted to the CTE Director to determine eligibility. CTE Teachers that taught for another Texas school district are only eligible for this increment, if the work history is listed on their service record from the previous Texas school district, and they are certified in SBEC as a CTE teacher (not on a permit). SAISD will not confirm work history for CTE teachers that have worked at a previous school district. This eligibility should have been completed by the previous school district.

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### Instructional Assistant moving to a Teaching position

Beginning in 2004-2005, a certified Instructional Assistant who accepts a position as a certified teacher may receive a maximum of two years' of directly related experience in determining their initial salary on the teacher pay schedule. Experience must be verified on the employee's Service Record (Amendment 19 Texas Admin Code §153.1021m).

### Master Teacher Initiative

As a community, we believe that the passion and skill teachers bring into their classrooms are essential in cultivating an environment where students have an opportunity to realize their full potential. The Master Teacher Initiative (MTI) is San Antonio ISD's initiative to support, recognize, retain, and reward excellent teaching. It includes multiple measures of effective teaching that reflect the district's values for teacher development and performance to accelerate student achievement.

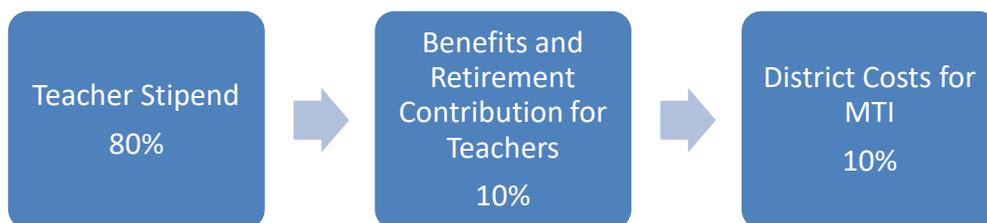
The program has been expanded to include almost all teachers across grade levels and subjects with the support of the Texas Legislature and the Texas Education Agency (TEA) through the Teacher Incentive Allotment (TIA). The focus of TIA is to elevate the education profession by recognizing and rewarding effective teaching and incentivizing outstanding teachers to remain in the classroom and improve student outcomes.

TIA is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA. The allotment formula is campus-based, with increased allotments for high-needs and rural campuses.

The allotment formula takes three factors into account including teacher designation level, campus socioeconomic level, and campus rural status. Socioeconomic levels are determined through the Compensatory Education block tier of the students enrolled in the campus.

Each local designation system submits a spending plan for approval for the use of TIA funds. SAISD's spending plan provides a direct stipend to designated teachers based on the generated allotment.

### SAISD Funding Distribution Plan



For more information, please visit the [Master Teacher Initiative](#)

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

<b>2023-2024 New Teacher Pay Schedule</b>				
<b>Years of Experience</b>	<b>Bachelor's Degree Pay Schedule 10C</b>		<b>Master's Degree Pay Schedule 8C</b>	
	<b>Annualized Rate (187 Days)</b>	<b>Daily Rate</b>	<b>Annualized Rate (187 Days)</b>	<b>Daily Rate</b>
<b>00</b>	\$57,500	\$307.49	\$59,500	\$318.18
<b>01</b>	\$57,834	\$309.27	\$59,834	\$319.97
<b>02</b>	\$58,059	\$310.48	\$60,059	\$321.17
<b>03</b>	\$58,346	\$312.01	\$60,346	\$322.71
<b>04</b>	\$58,630	\$313.53	\$60,630	\$324.23
<b>05</b>	\$58,915	\$315.05	\$60,915	\$325.75
<b>06</b>	\$59,158	\$316.35	\$61,158	\$327.05
<b>07</b>	\$59,402	\$317.66	\$61,402	\$328.35
<b>08</b>	\$59,717	\$319.34	\$61,717	\$330.04
<b>09</b>	\$60,325	\$322.59	\$62,325	\$333.29
<b>10</b>	\$60,644	\$324.30	\$62,644	\$334.99
<b>11</b>	\$60,963	\$326.01	\$62,963	\$336.70
<b>12</b>	\$61,284	\$327.72	\$63,284	\$338.42
<b>13</b>	\$61,605	\$329.44	\$63,605	\$340.13
<b>14</b>	\$61,927	\$331.16	\$63,927	\$341.86
<b>15</b>	\$62,368	\$333.52	\$64,368	\$344.21
<b>16</b>	\$62,810	\$335.88	\$64,810	\$346.58
<b>17</b>	\$63,254	\$338.26	\$65,254	\$348.95
<b>18</b>	\$63,699	\$340.64	\$65,699	\$351.33
<b>19</b>	\$64,153	\$343.06	\$66,153	\$353.76
<b>20</b>	\$64,607	\$345.49	\$66,607	\$356.19
<b>21</b>	\$65,068	\$347.96	\$67,068	\$358.65
<b>22</b>	\$65,524	\$350.40	\$67,524	\$361.09
<b>23</b>	\$65,977	\$352.82	\$67,977	\$363.51
<b>24</b>	\$66,436	\$355.27	\$68,436	\$365.97
<b>25</b>	\$66,903	\$357.77	\$68,903	\$368.46
<b>26</b>	\$67,205	\$359.39	\$69,205	\$370.08
<b>27</b>	\$67,519	\$361.07	\$69,519	\$371.76
<b>28</b>	\$67,821	\$362.68	\$69,821	\$373.38
<b>29</b>	\$68,137	\$364.37	\$70,137	\$375.06
<b>30</b>	\$68,439	\$365.98	\$70,439	\$376.68

**Notes:**

Years of Experience represents Creditable Years of Service.

Neither past nor future salaries can be predicted or calculated from this schedule.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## MID POINT PAY RANGES

Midpoint Pay Ranges apply to all positions not assigned to the teacher pay schedule. Employees are paid according to the pay range assigned to their position; and individual pay rates are based on years of related experience in comparison to the peer group. Employees' annual salary is based on the number of workdays and is paid over a 12-month period. Employees being promoted or hired into the Administrative Management Executive job classification must be approved by the Board of Trustees.

## New Hire or New Position Pay Rate

The pay rate for District positions is determined by aligning the new hire's related work experience to the pay rate of the internal peer group (incumbents in the same job and classification pay level) with the same years of experience.

A salary offer shall not exceed 100% of the midpoint of the pay range. Salary offers between 100% and 110% compa-ratio will require the approval of the Director, Compensation. The Superintendent's approval is required for any offers that exceed 110% compa-ratio.

## Returning Employees

Former San Antonio ISD employees who return to the district will be placed at the appropriate pay level for the position in which they are newly hired, which may be different from the job classification and pay level they previously occupied at the time of their departure from the district. Teachers will receive creditable years of services not to exceed the cap of 30 years of service.

## Years of Experience Verification and Documentation

Related years of experience for candidates must be documented prior to the final determination of salary credit. New employees are required to submit to Human Capital Management within 30 days of hire, a completed "Experience Affidavit" form specifying all information such as previous employers, positions held, dates of employment, hours worked and contact information of person that can verify employment (for each employer). *Please note, if this information is not received, the employee will only receive the entry rate for their position until which time the documentation is received. The employee is responsible for ensuring Human Capital Management receives this information; the District will not follow-up on the employee's behalf.*

In the event it is discovered that not all information was provided within 3 months of hire, a revised experience affidavit will be required. Human Capital Management will review revised information and will update the system of record to capture the additional years of experience; *there will not be an adjustment to pay.* However, future pay actions will consider the updated years of experience. To receive credit for prior work experience, years of experience must be verified. If the new hire was previously employed in education, documentation of service must be provided to the Human Capital Management Department on an official Texas Education Agency (TEA) approved record and must be validated by the appropriate institutional official. *[See TEA Chapter 153 subchapter CC]*

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

The following are acceptable forms of documentation:

- Service records from previous school employment
- Contracts or letters of appointment
- First and last pay stub from employer (private employer only)
- Tax record or W2 from employer (private employer only)
- Verification of prior work experience from prior employer

Additional documentation may be necessary to complete the verification of prior experience before salary credit is assigned.

### **Degree Accreditation**

Three positions assigned to the Midpoint Pay Ranges are eligible for additional salary consideration for the employee's degree accreditation: Instructional Coach, Instructional Specialist, and Implementation Specialist. All other jobs assigned to the midpoint pay ranges are ineligible for this consideration.

### **School Administrator Performance Based Pay System**

Beginning in 2021, all School Administrators have been placed into a performance-based pay system. The pay for performance system includes four entry points based on campus level and four performance levels. Future pay earnings will be based on rigorous performance criteria that will be fully developed during the 2021-2022 school year.

### **Universal Pay Structure**

New in 2021, a new universal pay structure has been implemented. All previous pay ranges have been collapsed into two grading structures: (N) Non-Exempt and (E) Exempt. A crosswalk has been included in the structure table to help align the previous pay grade structure to the new universal pay grade structure.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL

**SCHOOL ADMINISTRATOR  
PERFORMANCE BASED PAY RANGES**

Principal Title	DAILY RATE PAY STRUCTURE			
	WORKDAYS	GRADE	Entry	Level 2
<b>Principal I-A</b> (HS; Highest Grd Lvl Svcd = 12, Trad & Ext Grd)	230	P04	\$521.740	\$565.217
<b>Principal I-B</b> (MS/AC/ALT; Highest Grd Lvl Svcd = 8, Alternative)	220	P03	\$484.790	\$504.348
<b>Principal II-A</b> (ES; Highest Grd Lvl Svcd = 6)	220	P02	\$456.960	\$475.652
<b>Principal II-B</b> (EED; Highest Grd Lvl Svd = 2, Early CH)	220	P01	\$443.780	\$461.304

Network Assoc Principal Title	DAILY RATE PAY STRUCTURE			
	WORKDAYS	GRADE	Entry	Level 2
<b>Network Assoc Principal I-A</b> (HS; Highest Grd Lvl Svcd = 12, Trad & Ext Grd)	215	NAO4	\$440.000	\$470.870
<b>Network Assoc Principal I-B</b> (MS/AC/ALT; Highest Grd Lvl Svcd = 8, Alternative)	215	NAO3	\$422.610	\$443.913
<b>Network Assoc Principal II-A</b> (ES; Highest Grd Lvl Svcd = 6)	215	NAO2	\$404.350	\$424.783
<b>Network Assoc Principal II-B</b> (EED; Highest Grd Lvl Svd = 2, Early CH)	215	NAO1	\$392.170	\$412.174

Asst Principal Title	DAILY RATE PAY STRUCTURE			
	WORKDAYS	GRADE	Entry	Level 2
<b>Asst Principal I-A</b> (HS; Highest Grd Lvl Svcd = 12, Trad & Ext Grd)	215	AP04	\$400.000	\$428.261
<b>Asst Principal I-B</b> (MS/AC/ALT; Highest Grd Lvl Svcd = 8, Alternative)	210	AP03	\$384.350	\$403.913
<b>Asst Principal II-A</b> (ES; Highest Grd Lvl Svcd = 6)	210	AP02	\$367.400	\$386.087
<b>Asst Principal II-B</b> (EED; Highest Grd Lvl Svd = 2, Early CH)	210	AP01	\$356.520	\$374.348

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

FLSA	UNIVERSAL GRADE	NEW RANGE			CURRENT GRADES ENCOMPASSED							
		MIN	MID	MAX								
N	N01	\$16.50	\$17.51	\$18.97	D 1	E 1	M 1	F 1	S 1	P 1	X 1	
	N02	\$16.75	\$17.77	\$19.37	D 2	E 2	M 2	F 2	S 2	P 1.1		
	N03	\$17.00	\$18.03	\$20.43	D 2.1	E 3	M 3	F 3	S 3			
	N04	\$17.04	\$18.13	\$21.42	P 1.2							
	N05	\$17.25	\$18.82	\$21.56	D 3	E 4	M 4	F 4	S 4			
	N06	\$17.50	\$19.80	\$22.75	D 3.1	E 4.1	M 5	F 5	S 5			
	N07	\$17.75	\$20.99	\$24.00	D 4	E 4.2	M 6	F 6	S 6			
	N08	\$18.00	\$22.20	\$25.32	D 4.1	E 5	M 6.1					
	N09	\$18.50	\$22.42	\$26.70	D 5	E 5.1	P 2	T 1	T 3			
	N10	\$20.06	\$23.44	\$28.15	D 6	E 5.2	M 6.3	P 3	T 1.1			
	N11	\$20.70	\$25.02	\$29.72	D 6.1	E 5.3	M 7	F 7	P 3.1	T 2	X 2.2	
	N12	\$21.00	\$25.80	\$31.37	D 6.2	E 6	M 7.1	P 3.2	T 2.1			
	N13	\$22.13	\$27.38	\$33.09	D 7	E 6.1	M 8	P 3.3	T 3			
	N14	\$24.24	\$28.52	\$34.22	D 7.1	E 7	M 9	P 4	T 3.1			
	N15	\$25.57	\$30.09	\$36.10	D 8	E 8	M 9.1	T 3.2				
	N16	\$26.97	\$31.74	\$38.09	D 8.1	E 8.1	M 10	T 3.3				
	N17	\$28.46	\$33.49	\$40.18	E 9	T 3.4						
	N18	\$29.15	\$35.33	\$42.39	T 3.5							
	N19	\$29.63	\$37.27	\$44.73	T 4B							
	N20	\$32.50	\$39.32	\$47.19	T 5B							
	N21	\$36.10	\$42.47	\$50.96	T 5C							
E	E01	\$128.00	\$154.83	\$185.80	x1							
	E02	\$131.76	\$164.70	\$197.64								
	E03	\$144.00	\$174.56	\$209.47	x2							
	E04	\$147.54	\$184.43	\$221.31								
	E05	\$161.60	\$194.29	\$233.15	T 2	X 2.2						
	E06	\$163.98	\$204.98	\$245.97	T 2.1							
	E07	\$173.00	\$216.25	\$259.50	T 3	W 1	X 3					
	E08	\$193.92	\$228.16	\$273.77	T 3.1	W 1.1	X 3.1					
	E09	\$204.56	\$240.69	\$288.83	T 3.2	W 1.2	X 3.2					
	E10	\$215.76	\$253.93	\$304.72	T 3.3	W 2	X 3.3					
	E11	\$227.68	\$267.90	\$321.48	T 3.4	W 2.1	X 4					
	E12	\$233.17	\$282.63	\$339.16	T 3.5	W 3	X 4.1					
	E13	\$237.04	\$298.18	\$357.81	T 4	W 3.1	X 4.2					
	E14	\$260.00	\$314.56	\$377.52	T 5	X 5						
	E15	\$268.12	\$327.89	\$393.46	W 4							
	E16	\$281.04	\$344.28	\$407.52	W 5	T 5.1	X 6					
	E17	\$302.00	\$366.92	\$440.31	T 6	W 6	X 6.1					
	E18	\$330.00	\$396.28	\$475.53	T 6.1	W 7	X 7					
	E19	\$345.00	\$427.98	\$513.57	T 7	W 8	X 8					
	E20	\$392.88	\$462.22	\$554.66	T 8	W 9	X 8.1					
	E21	\$401.15	\$499.19	\$599.03	T 9	W 9.1	X 9					
	E22	\$442.00	\$539.13	\$646.95	T 10	W 10	XX 1					
	E23	\$494.92	\$582.26	\$698.71	XX 2							
	E24	\$534.51	\$628.84	\$754.61	XX 3							
	E25	\$577.27	\$679.15	\$814.98	XX 4							
	E26	\$623.46	\$733.48	\$880.17	XX 4.1							
	E27	\$673.33	\$792.16	\$950.59	XX 4.2							
	E28	\$727.20	\$855.53	\$1,026.63	XX 4.3							
	E29	\$785.37	\$923.97	\$1,108.76	XX 4.4							
	E30	\$848.20	\$997.89	\$1,197.47	XX 4.5							
	E31	\$862.18	\$1,077.72	\$1,293.26	XX 5							

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## PAYMENT OF COMPENSATION

### Payroll Period

In order to provide employees with year-round income, employees' annualized income shall be prorated over twelve (12) months or twenty-six (26) bi-weekly pay periods with the exception of bus drivers, bus assistants and bus monitors who are on a 22 pay periods.

### Proration of Pay for Reduced Number of Workdays

If an employee works less workdays than the full workday calendar for the position, the employee's pay will be prorated. There are steps that need to be taken to determine the proration. *First*, calculate actual salary for the balance of the school year by determining the number of workdays remaining in the work-year calendar. *Second*, multiply the number of remaining days by the daily rate (or hourly rate x work hours). *Last*, divide the prorated salary by the number of paychecks remaining in the school year. *Note: the fiscal school year is July 1<sup>st</sup> through June 30<sup>th</sup>.*

### Paycheck Deductions

Paycheck deductions include but are not limited to:

All applicable income tax withholdings (based on personal exemption and income bracket)

Social security coverage (FICA)

Benefit deductions (paid one month in advance, 1<sup>st</sup> paycheck may include two months of benefit deductions)

Other deductions as appropriate (such as additional elections, United Way, etc.)

### Release of Pay checks

Paychecks will not be released to any person other than the district employee named on the check without prior written authorization and verification of identification.

### Back Payments

A back payment occurs when an employee is paid less than the amount the employee should have been paid under the assigned pay grade and/or any relevant supplemental pay. If a request for back payment is presented in the current school year, the Compensation Department will rectify the issue by paying the difference back to the employee's start in the position for the current school year.

### Overpayment

An overpayment occurs when an employee is paid more than the amount the employee should have been paid under the assigned pay grade and/or any relevant supplemental pay. Pay corrections will be made and overpayments will be deducted from the employee's paycheck, as appropriate.

### Movement Between Pay Cycles

Movement between pay cycles, due to a change in position, may result in a lump sum payout of the current position prior to moving into the new position; this is more typical of movement between a monthly and biweekly pay schedule. Movement may also affect the number of paychecks the employee would receive. Employees paid on a monthly pay cycle typically receive 12 paychecks, biweekly 26.

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

### **SALARY ADJUSTMENTS:**                      **General Pay Increase (GPI)**

Employee salaries and wages will be reviewed annually. General pay increases may be given to employees to reward continued service to the District.

The Superintendent of Schools may recommend an amount for employee salary adjustments as a part of the annual budget. Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets and district compensation objectives. The Superintendent of Schools or designee shall approve salary adjustments for employees within the Board approved budgeted amounts and in accordance with the Compensation Guidelines.

To receive a Board-approved annual pay adjustment, an employee must be in an active status or on an approved leave of absence at the time of the issuance of the first payroll reflecting the annual pay adjustment.

Employees that have a salary at or over the maximum of the respective pay grade, may receive the annual employee pay adjustment as part of their base pay rate.

### **SALARY ADJUSTMENTS:**                      **Job Movement via Job Posting & Selection**

#### **Promotion Adjustments**

A promotion occurs when an employee moves to a new assignment in a pay range with a midpoint value greater than their current position. This movement is associated with the employee being selected for the position in response to a job posting. The amount of the increase to the daily or hourly rate will be determined by the Compensation Department and shall not be less than the minimum rate of the new pay range. To determine the employee's new salary, his/her years of experience for pay is aligned with the pay rate of the peer group (incumbents in the same job and/or same classification pay level) with similar or the same years of experience.

#### **Demotion Adjustments**

A demotion occurs when an employee moves to a new assignment in a pay range with a midpoint of lesser value than their current position. This movement is associated with the employee being selected for the position in response to a job posting. The amount of the decrease to the daily or hourly rate will be determined by the Compensation Department. To determine the employee's new pay rate, his/her years of experience for pay will be aligned with the pay rate of the peer group (incumbents in the same job and classification pay level) with the same or similar years of experience.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## Lateral Transfer and Adjustment

A lateral move occurs when the employee moves to a new assignment in a pay range with the same midpoint value as their current position. This movement is associated with the employee being selected for the position in response to a job posting. Typically, this type of move would not warrant a compensation adjustment other than number of workdays, if changed.

## Transfers Between Workday Calendars

An overlap in employee calendars may occur with transfers between campuses/department positions. Due to varied contract beginning and ending dates there may be a reduction or increase in compensable days for the remainder of the respective school year. When days are increased or reduced, the employee's pay may be adjusted accordingly.

## SALARY ADJUSTMENTS: Reassignment

An administrative decision to reassign and employee to a lower grade level position shall be accompanied by a letter of assignment and shall include the new job title, change in compensation, number of workdays and the effective date.

## SALARY ADJUSTMENTS: Reclassifications

Once an employee begins working in the new school year, their salary may not be adjusted. The only exception may be when there is a significant and sustained change in the job description in which the employee is assigned; or changes in the competitive job market. This type of change is described as a '**reclassification**' and can be an upward or downward movement in terms of potential pay. Adjustments made through the reclassification process will become effective in the following school year, unless otherwise approved by the Superintendent.

Executive job reclassifications must be approved by the Board, Exempt (non-executive) and Non-Exempt job reclassifications require Superintendent approval, and the Board must be informed. See the Reclassification section in this manual for more detailed information. **Administrative Procedure D20 addresses position reclassification.**

Vacant positions, if considered for reclassification, will use the midpoint of the range to determine approximately change in compensation. The position will be identified as 'vacant' on the reclassification documentation submitted to the Board for approval.

## Equity Adjustments

The Superintendent may make special adjustments to individual employee's compensation to correct identified pay equity issues. Equity adjustments may be made to retain incumbents in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors. All equity adjustments will be classified as a '**reclassification**' and will require the same approvals. Any equity adjustments will be reported to the Board in accordance with the DEA (Local).

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## COMPENSATION REVIEWS

Salaries of employees typically do not change once the employees begin working in the new school year. Any request for a salary review must be submitted through the department/campus executive leadership prior to engaging the Compensation Department.

### **Request for Individual Compensation Review**

A manager may request a job reclassification review by following the administrative procedure for reclassification, D20. After a review has been conducted, if a change in pay grade assignment and/or compensation is warranted, the change shall be submitted to the Board for approval via the 'job reclassification' process. Reclassifications are typically presented to the Board.

If an individual employee believes their position has been improperly classified or if the content and scope of responsibilities has substantially changed at least by 30%, they should discuss their concerns with their supervisor or manager. The manager should be the initiator of the formal reclassification request after obtaining executive leadership approval.

### **Request for Department Compensation Review**

If a manager believes two or more positions are improperly classified, the content and scope of responsibilities have substantially changed, or that retention or recruitment issues exist, they may make a formal request for a re-evaluation. Department Reviews are performed once during the school year. After a review has been conducted, if a change in pay grade assignment and/or compensation is warranted, the change shall be submitted to the Board for approval via the 'job reclassification' process.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## OTHER PAY RATES

Other pay rates apply for situations based on the work being performed, the allocation, who is performing the work and the timing of the work to be performed. These rates include:

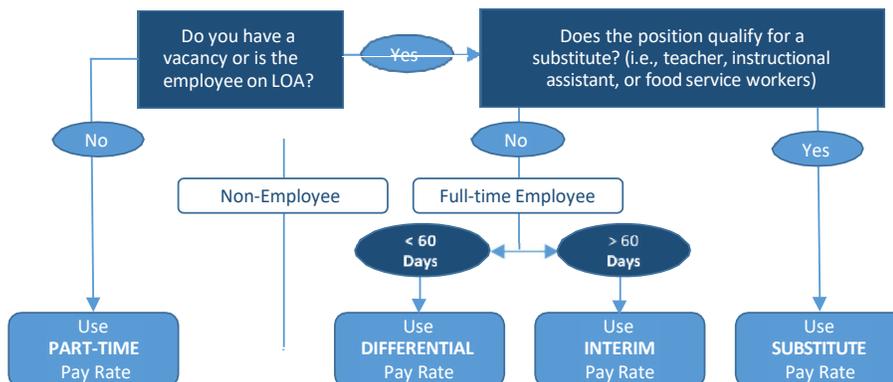
**Substitute Pay** – applies to existing positions (a unit has been allocated) that are vacant, or an employee is absent (planned or otherwise) for a single day, multiple days, or an extended period.

**Part-Time Pay** – applies to temporary employees. These positions are valid for one school year only, from July 1<sup>st</sup> through June 30<sup>th</sup>. Weekly hours for part-time should not exceed 25 hours per week; these positions are not able to accrue compensatory time.

**Differential Pay** – applies when a full-time employee is asked to assume the role and/or responsibilities of a higher-level position which may be in addition to retaining the responsibilities of his/her current assignment; for a period no less than 10 business days and not longer than 60 business days.

**Interim Pay** – applies to full-time employees or external retired principal hires. For full-time employees it applies when the employee is asked to assume the role and/or responsibilities of a higher-level position for an undetermined period. The employee’s title is changed to ‘Interim’. For external retired principal hires, it applies to positions providing guidance and assistance to campus administrators or administrative team. The roles include Principal, Master Principal, and Mentor Principal

*Illustration for determining the appropriate pay element to use:*



**Miscellaneous Pay Rates** – applies to extra duty work based on the type of work being performed. The rates apply to full-time employees which includes teachers, nurses, librarians, counselors, LSSPs, social workers, diagnosticians, instructional coaches, teacher specialists and assistant principals. The rates are consistent with the duties performed which fall outside the employee’s normal responsibilities and/or contract work year.

**Stipends** – applies to teaching positions. It is additional compensation to their salaries, through the assignment of additional supplemental duties. Types of stipends include athletics, fine arts, campus-based, campus-specific, academic-based, consulting/mentoring, position-based, special education and bilingual.

**Allowances**– applies to full-time employees who incur a regular expense in performing their responsibilities for the District. Allowances applies only to personal cell phone usage and travel within the district.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## SUBSTITUTES

Substitutes positions are limited to positions in which an allocation exists, and the position is either vacant or an employee is absent (planned or otherwise) for a single day, multiple days, or an extended period. If this situation does not exist, please refer to the Part-Time Rates section of the Compensation Resource Manual.

### Positions Eligible for Substitute Coverage:

Only the positions listed below are authorized to request a substitute through the district Absence Management System:

#### Teachers

**Instructional Assistants** (Head Start and Special Education only)

**Food Service Cooks** (via their Cafeteria Manager)

**Nurses and Health Assistants** secure coverage through Student Health Services.

### Positions Ineligible for Substitute Coverage:

Positions outside of the eligible list for substitutes (listed above) are not authorized to request a substitute without approval. These positions include the following:

#### Principals

**Assistant Principals\***

**Secretaries and Clerks**

**Counselors**

**Instructional Coaches**

**Digital Media Librarians**

**Library Instructional Assistants**

Note, campuses without Assistant Principal are eligible for substitutes

### Submission Requirement:

**Eligible positions:** the request **MUST** be entered into the Absence Management System; this will generate a confirmation number which **MUST** be provided to secure the substitute.

**Positions ineligible for substitutes:** Any position that is not authorized to receive a substitute (Principals, Assistant Principals, Clerks, etc.) may request a substitute for approval for extended absences (*5 or more consecutive days*). Such requests require prior written approval from the campus Assistant Superintendent and the Director of Recruitment & Human Capital Management. A substitute for positions outside of eligible employees may not be secured without prior written authorization. Requests for substitutes outside of eligible employees should **NOT** be submitted using the Absence Management System. Request for substitutes outside of eligible employees should be made to the Substitute Department in Human Capital Management and the respective Assistant Superintendent.

More information detailing the process for requesting a substitute can be found in [Administrative Procedures \(D6\)](#).

### Funding Requirement:

Substitutes will be paid through budget codes provided by Budget Services. A substitute for positions ineligible for substitute coverage may not be secured without prior written authorization. If the request

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

for substitutes outside of the eligible positions is denied, the campus may pay for the substitute out of their budget.

### Pay Rates for Substitute Eligible Positions:

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days, or an extended period. The substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Compensation Department in Human Capital Management before the substitute is communicated a rate of pay.

#### Teacher Substitutes:

Substitute Category	Daily Rate (Days 1-19)		Daily Rate (Day 20+)		Daily Rate (Days 1-19)		Daily Rate (Day 20+)	
	Elementary		Elementary		Secondary**		Secondary**	
Certified	T-W-Th	\$140	T-W-Th	\$150	T-W-Th	\$150	T-W-Th	\$160
	M-F	\$150	M-F	\$160	M-F	\$160	M-F	\$170
Degreed (Bachelors/Masters) but not certified	T-W-Th	\$130	T-W-Th	\$140	T-W-Th	\$140	T-W-Th	\$150
	M-F	\$140	M-F	\$150	M-F	\$150	M-F	\$160
Non-Degreed	T-W-Th	\$120	T-W-Th	\$130	T-W-Th	\$130	T-W-Th	\$140
	M-F	\$130	M-F	\$140	M-F	\$140	M-F	\$150
Instructional Assistant – Non-SPED	\$112/day		\$122/day		\$112/day		\$122/day	
Instructional Assistant – SPED	\$117/day		\$127/day		\$117/day		\$127/day	
Non-Classroom Paraprofessional	\$112/day		\$122/day		\$112/day		\$122/day	
Auxiliary (Food Service, Custodian, etc.)	\$14/hour		\$14/hour		\$14/hour		\$14/hour	

**\*\* Teacher substitutes at Cooper Academy, Sam Houston & Lanier High Schools, Rhodes & Tafolla Middle Schools, and Miller Elementary School earn an additional \$10/day.**

**\*\* Teacher substitutes at Davis and Poe Middle Schools earn an additional \$25/day.**

Long term pay begins after consecutive days worked in the same assignment. Additional pay requires working in the same position for the same teacher or Instructional Assistant position without any absences.

<sup>(1)</sup> Valid Current Teacher certification must be from the State of Texas (state Board for Educator Certification).

\*Teacher Substitutes only for Special Education classrooms earn an additional \$10 per day after completion of Substitute Special Education Training

<sup>(2)</sup> Weekly hours not to exceed 40 hours in a work week.

#### Long-Term Substitute Incentives:

Long-term substitutes in all teacher assignments and selected instructional assistant assignments will receive incentive pay for every 20 cumulative days worked.

- Substitute teachers - \$50/day as a lump sum payment of \$1000 after each 20 days
- Substitute instructional assistants - \$20/day as a lump sum payment of \$400 after each 20 days in the following roles: Bilingual, ECSE, SpEd – ALE, and SpEd – BSC

#### Special Education Self-Contained Classroom Substitute Incentives

Effective August 21, 2023, substitutes in ECSE, ALE, and BSC units will receive incentive pay:

- Substitute teachers – \$20/day above their standard daily rate based on education/certification.
- Substitute instructional assistants - \$5/day above the standard daily rate for *Instructional Assistants – SPED*

*Note: Pay rates for positions other than the above, which have been approved for substitute coverage, can be found in Appendix A, page 34.*

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

**PART-TIME PAY RATES**

Part-time employees are temporary employees hired by Human Capital Management for campuses and departments. Part-time positions are valid for one school year only, from July 1<sup>st</sup> through June 30<sup>th</sup>; as a result, all part-time personnel must reapply each year. Any deviation from these rates must be pre-approved by Human Capital Management. Weekly hours for part-time positions should not exceed 25 hours per week. Part-timers may not accrue compensatory time.

<b>PART-TIME CLASSIFIED POSITIONS</b> <i>(Includes Manual Trades, Custodial Services and Food Services Classifications)</i>	<b>HOURLY RATE</b>
All classifications and grades	\$14.00

<b>PART-TIME PARAPROFESSIONAL POSITIONS</b> <i>(Includes Clerical Paraprofessional and Instructional Assistant Paraprofessional Classifications)</i>	<b>HOURLY RATE</b>
High School Student/Intern	\$12.00
Pay Grades N01 through N12	\$14.00
Pay grade N13 and higher (includes Testing Specialist & Instructional Specialist) <i>must have prior approval from the Compensation Department in Human Capital Management</i>	\$18.00
SEMS/Counseling Clerk	\$16.50

<b>PART-TIME PROFESSIONAL/ADMINISTRATIVE / ADMINISTRATIVE SUPPORT POSITIONS</b> <i>(Includes Administrative Programs, Administrative Management and Technology Classifications)</i>	<b>HOURLY RATE</b>
College Student Tutor – Non-Degree/Non-Education Major	\$14.00
College Student Tutor – Education Major	\$16.00
Teacher Degreed / non-certified <i>(includes Adult Education Teachers)</i>	\$20.00
Teacher / Certified <i>(includes Adult Education Teachers)</i>	\$30.00
Non-Administrative (Non-Management) exempt level positions in the Administrative Program Job Classification (Academic Exempt) Administrative Management Job Classification Technology Job Classification	\$30.00
Administrator (Management) exempt level positions (includes Director level)	\$35.00

<b>PART-TIME ATHLETIC EVENT POSITIONS</b>	<b>Hourly Rate</b>
Athletic / Stadium Parking Attendant	\$14.00
Cleaners	
Ticket Takers	

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

**Part - Time Pay Rates – Special Education Services**

<b>PART-TIME POSITION</b>	<b>SERVICE PROVIDED</b>	<b>HOURLY RATE</b>
Adaptive Equipment Tech	Makes or adjusts adaptive equipment for students	\$15
Administrative Personnel: Program Review Team (PRT)	Monitor program compliance to ensure special education services to students	\$35
Braillist	Provide braille service	\$17
Child Care Contracts	Provide childcare and supervision services to children during Parent Support Group Meetings	\$14
Clerical (grade 5 & 6)	Clerk to assist with RF Tracker data and other special education data reports	\$14
Counseling Services (Master Level)	Provide counseling to students as a related service Qualifications: LPC / LSW	\$52
Drug Counseling – LCDC	Substance abuse counseling @ AEP campus	\$25
Education Diagnostician	Provide individual evaluations	\$55*
In Home Training Teacher	Conduct training to parents of children with autism or pervasive developmental disorder	\$30
Parent Support Group Facilitator	Co-facilitate parent support group and sign language classes for parents of special education students	\$25
Psychologist-PhD Level	Provide supervision of LSSP interns, consultation and evaluations as needed	\$85
School Psychologist	Provide individual evaluations	\$55
School Psychologist Intern	Provide evaluation, counseling, consultation with parents and staff under the supervision of an LSSP	\$133.66/day \$27,000/202 days
Translators/Interpreter	Translate i.e., foreign language or sign language	\$25
Visual/Auditory Impaired Teacher	Provide adaptive visual skills instruction, conduct evaluations with VI or AI students and consultation services to parents / students / staff	\$55
<b>DEGREED CERTIFIED PERSONNEL</b>		
Homebound Teacher	Provide homebound services	\$30
Teacher or Educational Specialist	Consult with private school staff; provide individual academic intervention services to non-public school students identified with disabilities or provide training on program development and coaching support to special education staff	\$30
<b>Therapists</b>		
Art Therapist	Provide assessment and services for art therapy as related services	\$55
Music Therapist	Provide assessment and services for music therapy	\$30
Occupational Therapist	Provide occupational therapy to special education students	\$55
Physical Therapist	Provide physical therapy to special education students	\$55
Speech Therapist	Provide speech therapy services to special education students	\$55
Speech Assistant Therapist	Provide speech services	\$30

\*Effective 01/01/2023

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### OVERSIZED CLASSROOM THRESHOLDS

Teachers, whose classroom size exceeds the threshold below, are eligible for an Instructional Assistant (IA) and may be eligible for additional compensation paid at the end of each semester. Different thresholds exist for split and non-split classrooms as shown in the charts below. The classroom size must remain at the required threshold for a minimum of two weeks. Once this requirement is met, the Campus Administrator may request the Instructional Assistant through their Senior Executive Director. If the classroom size decreases and remains below the threshold for 20 days, the District may remove the Instructional Assistant. Max payout per semester is \$2,500.

#### Academics and School Leadership **Single Grade Level** Leveling Thresholds

Grade Level (s)	Staffing Guideline	Enrollment to Add IA	Oversized Class Threshold	Oversize Stipend	Mega Glass Threshold	Mega-Sized Class Considerations
Head Start (already has an IA)	Varies by square footage	Not permissible	N/A	N/A	N/A	N/A
PreK	22	26	30	\$125 per pupil per month	Not Allowable	N/A
Kinder	24	26	30	\$125 per pupil per month	Not Allowable	N/A
1st - 2nd	24	26	32	\$125 per pupil per month	Not Allowable	N/A
3rd - 4th	24	28	34	\$125 per pupil per month	40	Additional IA
5th	28	28	34	\$125 per pupil per month	40	Additional IA
6th <small>Lamar, Gates, Washington</small>	28	28	34	\$125 per pupil per month	40	Additional IA

#### Academics and School Leadership **Split Grade Level** Guidance

Split Grade Levels	Split Classroom Stipend	Enrollment to Add IA (lowest grade level determines #)	Oversized Class Threshold	Oversize Stipend
Head Start	N/A	N/A	N/A	N/A
PK/K <small>Already includes PK IA</small>	\$7,500	26	30	\$125 per pupil per month
K/1	\$7,500	24	30	\$125 per pupil per month
1/2	\$7,500	24	30	\$125 per pupil per month
2/3	\$7,500	24	30	\$125 per pupil per month
3/4	\$7,500	24	30	\$125 per pupil per month
4/5	\$7,500	24	30	\$125 per pupil per month
5/6	\$7,500	24	30	\$125 per pupil per month

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### **DIFFERENTIAL PAY**

Occasionally a position becomes vacant through resignation, retirement, leave of absence, or an extended employee absence. During these situations, the supervisor may find it necessary to delegate the responsibilities of a higher-level position to another employee (in an equal exemption classification) for continued efficiency within the department or school. The employee delegated these responsibilities assumes these added responsibilities in addition to the employee's regular duties and responsibilities. In such situations, the employee's supervisor may request approval to award that employee "differential pay" for the period during which the employee performs these added responsibilities.

Differential pay is only available for assignments exceeding two weeks (10 business days). The length of the assignment may not exceed a period of sixty (60) working days except in unusual circumstances approved by the Compensation Department in Human Capital Management. If awarded, differential pay begins on the eleventh (11<sup>th</sup>) day of the assignment and the situation must result from an extended vacancy.

#### **Differential Pay Rate**

The rate of differential pay will be calculated by determining the pay rate had the employee been assigned to the position permanently and subtracting his/her current pay rate. The net amount is the differential pay rate. The calculation is aligned with the District's pay practices for determining pay rates for new hires, promotions, and internal movement.

#### **Approval Process for Differential Pay**

The following forms must be completed and submitted to the Compensation Department for review and approval:

Request for Differential Pay [FORM D24-A]; and

Memo of Understanding Regarding Differential Pay [FORM D24-B]

Authorization to approve 'differential pay' for an employee is limited to the Director, Compensation, Chief Human Capital Officer, or the Superintendent.

#### **Communication to Employees**

No commitment should be made to an employee by a supervisor, regarding 'differential pay', prior to receiving approval from the Director, Compensation.

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

**INTERIM ASSIGNMENT PAY RATES**

Interim assignments are determined by Compensation Department.

The interim assignment rates are listed below, any deviation from these rates must be pre-approved by the Compensation Department before the rate of pay is communicated.

**Paraprofessional & Classified Assignments**

TYPE OF INTERIM ASSIGNMENT	PAY RATE
All	Apply differential rate

**Professional Administrative & Administrative Support Assignments**

TYPE OF INTERIM ASSIGNMENT	PAY RATE
All	Apply differential rate

**Principal Interim - Assistant Principal Assumes Responsibilities**

TYPE OF INTERIM ASSIGNMENT	PAY RATE
All	Apply differential rate

**RETIRED or FORMER EMPLOYEES HIRED FOR INTERIM ASSIGNMENTS:**

**Master / Mentor Principal Assignments (*Applies to Retired Principals*)**

TYPE OF INTERIM ASSIGNMENT	PAY RATE
Master Principal (Retired Principal) <i>Provides guidance and assists campus administrative team. Has decision-making authority.</i>	Entry Hourly Rate@ II-B
Mentor Principal (Retired Principal) <i>Advises and guides current principal. Provides insight and recommendations for the principal's consideration.</i>	Entry Hourly Rate @ II-B

**Professional Administrative & Administrative Support Assignments**

TYPE OF INTERIM ASSIGNMENT	PAY RATE
All	Entry Rate of position

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## EXTRA DUTY PAY RATES

**Salaried employees** during the contract work year should not be paid for regular duties (as expected and outlined in the job description) performed afternormal work hours, including weekends and holidays.

Extra duty rates are dependent upon the duties performed and apply to full-time permanent professional employees.

**Degreed:** Individuals holding a higher education degree

**Certified:** Individuals who hold a Texas State Board of Educators Certification and are on a Chapter 21 Contract.

**Professional Non-Administrator:** Includes nurses, librarians, counselors, LSSPs, social workers, diagnosticians, instructional coaches, teacher specialists.

**Contract:** The period between the first reporting date and the end date of the contract year. See [workday calendar](#) for specific dates, they are available on the District website.

**Off Contract:** Any date before the first reporting date or after the end date of the contract year.

	On Contract		Off Contract	
	Degreed Non-Certified Personnel	Degreed Certified Personnel	Degreed Non-Certified Personnel	Degreed Certified Personnel
Teacher	\$20/hour	\$30/hour	\$30/hour	\$35/hour
Professional Non-Administrator	\$35/hour	\$35/hour	\$35/hour	

### Not Eligible for Extra Duty Pay

- Professional Development – attendance not required
- Administrative Program salaried exempt positions performing the above duties during the contract year. (i.e. Program Coordinators, Academic Deans, Project Coordinators, etc)
- Receiving a stipend for extra duty
- Receiving a stipend for extended day
- All organizational learning, professional learning or staff development presented during contracted hours.

**Hourly employees** who are required to attend special program activities or training outside the normal work day to include any District holidays and summer breaks, **MUST BE COMPENSATED** for their time in accordance with their hourly rate for the assignment or a blended rate at time and one-half for hours that exceed 40 work hours in the work week.

The following rates apply to paraprofessionals working prior to their reporting date or after their end date.

DUTIES PERFORMED	HOURLY RATE	CONDITIONS
Paraprofessional - Registration - Other Assignments, etc	Same as School Year	Cannot accrue compensatory time Hours may <u>not exceed 25 hours per week</u> Individuals working post-retirement need to be approved each school year Non-exempt employees (paraprofessional and classified staff) may <b>NOT</b> volunteer their time for registration – they must be paid

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL

**SUMMER SCHOOL PAY RATES**

Summer School pay rates apply to positions directly related to the administration of summer school.

SUMMER SCHOOL POSITION/SERVICE	PAY RATE
Professional who provides before / after school supervision	\$16.50 per day
Student support provider	\$16.50 per hour
Clerical & Paraprofessional	\$16.50 per hour
Cafeteria Manager	Hourly rate <sup>(2)</sup>
Cafeteria Cook	Hourly rate <sup>(2)</sup>
Summer Bailers	Hourly rate <sup>(1)</sup>
Deaf Interpreters	Hourly rate <sup>(1)</sup>
Summer School Teacher <i>(Engaged in instruction)</i>	\$40
Professional Non-Administrative <i>[Engaged in instruction, includes counselors, instructional coaches, campus instructional specialists, etc.]</i>	\$30
Summer School Administrator / Principal <i>(Engaged in instruction)</i>	\$45.00 per hour
Professional Staff or Administrators <i>(Not Engaged in instruction)</i>	\$16.50 per day

<sup>(1)</sup> See part-time rates for special education services

<sup>(2)</sup> Same hourly rate as experienced through school year

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### STIPENDS

Eligible employees may receive compensation, in addition to their salaries, through the assignment of additional supplemental duties. Stipends are assigned by the Principal, Department, or the Compensation Department. The additional compensation is typically prorated and paid in monthly increments throughout the school year. Otherwise, a stipend may be paid as supplemental pay annually or biannually.

Eligible employees are responsible for communicating any missed stipend assignments to compensation during the school year in which the stipend should have been assigned. Stipend assignments are not retroactive to prior school years.

The assignment of duties aligned with a stipend is intended to compensate teachers for performance of those duties in the school year assigned; continuation of the assignment for the following year is subject to change and dependent on availability of funding. Assignment of a stipend to a non-teacher, if not already defined in this section, requires approval from both the department executive and the Director, Compensation.

#### Athletic Stipends

DISCIPLINE	POSITION	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL	SPECIAL CAMPUS (1)
TRAINER	Trainer			\$10,100	
	Assistant Trainer			\$ 7,300	
ATHLETIC COORDINATOR	Athletic Coordinator	\$ 750	\$2,600	\$ 9,000	
BASEBALL	Head Coach			\$ 7,000	
	Assistant Coach			\$ 4,000	
BASKETBALL	Head Coach	\$ 2,500	\$3,200	\$13,900	\$7,400
	Assistant Coach	\$1,300	\$1,300	\$ 5,000	\$5,000
CROSS COUNTRY	Head Coach	\$1,400	\$1,400	\$ 5,500	
DIVING	Instructor			\$ 5,000	
FOOTBALL	Head Coach		\$3,200	\$21,600	
	1st Assistant Coach			\$10,500	
	Assistant Coach		\$1,600	\$ 7,500	
	Coach 7 on 7	\$2,500		\$ 2,500	
GOLF	Head Coach	\$1,400	\$1,400	\$ 6,400	
SOCCER	Head Coach	\$2,500	\$2,700	\$ 7,000	
	Assistant Coach	\$1,000	\$1,300	\$ 4,500	
SOFTBALL	Head Coach			\$ 7,000	
	Assistant Coach			\$ 4,000	
SWIM	Coach			\$6,000	
WATERPOLO	Coach			\$2,000	
TENNIS	Head Coach	\$1,400	\$1,400	\$ 8,400	
	Assistant Coach			\$ 6,000	
TRACK	Head Coach	\$2,500	\$2,700	\$ 7,000	
	Assistant Coach	\$1,300	\$1,300	\$ 4,000	
VOLLEYBALL	Head Coach	\$2,500	\$3,200	\$ 7,400	
	Assistant Coach	\$1,600	\$1,600	\$ 5,500	
WRESTLING	Head Coach			\$ 7,000	
	Assistant Coach			\$ 4,000	

<sup>1</sup> Fox Tech, YWLA, YMLA

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

**Fine Arts Stipends**

DISCIPLINE	POSITION	ELEM SCHOOL	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL
<b>BAND</b>	Director		\$3,000 <i>(non-UIL)</i>	\$7,000	\$15,000
	Director – No Marching Band				\$11,000
	Assistant Director			\$5,000	\$ 9,000
	Director - Twirler				\$ 4,700 <i>(Jefferson)</i>
<b>ORCHESTRA/ STRINGS</b>	Director	\$1,500 <i>(4 &amp; 5)</i>	\$1,500 <i>(non-UIL)</i>	\$3,500	\$ 6,000
	Assistant Director			\$2,000	\$ 3,500
<b>CHOIR</b>	Director		\$1,500 <i>(non-UIL)</i>	\$3,500	\$ 6,000
	Assistant Director			\$2,000	\$ 3,500
<b>DANCE/ SPIRIT</b>	Fine Arts Dance (No Spirit)		\$3,000	\$3,000	\$ 3,000
	Director – Dance Team/FA Dance				\$11,100
	Director – Dance Team/ FA Dance (004 Fox Tech)				\$ 7,770
	Director - Cheer				\$ 7,000
	Assistant Dir Dance/ Pep Squad				\$ 7,000
	Assistant Dir Dance /Pep Squad (004 Fox Tech) <i>(No Football Season)</i>				\$ 4,900
<b>THEATRE ARTS</b>	Director		\$1,500 <i>(6<sup>th</sup> Gradeonly)</i>	\$3,500	\$ 6,000
	Assistant Director			\$2,000	\$ 3,500
<b>MARIACHI</b>	Director		\$1,500 <i>(6<sup>th</sup> Gradeonly)</i>	\$5,700	\$ 7,100
	Assistant Director			\$2,000	\$ 3,500
	Lead Instructor				\$ 5,000

**Campus Based Stipends**

DISCIPLINE	POSITION	ELEM SCHOOL	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL
<b>CLASS SPONSOR</b>	Sponsor				\$1,200
<b>NEWSPAPER</b>	Sponsor		\$400	\$400	\$1,400
<b>NATIONAL HONORS SOCIETY</b>	Sponsor		\$500	\$500	\$500
<b>SPEECH &amp; DEBATE</b>	Sponsor				\$2,700
<b>STUDENT COUNCIL</b>	Sponsor		\$600	\$600	\$1,200
<b>YEARBOOK</b>	Sponsor		\$800	\$800	\$1,500
<b>MASTER SCHEDULER <sup>(2)</sup></b>			\$900	\$900	\$1,500

<sup>(1)</sup> Recommended by Principal, approved by District Master Scheduler

<sup>(2)</sup> Assignment based on highest grade level served at Campus

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## Academic Based Stipends

DISCIPLINE	POSITION	EHC & ELEM SCHOOL	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL
<b>ACADEMIC COORDINATOR</b> (aka ACT or DEPT CHAIR)	Pre-K through 8th Grade, Elementary SP ED	\$1,000	\$1,000		
	Core Studies (English, Math, Science, Social Studies)		\$1,200	\$1,200	\$4,000
	Non-Core Studies (Fine Arts, Multi-Language, SP ED, Vocational)		\$1,200	\$1,200	\$1,600
<b>SECONDARY SUPPLEMENT</b> <sup>(1)</sup>	<i>Math or Science (Generalist/Core Certification)</i>		\$3,000	\$3,000	\$3,000
	<i>Math or Science (Certified in Content Area)</i>		\$4,000	\$4,000	\$4,000

1) Recommended by Principal, Approved by Department.

Eligible employees required to be aligned to Teacher Pay Schedule only

Employees required to be certified in the specific discipline and teach in the content area and grade level at least 50% at Academy (70% at all other) of each instructional day to be eligible.

Emergency certifications are not eligible. If teaching a combination, certification in both disciplines is required and only \$2,000 payment assigned.

## Consulting / Mentoring Stipends

DISCIPLINE	ELEM SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL
<b>MENTORING ASPIRING PRINCIPAL</b>	\$7,000	\$8,000	\$10,000
<b>MENTOR TEACHER 1<sup>ST</sup> YEAR *</b>	\$500		
<b>MENTOR TEACHER 2<sup>ND</sup> YEAR *</b> * per semester	\$250		

(1) Fox Tech Only

\*Paid supplementally by Department

## Campus Specific Stipends

DISCIPLINE	POSITION	AMOUNT
<b>CONFERENCE PERIOD ASSIGNMENT</b>	TEACHER	\$ 7,500
<b>ESPORTS</b>	HS – HEAD COACH *Jefferson HS Only	\$ 3,000
<b>EXTENDED DAY</b>	LAMAR, OGDEN, AND STORM ELEMENTARY SCHOOLS (Teachers only; Interventionist not eligible)	Up to \$3,500
<b>HEALTH SERVICES CRISIS SUPPORT</b>	NURSE, LVNS (CAMPUS), NURSE COORD	\$ 5,000
	HEALTH SERVICES DIRECTOR	\$12,000
<b>IB DIPLOMA PROGRAM (CAS &amp; DATA)</b>	IB CAMPUSES: JEFFERSON HS	\$7,500
<b>MOST IMPACTED- PROF</b>	SAM HOUSTON HS, DAVIS MS, POE MS, ESTRADA, MILLER ES	\$ 2,500
<b>MOST IMPACTED - NONPROF</b>	SAM HOUSTON HS, DAVIS MS, POE MS, ESTRADA, MILLER ES	\$ 1,000
<b>RECRUITING COORD / CHAIR</b>	ADVANCED LEARNING ACADEMY	\$3,500
<b>SCHOOL STRATEGY</b>	ADVANCED LEARNING ACADEMY (AP Eligible Only)	\$ 3,500
<b>TECHNOLOGY FACILITATOR</b>	ADVANCED LEARNING ACADEMY	\$ 500
<b>UIL COORD/CO</b>	MS/ACAD	\$ 375
	HS	\$ 1,000
<b>SPLIT CLASSROOM</b>	TEACHER	\$ 7,500
<b>VERIZON Innovative Learning Lab Mentor</b>	Verizon Innovative Learning Lab School Sites *paid quarterly (Eligible Roles: IC, CTE Teacher, Librarian)	\$ 1,587

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### Special Education Stipends

DISCIPLINE	AMOUNT
High Specialized Need (ED Diag, SLP, SLPA, School Psychologist, or Dyslexia Pgrm Splst)	\$4,000
Special ED Supplement (ALE, BSC, ECSE, DHH, VI)	\$4,000
Special ED Supplement (Sp Ed Inclusion)	\$3,000
Speech Pathologist CCC's (Cert of Clinical Competence) /Equivalent	\$3,000
Speech Pathologist – Bilingual *	\$3,000
Special ED Assessment – Bilingual *	\$3,000

\*Paid twice a year supplementally by Special Education Department

### Bilingual Stipends

DISCIPLINE	AMOUNT
Bilingual Stipend *	\$4,000
Bilingual Lead (Paid Supplementally)	\$500
ESL	\$3,000

### Position Based Stipends

DISCIPLINE	AMOUNT
Academic Decathlon Coach * - HS Teacher	\$10,000
Academic Octathlon Coach * - HS Teacher	\$ 5,000
Dual Credit *- HS Teacher (Every section of 15 + students); Managed by College Readiness & Post Secondary Initiatives	\$ 600
<b>CTE PROGRAM COORD (TEACHER) * – TRAVIS ECHS</b>	\$15,000
<b>CTE INDUSTRY CONSTRUCTION (PTECH TEACHER) * - LANIER HS</b>	\$15,000
<b>CTE TEACHER TEA ORGANIZATION *</b>	\$ 1,500
<b>ITINERANT LIBRARIAN</b>	\$ 1,200
<b>ROTC / LOTC TEACHERS</b>	
ROTC	\$3,500
LOTC	\$1,750
<b>NON-TEACHER POSITIONS</b>	
PROGRAM SPECIALIST, SPED	\$7,000
INSTRUCTIONAL SPECIALISTS/COACHES (formerly Implementation Specialists)	\$7,500

\*Paid twice a year supplementally by Department

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## ALLOWANCES

An allowance is not a compensation element but rather a reimbursement of an expense incurred by an employee in performing their work for the district. The reimbursement can be for the use of the employee's personal mobile phone or regular, routine travel within the district.

### Phone Allowance

A mobile phone can be a valuable resource for campus and department employees in the performance of their job duties by providing increased accessibility for District related matters. The issuance of a phone allowance is dependent on several variables which includes job scope and responsibilities, level of access required, primary work is performed outside the office and executive level approval is obtained. Recipients of the allowance are required to provide their own mobile phone and service contract.

Due to the nature of the work, the following jobs are automatically assigned a phone allowance:

Assistant Superintendents  
Principals  
Social Workers

Employees who have access to a work phone and whose position does not require extensive time out of the office would not be consider eligible for a phone allowance.

*Eligibility Conditions (must meet at least one):*

1. *You do not have a desk phone and your job responsibilities require you to use your personal cell phone to conduct business more than 15% of the work week. (Ex: 6 or more times a week) This does not include reporting absences or communicating with your manager regarding personal matters.*
2. *Job responsibilities require you to conduct business using your personal cell phone while performing main function of job.*
3. *Job responsibilities require you to be available to respond to phone calls or text messages after hours and over the weekend.*
4. *Job responsibilities include oversight of organizational units that require constant contact with others across the District. (Ex: Chiefs, Assist Supt, or Senior Exec Dir)*

### Travel Allowance

A travel allowance is intended to reimburse an employee for their 'daily/weekly routine' travel within the District to fulfill their regular job responsibilities. Any routine travel and parking expenses would be covered by the allowance.

The issuance of a travel allowance is dependent on a number of variables which includes that the job responsibilities require travel within the District, the travel required on a daily or weekly basis is extensive and executive level approval is obtained.

Not covered by the allowance are 'non-routine' travel or parking expenses; such as one-time expenses for attendance at association meeting, etc. Non-routine travel or parking expenses may be submitted for reimbursement via the travel expense reimbursement process.

*Eligibility Conditions (must meet at least one):*

1. *Job responsibilities require you to travel to multiple campuses daily.*
2. *Job responsibilities require you to travel to more than one campus routinely and at least 30% of any month. (Ex: 6 or more times a month)*
3. *Job responsibilities require you to travel up to 50 miles during the workweek after arriving to work and before leaving for the day.*
4. *Job responsibilities include oversight of organizational units that are located across the District. (Ex: Chiefs, Assist Supt, or Senior Exec Dir)*

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## **EMPLOYMENT CONTRACTS**

District Professional level employees typically work under an employment contract.

Certified positions are covered by a Chapter 21 contract assigned by position; this includes Probationary/Term Administrator, Probationary/Term Other Professional and Probationary/Term Educators.

Non-certified professional positions are covered by a Non-Chapter 21 contract.

### **Continuing Contract Changes**

The Board of Trustees approved revisions to the Board Policy DCA (Local). The revision specified that no employee hired on or after September 1, 2019 (including rehires or internal changes) shall be offered or would be eligible to receive a Continuing Contract. Upon completion of the probationary period, Term Contracts would be issued to SBEC certified employee are statutorily required to receive them, i.e., principals, assistant principals, teacher, school counselors, diagnosticians, librarians, nurses, and athletic directors. Term contracts will also be issued to full-time professional employees in other positions for which the District requires SBEC certification.

Teachers, nurses, and librarians hired prior to September 1, 2019 and currently on a probationary contract will be eligible to receive a Continuing Contract after completion of their probationary period.

Employees on a Continuing Contract as of September 1, 2019 shall remain on a Continuing Contract.

### **Deadline Changes**

The Board of Trustees approved a change to the resignation deadline. The resignation deadline is now 70 days before the first day of instruction of the following school year. The resignation requires no further action by the District and is accepted upon receipt. The resignation deadline is stricter than the statutory penalty-free resignation date. The District's purpose for a stricter resignation deadline is for the benefit of District students, as it allows the District to determine vacancies earlier and fill them with quality candidates.

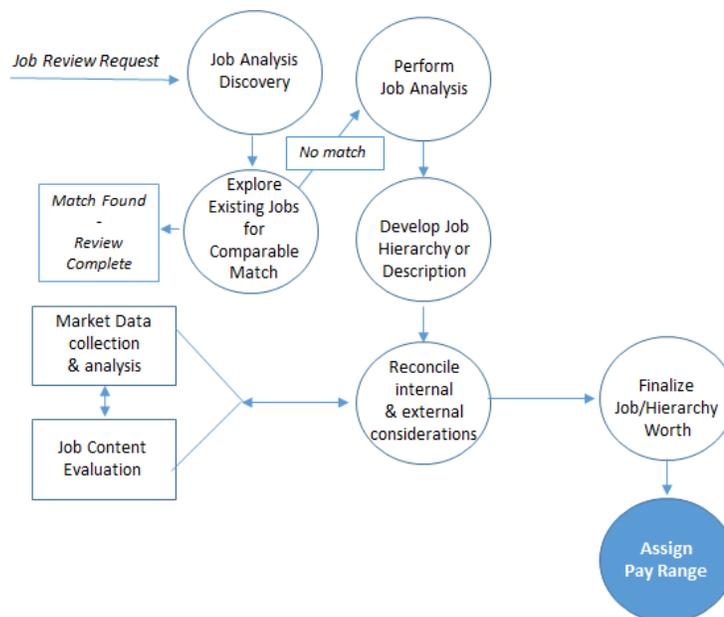
# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## JOB ANALYSIS REVIEW

Determining the appropriate pay range involves a job analysis review. A job analysis is the systematic process of collecting and evaluating relevant information about jobs. The data collected should clarify the nature of work being performed (including primary tasks, duties, and responsibilities) as well as the level of work being performed. Conducting a job review for a single job or job hierarchy involves a series of steps:

- Job analysis discovery / explore existing job catalog
- Job hierarchy / description
- Job worth hierarchy (competitive market approach / job content approach)
- Competitive market data collection and analysis
- Establishment of job value and appropriate pay range assignment

### *Job Review Process*



The determination of a pay range assignment is based on external competitiveness (the market rates for comparable jobs); and internal equity (management's judgement as to the relative internal worth of a job's content.) The two values are blended to derive the final pay range assigned.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

## OVERTIME EXEMPTION STATUS

The Wage and Hour Division of the Department of Labor administers and enforces the Fair Labor Standards Act, known as FLSA. The FLSA establishes the federal minimum wage, overtime pay, record keeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local government. Executive, administrative, teachers, professional, and certain computer-related occupations are exempt from overtime pay. The exemption is defined and enforced by the Department of Labor. The Compensation Department is responsible for applying, determining, and reviewing all positions within the School District to comply with the Department of Labor's exemption regulation. The Fair Labor Standards Act (FLSA) Exemption test is applied to each position.

### Non - Exempt Positions

Non-exempt positions are those positions that failed the FLSA exemption tests. This means that employees in these positions must be paid overtime according to the Department of Labor requirements; the positions are classified as non-exempt or hourly.

#### Basis of Pay for Non - Exempt Employees

Non-Exempt employees are paid on an hourly wage basis for all hours worked each week. Employees who are non-exempt will receive compensation for additional hours worked in the form of compensation time or pay. Non-exempt employees who work more than 40 hours within the defined District's workweek are subject to overtime regulations in accordance with the Fair Labor Standards Act.

The *District's workweek* begins at 12:00 a.m. on Saturday and ends at 11:59 p.m. Friday. Overtime must be paid or accrued as compensatory time; it cannot be waived by voluntary agreement between the District and the employee, nor can it be 'donated' or paid at a reduced rate.

Supervisors must ensure employees understand how they will be compensated for overtime (compensatory time or pay) prior to the employee working overtime hours. A supervisor must approve ALL overtime in advance of work being performed. Supervisors are responsible for preventing unauthorized overtime. Employees who work unauthorized overtime may be subject to disciplinary action.

Overtime is one and a half (1 ½) times the employee's regular rate of pay and is paid for hours worked beyond 40 worked hours in a workweek; anything less than 40 worked hours in a workweek is paid at the regular rate of pay.

Employees who have accrued compensation time must use that time before using other accrued leave, unless approved by the Department Head prior to the absence. Compensatory time earned by nonexempt employee may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours, the employee will be required to use compensatory time or, at the District's option, receive overtime pay.

The District does not permit non-exempt employees to be assigned coaching or other extra-curricular activities, especially those that are paid in the form of a stipend.

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

---

For specific information regarding the computation of overtime at a premium or standard rate, or compensatory time in lieu of monies, refer to Administrative Procedure C3.

### **Exempt Positions**

Exempt positions are those positions that passed an FLSA exemption test. For a position to qualify as exempt, it means that the position met certain tests regarding the nature of work in the course of daily business operations, scope of decision making and impact on the business and on the salary basis per week. This means that employees in these positions are exempt from the Department of Labor overtime regulations.

### **Basis of Pay - Exempt Employees**

Exempt employees are paid on a salary basis for the contract period/school year which is their annual employment period. The salaries of the employees are intended to cover all hours worked and the District shall not make deductions that are prohibited under the FLSA.

Salaried employees are not eligible for additional pay during the contracted employment period. Provided the District approves in advance, a salaried employee may receive compensation for additional days worked after the end of the contract year or prior to the start of the new reporting date; the compensation amount is typically not the employee's prior daily rate, but a reduced amount established in the compensation manual.

Exempt employees do not receive overtime compensation; paying an exempt employee overtime compensation could jeopardize the exemption status of the position and unintentionally convert the position to non-exempt and all incumbents would then be subject to overtime laws regulated by the Department of Labor.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## APPENDIX A: ADDITIONAL SUBSTITUTE RATES FOR SPECIAL REQUESTS

The following positions are not authorized to receive a substitute, but one may be requested for approval for extended absences (*5 or more consecutive days*). Such requests require prior written approval from the campus Assistant Superintendent and the Director of Recruitment & Human Capital Management. A substitute for positions outside of eligible employees may not be secured without prior written authorization.

Requests for substitutes outside of eligible employees should NOT be submitted using the Absence Management System. Request for substitutes outside of eligible employees should be made to the Substitute Department in Human Capital Management and the respective Assistant Superintendent.

More information detailing the process for requesting a substitute can be found in [Administrative Procedures \(D6\)](#).

### Funding Requirement:

Substitutes will be paid through budget codes provided by Budget Services. A substitute for positions ineligible for substitute coverage may not be secured without prior written authorization. If the request for substitutes outside of the eligible positions is denied, the campus may pay for the substitute out of their budget.

### Substitute Pay Rates:

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days, or an extended period. The substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Compensation Department in Human Capital Management before the substitute is communicated a rate of pay.

### Paraprofessional Substitutes

*(Applies to Clerks, Secretaries, Instructional Assistants, Health Assistants, etc.)*

Type of Substitute	Starting Pay	Beginning Day 20
All Levels	\$95 - 100 daily rate <sup>(2)</sup>	\$105 - \$110 daily rate <sup>(1,2)</sup>

<sup>(1)</sup> Does not apply to department clerical substitutes regardless of the number of days in assignment

<sup>(2)</sup> Weekly hours not to exceed 40 hours in a work week.

### LVN Substitutes

Type of Substitute	Starting Pay	Beginning Day 20
Licensed <sup>(2)</sup>	\$95.00	\$105.00

<sup>(1)</sup> Long term pay beginnings on the 6<sup>th</sup> consecutive day in the same assignment. It discontinues if the substitute is out for all or part of one scheduled workday, resulting in a break in service of continuous days worked.

<sup>(2)</sup> License must be from the State of Texas.

### Food Service Substitutes

Type of Substitute	Pay Rate
Food Service Manager	\$18.25 per hour

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL**

---

**Professional Administrative & Administrative Support Substitutes**

Type of Substitute	Pay Rate
All	Entry Rate of position
TRS Retirees who are working part-time in a full-time vacant position <sup>(1)</sup>	Entry Rate of position
Retired from higher position	Entry Rate of position

<sup>(1)</sup> Must be pre-approved through the Compensation Department.

<sup>(2)</sup> The pay rate increase to midpoint daily rate or rate at retirement whichever is lower.

**Principal Substitutes**

Type of Substitute	Pay Rate
Retired Principal	Entry Rate of position @ II-B

<sup>(4)</sup> The pay rate increases to the daily rate at retirement unless the entry rate is higher.

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.

Es norma del distrito de San Antonio no discriminar por motivos de raza, color, religión, origen nacional, sexo, identidad de género, expresión de género, orientación sexual o discapacidad, en sus programas, servicios o actividades vocacionales, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964, según enmienda; el Título IX de las Enmiendas en la Educación, de 1972, la Sección 504 de la Ley de Rehabilitación de 1973, según enmienda, y las pólizas DIA, FFH, y FFI de la mesa directiva de SAISD

Job Title Report  
Non-Exempt

N01				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$16.50	\$17.51	\$18.97		
			Bus Monitor	183
			Clerk, Campus	183
			Clerk, Mailroom	230
			Clerk, Office	183
			Clerk, Office	230
			Clerk, Sp Ed MS/RS	183
			Clerk, Textbook	194
			Custodian	240
			Inst Asst, PK Ed Sup	183
			Instr Asst, General	183
			Instr Asst, HD Start	183
			Instr Asst, HD Start Floater	183
			Instr Asst, PE	183
			Instr Asst, Pre-K	183
			Instr Asst, Title I	183
			Police Dispatcher	245
			Porter	182
N02				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$16.75	\$17.77	\$19.37		
			Clerk, Attendance	183
			Clerk, High School	183
			FS Cook 5.0hrs	182
			FS Cook 6.0hrs	182
			FS Cook 6.5hrs	182
			FS Cook 7.0hrs	182
			Groundskeeper I	240
			Health Asst	183
			I/A, Child Care Prov	183
			I/A, Hall Monitor	183
			Parent Liaison,Sp Ed	210
			Parnt Facil-HD Start	210
N03				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$17.00	\$18.03	\$20.43		
			Construction Helper	240
			Crew Leader	240
			FS Asst Mgr	185
			Groundskeeper II	240
			Instr Asst, Inclusion	183
			Instr Asst, Library	194
			Instr Asst, Sp Ed-Inclusion	183

Job Title Report  
Non-Exempt

N05				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$17.25	\$18.82	\$21.56		
			Administrative Assistant, III	183
			Asst Ldr, Grnd Crew	240
			Bus Driver	183
			Clerk, Data Entry	215
			Clerk, Data Entry	230
			Clerk, Department	187
			Clerk, Department	230
			Clerk, Department	240
			Clerk, Dept SERS	230
			Clerk, Maintenance	240
			Clerk, NCLB Sch Impv	230
			Clerk, Research	230
			Clk, Disptch Transp	240
			Courier	240
			Cust, Hd- Sm Campus	240
			Custodian, Asst Head	240
			Front Desk Assistant	230
			FS Mgr Intern	185
			Instr Asst, Comp Lab	183
			Logistics Specialist II	240
			Spec, Warehse Parts	240
			Specialist, Tires	240
N06				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$17.50	\$19.80	\$22.75		
			Bus Driver Trainer	183
			Cust, Hd-Mid Sz Camp	240
			Instr Asst, Bilngual	183
			Instr Asst, ECSE	183
			Instr Asst, Sp Ed-ALE	183
			Instr Asst, SpEd-JC	183
			Journeyman, Glazier	240
			Journeyman, Mason	240
			Journeyman, Painter	240
			Journeyman, Roofer	240
			Journeyman, Shde/Stg	240
			Ldr I, Ground Crew	240
			Lead Warehouseman	240
			Logistics Specialist I	240
			Press Operator	230
			Service Ctr Disptchr	240
			Vm Mechanic III	240

Job Title Report  
Non-Exempt

N07				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$17.75	\$20.99	\$24.00		
			Administrative Assistant, II	230
			Asst, Staffing	230
			Bookkeeper	190
			Clerk, Admin	215
			Clerk, Admin	230
			Clerk, Admin	240
			Clerk, Admin	245
			Clerk, Admin Emp Bnf	230
			Clerk, Bilingual	230
			Clerk, Oper Supp Flx	215
			Clerk, Oper Supp Flx	230
			Clerk, Payroll Dept	240
			Cust, Hd- Lrg Campus	240
			Cust, Hd-Floater	240
			FS Mgr, ES/Acad/MS	185
			Instr Asst, Sp Ed-BSC	183
			Journeyman, Mechanics	240
			Journymn,Carpentr I	240
			Pesticide Applicator	240
			Printing Project Specialist	230
			Registrar	230
			Route Coordinator	240
N08				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$18.00	\$22.20	\$25.32		
			Asst Frmn, Millshop	240
			I/A, Deaf Supp Spec	183
			Instr Asst, Mntl Hlt	187
			Logistics Specailist, Lead A	240
			LVN	187
N09				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$18.50	\$22.42	\$26.70		
			Administrative Assistant, I	215
			Administrative Assistant, I	230
			Administrative Assistant, I	240
			Clerk, Accts Payable	230
			Clerk, Appl Analyst	230
			Clerk, Data Analyst	230
			Clerk, Fixed Assets	230
			Coord II, IPM	240
			Data Prgm Specialist	230
			Grant Specialist III	230
			Journeyman, Mason	240
			Spec, Procurement	230
			Techn, Acquisitions	230
			Techn, Help Desk III	230
			Technician, Acctng	230

Job Title Report  
Non-Exempt

N10				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$20.06	\$23.44	\$28.15		
			Administrative Assistant, Senior	230
			Administrative Assistant, Senior	240
			Child Nutrtn Spec	190
			Clerk, Accts Payable	230
			Clerk, Support Services	230
			Emply Benefits Spec	230
			Heavy Equip Operator	240
			Info Sys Data Spe II	230
			Journymn, Welder	240
			Production Artist	230
			Specialist, Accntg	230
			Specialist, Contract	230
			Specialist, Fed Prgm	230
			Specialist, Payroll	230
			Specialist, Payroll	240
			Vm Mechanic I	240
N11				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$20.70	\$25.02	\$29.72		
			Accounting Spec	230
			Asst Band Repair	230
			Asst Frmn, Pntr/GlZR	240
			Clerk, Sr Fixed Assets	230
			Coord, Ath Flds/Grnd	240
			Data Spec, Inventory	230
			Data Spec, PEIMS	230
			Data Spec, SEMS/SERS	230
			Farm Manager	230
			Field Serv Techn III	230
			FS Manager, Hs	185
			HVAC Technician III	240
			Journeyman, Elctrons III	240
			Journeyman, W/T Spec	240
			Journymn,Carpentr II	240
			Police Dispatcher	245
			Techn, Hardware III	230
			Techn, Help Desk I	230
N12				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$21.00	\$25.80	\$31.37		
			Deaf Interp-Certif	183
			HVAC Technician II	240
			Instr Asst, Brailer	183
			Journeyman, Electrcn III	240
			Leave Specialist, I	230
			Plumber III	240
			Safety & Security Systems Spec	240

Job Title Report  
Non-Exempt

N13				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$22.13	\$27.38	\$33.09		
			Asst Fm Heavy Constr	240
			Clerk, Sr Payroll	230
			Clerk, Sr Payroll/HR	230
			Clk, Sr Accts Payble	230
			Coord, Facilities Training	240
			Employment Documentation Specialist	230
			Field Serv Techn II	230
			HCM Specialist I	230
			Journeyman, Elctrons I	240
			Specialist, Appraisal	230
			Specialist, Sr Treasury	230
			Specialst, Funds Mgt	230
			Sr Budget Specialist	230
			Supv, Police Disptch	245
N14				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$24.24	\$28.52	\$34.22		
			A/C Control Monitor	240
			Clerk, Lead Payroll	230
			Field Serv Techn I	230
			Foreman, Printshop	230
			Foreman, Warehouse	240
			Sr Journeyman, HVAC	240
			Vehicle Maint Supv	240
N15				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$25.57	\$30.09	\$36.10		
			Administrative Assistant, Lead	230
			Administrative Assistant, Lead	240
			Comp Analyst III	230
			Internal Auditor III	230
			Journeyman, Electrcn I	240
			Network Tech III	230
			Plumber I	240
			Police, Officer	245
			Sr Info Sys Data Spe	230
			Sr, HCM Systems Specialist	230
			Supervisor, Print Services	230
N16				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$26.97	\$31.74	\$38.09		
			Asst Foreman, Plumb	240
			Executive Assistant	230
			Journeyman, Electrcn Sr	240
N17				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$28.46	\$33.49	\$40.18		
			Foreman, Electrician	240
			Foreman, Plumbing	240
			I/A, Occup Thrp Asst	183
			Police, Detective/Corporal	245

\*This table should not be considered contractual.

Job Title Report  
Non-Exempt

N18				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$29.15	\$35.33	\$42.39		
			Network Techn II	230
			Police, Sergeant	245
N20				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$32.50	\$39.32	\$47.19		
			Network Techn, I	230

Job Title Report  
Exempt

E05				
Min	Mid	Max	Job Title	Work Days
\$161.60	\$194.29	\$233.15		
\$37,168.00	\$44,686.70	\$53,624.50	Graphic Design Spec II - Temporary	230
E07				
Min	Mid	Max	Job Title	Work Days
\$173.00	\$216.25	\$259.50		
\$36,330.00	\$45,412.50	\$54,495.00	Asst Dir, Child Care	210
\$39,790.00	\$49,737.50	\$59,685.00	FACE Transition Spec - Temporary	230
\$32,870.00	\$41,087.50	\$49,305.00	Fam & Comm Engmnt	190
\$39,790.00	\$49,737.50	\$59,685.00	Family Engmnt Specialist, TX ACE	230
\$39,790.00	\$49,737.50	\$59,685.00	Instr Tech Spec,Sped	230
\$39,790.00	\$49,737.50	\$59,685.00	Safety Specialist	230
\$39,790.00	\$49,737.50	\$59,685.00	Translator I	230
E08				
Min	Mid	Max	Job Title	Work Days
\$193.92	\$228.16	\$273.77		
\$44,601.60	\$52,476.80	\$62,967.10	Purchasing Agent - Buyer	230
E09				
Min	Mid	Max	Job Title	Work Days
\$204.56	\$240.69	\$288.83		
\$49,094.40	\$57,765.60	\$69,319.20	Coord, Environmental	240
\$47,048.80	\$55,358.70	\$66,430.90	Sr Employment Doc Admin	230
E10				
Min	Mid	Max	Job Title	Work Days
\$215.76	\$253.93	\$304.72		
\$45,309.60	\$53,325.30	\$63,991.20	Director, Child Care	210
\$49,624.80	\$58,403.90	\$70,085.60	Student Data Trainer	230
\$49,624.80	\$58,403.90	\$70,085.60	Trainer, Campus Spt	230
E11				
Min	Mid	Max	Job Title	Work Days
\$227.68	\$267.90	\$321.48		
\$54,643.20	\$64,296.00	\$77,155.20	Acct, Facilities Srv	240
\$47,812.80	\$56,259.00	\$67,510.80	Compliance Monitor	210
\$52,366.40	\$61,617.00	\$73,940.40	Dietitian	230
\$52,366.40	\$61,617.00	\$73,940.40	Grants Specialist	230
\$52,366.40	\$61,617.00	\$73,940.40	Graphic Design Spec, Sr	230
\$52,366.40	\$61,617.00	\$73,940.40	Media&Digit Designer	230
\$54,643.20	\$64,296.00	\$77,155.20	Mgr, Building Operations	240
\$54,643.20	\$64,296.00	\$77,155.20	Mgr, Custodial	240
\$54,643.20	\$64,296.00	\$77,155.20	Mgr, Facilities Svcs	240
\$54,643.20	\$64,296.00	\$77,155.20	Mgr, Grounds	240
\$52,366.40	\$61,617.00	\$73,940.40	Multimedia Spec - Temporary	230
\$52,366.40	\$61,617.00	\$73,940.40	Programmer Analyst III	230
\$52,366.40	\$61,617.00	\$73,940.40	Spec, Leave/Comp/Ret	230
\$52,366.40	\$61,617.00	\$73,940.40	Specialist, Multimedia	230
\$54,643.20	\$64,296.00	\$77,155.20	Supervisor, Transportation	240
\$52,366.40	\$61,617.00	\$73,940.40	Supv, Area Chld Nutr	230
\$54,643.20	\$64,296.00	\$77,155.20	Supv, Cn Warehouse	240
\$52,366.40	\$61,617.00	\$73,940.40	Systems Admin III	230
\$52,366.40	\$61,617.00	\$73,940.40	Talent Partner III	230
\$52,366.40	\$61,617.00	\$73,940.40	Videographer	230

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual. Page 7 of 15

Job Title Report  
Exempt

<b>E12</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$233.17	\$282.63	\$339.16		
\$50,131.55	\$60,765.45	\$72,919.40	Coord, Admissns&Enr	215
\$55,960.80	\$67,831.20	\$81,398.40	Coord, Mechanical III	240
\$43,602.79	\$52,851.81	\$63,422.92	Lic Chem Depnt Coun	187
\$53,629.10	\$65,004.90	\$78,006.80	Talent Partner II	230
<b>E13</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$237.04	\$298.18	\$357.81		
\$54,519.20	\$68,581.40	\$82,296.30	Analyst I, Budget Special Revenue	230
\$56,889.60	\$71,563.20	\$85,874.40	Coord, Proj Ctrls I	240
\$54,519.20	\$68,581.40	\$82,296.30	Coord, Translation & Interpretation Services	230
\$56,889.60	\$71,563.20	\$85,874.40	Coordinator, Construction	240
\$54,519.20	\$68,581.40	\$82,296.30	Internal Auditor II	230
\$56,889.60	\$71,563.20	\$85,874.40	Project Mgr, II	240
\$54,519.20	\$68,581.40	\$82,296.30	Systems Sp, Bus/Tech	230
\$54,519.20	\$68,581.40	\$82,296.30	Systems Spec, Testing	230
<b>E14</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$260.00	\$314.56	\$377.52		
\$59,800.00	\$72,348.80	\$86,829.60	Analyst, Research I	230
\$59,800.00	\$72,348.80	\$86,829.60	Analyst, Stdnt Grdbk	230
\$59,800.00	\$72,348.80	\$86,829.60	Anlyst, Acntblty Sys	230
\$59,800.00	\$72,348.80	\$86,829.60	Anlyst, DQ-PEIMS	230
\$59,800.00	\$72,348.80	\$86,829.60	Athl Facilities Spec	230
\$59,800.00	\$72,348.80	\$86,829.60	Cont Adm, Mat/Pur/Wt	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord I, Enrollment	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Compliance	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Financial Compliance	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, FS Nutrition	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Hd Start Hlth	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Hd Start Nutr	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Progarm II ERSEA	230
\$59,800.00	\$72,348.80	\$86,829.60	Coord, Program II	230
\$62,400.00	\$75,494.40	\$90,604.80	Coord, Proj Ctrls Sr	240
\$59,800.00	\$72,348.80	\$86,829.60	Database Administrator II	230
\$59,800.00	\$72,348.80	\$86,829.60	Field Services Sup	230
\$59,800.00	\$72,348.80	\$86,829.60	FS Compliance Spec	230
\$59,800.00	\$72,348.80	\$86,829.60	Internal Auditor I	230
\$59,800.00	\$72,348.80	\$86,829.60	Mgr, Communications	230
\$62,400.00	\$75,494.40	\$90,604.80	Mgr, Logistics	240
\$59,800.00	\$72,348.80	\$86,829.60	Military Prop Spec	230
\$62,400.00	\$75,494.40	\$90,604.80	Plumbing Designer	240
\$55,900.00	\$67,630.40	\$81,166.80	Prgm Spec, TX ACE II	215
\$59,800.00	\$72,348.80	\$86,829.60	Program Spec, II	230
\$62,400.00	\$75,494.40	\$90,604.80	Project Mgr, I	240
\$59,800.00	\$72,348.80	\$86,829.60	Publications Editor I, Temp - Rightsizing	230
\$59,800.00	\$72,348.80	\$86,829.60	Sharepoint Developer	230
\$59,800.00	\$72,348.80	\$86,829.60	Supv, Hardware Suppt	230
\$59,800.00	\$72,348.80	\$86,829.60	Supv, Help Desk	230
\$59,800.00	\$72,348.80	\$86,829.60	Systems Admin II	230
\$59,800.00	\$72,348.80	\$86,829.60	Web Administrator	230

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual. Page 8 of 15

Job Title Report  
Exempt

E15				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$268.12	\$327.89	\$393.46		
\$61,667.60	\$75,414.70	\$90,495.80	Adult Ed Specialist	230
\$61,667.60	\$75,414.70	\$90,495.80	Analyst, Sr Budget	230
\$50,138.44	\$61,315.43	\$73,577.02	Athletic Trnr, Asst	187
\$57,645.80	\$70,496.35	\$84,593.90	College Advisor I	215
\$61,667.60	\$75,414.70	\$90,495.80	Comp Analyst I	230
\$61,667.60	\$75,414.70	\$90,495.80	Coor, Program Spt	230
\$64,348.80	\$78,693.60	\$94,430.40	Coord, Program Information Technology III	240
\$52,819.64	\$64,594.33	\$77,511.62	Educ Spec- HD Start	197
\$52,819.64	\$64,594.33	\$77,511.62	Instr Spec, Bilngual	197
\$61,667.60	\$75,414.70	\$90,495.80	Mgr, Intl Welcme Ctr	230
\$61,667.60	\$75,414.70	\$90,495.80	Spec, Const&Cust Exp	230
\$61,667.60	\$75,414.70	\$90,495.80	Spec, CTE Spcl Pops	230
\$61,667.60	\$75,414.70	\$90,495.80	Sr Co, Vol&Part Svcs	230
E16				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$281.04	\$344.28	\$407.52		
\$64,640.33	\$79,184.40	\$93,728.47	Accountant, Senior	230
\$64,640.33	\$79,184.40	\$93,728.47	Acct, SR-HD Start	230
\$64,640.33	\$79,184.40	\$93,728.47	Analyst, Network II	230
\$64,640.33	\$79,184.40	\$93,728.47	Analyst, Security II	230
\$64,640.33	\$79,184.40	\$93,728.47	Analyst, Sr Research Data	230
\$64,640.33	\$79,184.40	\$93,728.47	Asst Dir, CN Operations	230
\$64,640.33	\$79,184.40	\$93,728.47	Asst Dir, Communctns	230
\$67,450.78	\$82,627.20	\$97,803.62	Asst Dir, Facilities Services	240
\$67,450.78	\$82,627.20	\$97,803.62	Asst Dir, Facility Support	240
\$64,640.33	\$79,184.40	\$93,728.47	Asst Dir, Procuremnt	230
\$64,640.33	\$79,184.40	\$93,728.47	Asst Dir, Supprt Sev	230
\$67,450.78	\$82,627.20	\$97,803.62	Asst Director, MEP	240
\$60,424.65	\$74,020.20	\$87,615.75	College Alumni Advsr	215
\$64,640.33	\$79,184.40	\$93,728.47	Coord, Hd Start Prgm	230
\$59,019.43	\$72,298.80	\$85,578.17	Coord,Dist Clin Medi	210
\$59,019.43	\$72,298.80	\$85,578.17	Coord,Medicaid Reimb	210
\$64,640.33	\$79,184.40	\$93,728.47	Library Program Facilitator	230
\$67,450.78	\$82,627.20	\$97,803.62	Manager, Energy	240
\$64,640.33	\$79,184.40	\$93,728.47	Marketing Manager	230
\$68,856.00	\$84,348.60	\$99,841.20	Police, Lieutenant	245
\$52,555.40	\$64,380.36	\$76,205.32	Spec, Retention	187
\$64,640.33	\$79,184.40	\$93,728.47	Sr Coor, Financial Special Projects/ Compliance	230
\$64,640.33	\$79,184.40	\$93,728.47	Sr Coord, Communications	230
\$64,640.33	\$79,184.40	\$93,728.47	Sr Publications Editor	230

Job Title Report  
Exempt

E17				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$302.00	\$366.92	\$440.31		
\$69,460.00	\$84,391.60	\$101,271.30	Analyst I, Educ Systms CCMR	230
\$69,460.00	\$84,391.60	\$101,271.30	Analyst, Educ Systms	230
\$69,460.00	\$84,391.60	\$101,271.30	Asst Dir, IB	230
\$56,474.00	\$68,614.04	\$82,337.97	Athletic Trainer	187
\$63,420.00	\$77,053.20	\$92,465.10	Behavior Analyst	210
\$59,494.00	\$72,283.24	\$86,741.07	Bilingual Educ Spec	197
\$69,460.00	\$84,391.60	\$101,271.30	Bus Anlyst, Fin/HR	230
\$69,460.00	\$84,391.60	\$101,271.30	Bus Anlyst, Fin/Tech	230
\$69,460.00	\$84,391.60	\$101,271.30	Bus Anlyst, Technlgy	230
\$69,460.00	\$84,391.60	\$101,271.30	Coor, Ex Day Lrn/Sum	230
\$63,420.00	\$77,053.20	\$92,465.10	Coor, Operations Flx	210
\$69,460.00	\$84,391.60	\$101,271.30	Coor, Postsecondary	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Avid Col Rdns	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Bilingual	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Board Sp Projects	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, C & T Educ	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Curr & Assess	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Dual Credit	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Dyslexia	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Ed Tech&Dsgn	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Fine Arts	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Hd Start Dis	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Library & Digital Commons	230
\$69,460.00	\$84,391.60	\$101,271.30	COORD, LRNG&COMPL SS	230
\$63,420.00	\$77,053.20	\$92,465.10	Coord, Magnet	210
\$66,440.00	\$80,722.40	\$96,868.20	Coord, Mentor	220
\$63,420.00	\$77,053.20	\$92,465.10	Coord, Nursing	210
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Pd Mgmt Sys	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Prgm SEAD	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Programs I	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, P-Tech/Echs	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Rdspd	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Restorative & Responsive Practices	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, SEAD	230
\$59,796.00	\$72,650.16	\$87,181.38	Coord, Sp Ed/504/Bilingual	198
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Spec Projects	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Special Ed	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Speech Lang Svcs	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, St Comp Educ	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, STEM Secondary	230
\$56,474.00	\$68,614.04	\$82,337.97	Coord, Testing II	187
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Testing II (District)	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, TX ACE Program	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, Visual Arts	230
\$69,460.00	\$84,391.60	\$101,271.30	Coord, World Lang	230
\$69,460.00	\$84,391.60	\$101,271.30	Coordinator, Head Start Mental Health Svcs	230
\$57,380.00	\$69,714.80	\$83,658.90	Counselor	190
\$59,796.00	\$72,650.16	\$87,181.38	Counselor	198
\$64,930.00	\$78,887.80	\$94,666.65	Counselor	215
\$64,930.00	\$78,887.80	\$94,666.65	Counselor, Eng Lrn	215
\$64,930.00	\$78,887.80	\$94,666.65	Counselor, Head	215
\$63,420.00	\$77,053.20	\$92,465.10	Dean of Students	210

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual.

Job Title Report  
Exempt

E17				
Min	Mid	Max	Job Title	Work Days
\$302.00	\$366.92	\$440.31		
\$69,460.00	\$84,391.60	\$101,271.30	Dir, Army Instr	230
\$59,494.00	\$72,283.24	\$86,741.07	ECE Educ Spec	197
\$59,494.00	\$72,283.24	\$86,741.07	Educ Spec- HD Start	197
\$61,004.00	\$74,117.84	\$88,942.62	Educational Diag	202
\$63,420.00	\$77,053.20	\$92,465.10	Instr Coach, IB	210
\$59,796.00	\$72,650.16	\$87,181.38	Instr Coach, SEAD	198
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, Behavior	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, Bilngual	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, Educational Technology	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, Health & PE	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, New Tchr Induction & Support	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Spec, SEAD	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Specialist, Behavior (District)	197
\$59,494.00	\$72,283.24	\$86,741.07	Instr Specialist, Dyslexia	197
\$59,494.00	\$72,283.24	\$86,741.07	Instrl Spec, GT	197
\$59,796.00	\$72,650.16	\$87,181.38	Instructional Coach	198
\$69,460.00	\$84,391.60	\$101,271.30	Instructional Coach (District)	230
\$59,494.00	\$72,283.24	\$86,741.07	Instructional Spec	197
\$59,494.00	\$72,283.24	\$86,741.07	Instructional Specialist- Behavior Head Start	197
\$61,004.00	\$74,117.84	\$88,942.62	Lead Social Worker	202
\$69,460.00	\$84,391.60	\$101,271.30	Mgr, Technology Acquisitions	230
\$58,588.00	\$71,182.48	\$85,420.14	Occupational Therap	194
\$58,588.00	\$71,182.48	\$85,420.14	Orient&Mobility Spec	194
\$58,588.00	\$71,182.48	\$85,420.14	Physical Therapist	194
\$59,796.00	\$72,650.16	\$87,181.38	Prgm Spec, Dyslexia	198
\$69,460.00	\$84,391.60	\$101,271.30	Program Coord, Transition - Temporary	230
\$69,460.00	\$84,391.60	\$101,271.30	Program Coordinator I	230
\$69,460.00	\$84,391.60	\$101,271.30	Program Coordinator, Care Team	230
\$63,420.00	\$77,053.20	\$92,465.10	Program Spec, Sp Ed	210
\$61,004.00	\$74,117.84	\$88,942.62	School Psychologist	202
\$61,004.00	\$74,117.84	\$88,942.62	Social Worker	202
\$63,420.00	\$77,053.20	\$92,465.10	Social Worker	210
\$63,420.00	\$77,053.20	\$92,465.10	Social Worker, Hwc	210
\$61,004.00	\$74,117.84	\$88,942.62	Social Worker, Trans	202
\$63,420.00	\$77,053.20	\$92,465.10	Spec, Work Base Lrng	210
\$56,474.00	\$68,614.04	\$82,337.97	Speech and Language Pathologist	187
\$64,930.00	\$78,887.80	\$94,666.65	Sr Coord, Operations	215
\$69,460.00	\$84,391.60	\$101,271.30	Sr Coord, Operations	230
\$69,460.00	\$84,391.60	\$101,271.30	Systems Admin	230
\$73,990.00	\$89,895.40	\$107,875.95	Systems Admin	245
\$69,460.00	\$84,391.60	\$101,271.30	Systems Admin, CNS	230
\$69,460.00	\$84,391.60	\$101,271.30	Systms Adm,Stdnt App	230
\$58,588.00	\$71,182.48	\$85,420.14	T/Sp, Adap Phy Ed	194

Job Title Report  
Exempt

E18				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$330.00	\$396.28	\$475.53		
\$75,900.00	\$91,144.40	\$109,371.90	Analyst, Educ Systms Sr	230
\$75,900.00	\$91,144.40	\$109,371.90	Analyst, Network 1 Operations	230
\$75,900.00	\$91,144.40	\$109,371.90	Analyst, Network I	230
\$75,900.00	\$91,144.40	\$109,371.90	Analyst, Network I DC	230
\$75,900.00	\$91,144.40	\$109,371.90	Analyst, Security I	230
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Asset Mgmt	230
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Athletics	230
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Disbursmnt	230
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Funds Mgt	230
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Planning & Budget	230
\$79,200.00	\$95,107.20	\$114,127.20	Asst Dir, Proj Cntrl	240
\$75,900.00	\$91,144.40	\$109,371.90	Asst Dir, Sp Proj	230
\$75,900.00	\$91,144.40	\$109,371.90	Comp Analyst, Senior	230
\$69,300.00	\$83,218.80	\$99,861.30	Coord, P-Tech	210
\$75,900.00	\$91,144.40	\$109,371.90	Coord, Testing I (District)	230
\$75,900.00	\$91,144.40	\$109,371.90	Dir, Chld Nutr Compl	230
\$75,900.00	\$91,144.40	\$109,371.90	Dir, CN Finance	230
\$75,900.00	\$91,144.40	\$109,371.90	Dir, CN Support Svr	230
\$75,900.00	\$91,144.40	\$109,371.90	Dir, Fam&Std Spt Svc	230
\$79,200.00	\$95,107.20	\$114,127.20	Dir, Fleet Maint	240
\$79,200.00	\$95,107.20	\$114,127.20	Dir, Operations	240
\$79,200.00	\$95,107.20	\$114,127.20	Electrical Engineer	240
\$79,200.00	\$95,107.20	\$114,127.20	Mechanical Engineer	240
\$75,900.00	\$91,144.40	\$109,371.90	Prgm Mgr, Apprais&Eq	230
\$75,900.00	\$91,144.40	\$109,371.90	Pro Mgr, Univ&Career	230
\$75,900.00	\$91,144.40	\$109,371.90	Project Mgr, Tech	230
\$75,900.00	\$91,144.40	\$109,371.90	Senior Coord	230
\$75,900.00	\$91,144.40	\$109,371.90	Sr Compliance Officer	230
\$75,900.00	\$91,144.40	\$109,371.90	Sr Coor, Bilingual	230

Job Title Report  
Exempt

<b>E19</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$345.00	\$427.98	\$513.57		
\$72,450.00	\$89,875.80	\$107,849.70	Academic Dean	210
\$79,350.00	\$98,435.40	\$118,121.10	Analyst, Network Sr	230
\$79,350.00	\$98,435.40	\$118,121.10	Analyst, Sr Progrmr	230
\$79,350.00	\$98,435.40	\$118,121.10	Asst Dir, Institutional and Community Based Research	230
\$79,350.00	\$98,435.40	\$118,121.10	Database Administrator	230
\$84,525.00	\$104,855.10	\$125,824.65	Deputy Chief, Police	245
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Acad Support	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Adult Comnty Ed	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Advanced Academics	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Attendance & Graduation Protection Programs	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Bilingual Compl	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Campus Family Engagement	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Content Based Language Instruction	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, CTE	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Digital Instructional Systems & Special Projects	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Dyslexia/504	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Ed Tech & Design	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Ext Learning	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Guid & Couns	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Instructional Resources	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Marketing	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, Stdnt Support	230
\$79,350.00	\$98,435.40	\$118,121.10	Dir, TSL Initiative	230
\$79,350.00	\$98,435.40	\$118,121.10	Director, Prof Learning	230
\$79,350.00	\$98,435.40	\$118,121.10	Director, School Improvement	230
\$79,350.00	\$98,435.40	\$118,121.10	Director, Sp Ed	230
\$79,350.00	\$98,435.40	\$118,121.10	Director, Time & Attendance	230
\$79,350.00	\$98,435.40	\$118,121.10	Director, Transition - Temporary	230
\$79,350.00	\$98,435.40	\$118,121.10	Manager, Risk Mgmt	230
\$79,350.00	\$98,435.40	\$118,121.10	Mgr, Internal Audit	230
\$79,350.00	\$98,435.40	\$118,121.10	Talent Partner	230
<b>E20</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$392.88	\$462.22	\$554.66		
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Acctblty&Compl	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Earlychild/HS	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Family Engmnt	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Health and PE	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Instit& Com Res	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Science	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Social Studies	230
\$90,362.40	\$106,310.60	\$127,571.80	Dir, Tech Acq & Proj Mgmt	230
\$90,362.40	\$106,310.60	\$127,571.80	Director, Athletics	230
\$90,362.40	\$106,310.60	\$127,571.80	Director, ELAR	230
\$90,362.40	\$106,310.60	\$127,571.80	Director, Fine Arts	230
\$90,362.40	\$106,310.60	\$127,571.80	Director, Math	230
\$90,362.40	\$106,310.60	\$127,571.80	Director, Payroll	230
\$90,362.40	\$106,310.60	\$127,571.80	Hearing Officer	230
\$90,362.40	\$106,310.60	\$127,571.80	Sr IT Project Mgr	230

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual. Page 13 of 15

Job Title Report  
Exempt

<b>E21</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$401.15	\$499.19	\$599.03		
\$92,264.50	\$114,813.70	\$137,776.90	Data Scientist	230
\$96,276.00	\$119,805.60	\$143,767.20	Dir Operations, Facility Structures	240
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Compensation	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Cybersecurity	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Employee Relations	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Employee Services & Support	230
\$96,276.00	\$119,805.60	\$143,767.20	Dir, Engineering	240
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Enterprise Applications	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Enterprise, Applications, & Data Warehouse	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Fed & State Programs	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Financial Acct	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Funds Mgmt & SR	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Health Services	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Human Cap Systems & Strategy	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Infrastructure	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, IT Svc Delivery	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Legislative & External Affairs	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Office of Academics	230
\$96,276.00	\$119,805.60	\$143,767.20	Dir, Planning & Constr	240
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Policies&Proced	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Procurement	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Rec & Staffing (Auxiliary)	230
\$92,264.50	\$114,813.70	\$137,776.90	Dir, Strategic Initiatives	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, EBRMS	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, Operations	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, PEIMS & Data Services	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, Plan/Budgt	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, Strategic Staffing	230
\$92,264.50	\$114,813.70	\$137,776.90	Director, Testing	230
<b>E22</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$442.00	\$539.13	\$646.95		
\$101,660.00	\$123,999.90	\$148,798.50	Ex Dir, Beh & Disab	230
\$101,660.00	\$123,999.90	\$148,798.50	EX DIR, BIL/ESL/MIG	230
\$101,660.00	\$123,999.90	\$148,798.50	Ex Dir, Fiscal Academic Programs	230
\$106,080.00	\$129,391.20	\$155,268.00	Ex Dir, Operations Facility Support	240
\$106,080.00	\$129,391.20	\$155,268.00	Ex Dir, Operations Facility Systems	240
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, Bus Serv	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, College Rdness & Post Sec Initiatives	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, Enrollment	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, Info Tech	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, SEAD & RP	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Dir, Std Aca SS	230
\$101,660.00	\$123,999.90	\$148,798.50	Exec Director, Transition -Temporary	230
\$101,660.00	\$123,999.90	\$148,798.50	Interim Exec Dir, Charter Schools & District Grants	230

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual. Page 14 of 15

Job Title Report  
Exempt

<b>E23</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$494.92	\$582.26	\$698.71		
\$113,831.60	\$133,919.80	\$160,703.30	Chief Internal Audtr	230
\$121,255.40	\$142,653.70	\$171,183.95	Chief of Police	245
\$113,831.60	\$133,919.80	\$160,703.30	Sr Ex Dir, Athletics	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Ex Dir, Chld Nutr	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, Curriculum, Inst & Assmnt	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, Educational Tech & External Learning	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, Finance	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, Fine Arts	230
\$113,831.60	\$133,919.80	\$160,703.30	SR Exec Dir, Lrng & Compliance Support Srcvs	230
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, Office of Continuous Improvement	230
\$118,780.80	\$139,742.40	\$167,690.40	Sr Exec Dir, Planning & Construction	240
\$113,831.60	\$133,919.80	\$160,703.30	Sr Exec Dir, School Administration Temp	230
\$118,780.80	\$139,742.40	\$167,690.40	Sr Exec Dir, Transp	240
<b>E24</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$534.51	\$628.84	\$754.61		
\$122,937.30	\$144,633.20	\$173,560.30	Assistant Superintendent, HCM	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, All Level	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, College Career & Military Readiness	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, ES	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, Innov Sch	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, Integrated Student & Family Support	230
\$122,937.30	\$144,633.20	\$173,560.30	Asst Supt, School Ldrshp	230
\$122,937.30	\$144,633.20	\$173,560.30	Deputy Chief, HCM	230
\$122,937.30	\$144,633.20	\$173,560.30	Executive Principal	230
<b>E25</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$577.27	\$679.15	\$814.98		
\$132,772.10	\$156,204.50	\$187,445.40	Chief Data Operations & Svcs	230
\$132,772.10	\$156,204.50	\$187,445.40	Chief Financial Officer	230
\$132,772.10	\$156,204.50	\$187,445.40	Chief Info Tech Offi	230
\$132,772.10	\$156,204.50	\$187,445.40	Chief of Communications & Parent Engagement, Interim	230
\$132,772.10	\$156,204.50	\$187,445.40	Chief of Human Capital Mgmt	230
\$132,772.10	\$156,204.50	\$187,445.40	Chief of Staff & District Oper Svcs	230
\$138,544.80	\$162,996.00	\$195,595.20	Chief Oper & Bldg Security Officer	240
\$132,772.10	\$156,204.50	\$187,445.40	Chief Strategy Officer	230
<b>E26</b>				
<i>Min</i>	<i>Mid</i>	<i>Max</i>	<b>Job Title</b>	<b>Work Days</b>
\$623.46	\$733.48	\$880.17		
\$143,395.80	\$168,700.40	\$202,439.10	Deputy Supt of School Ldrshp & Partnership Svcs	230
\$143,395.80	\$168,700.40	\$202,439.10	Deputy Supt, A&S Ldr	230
\$143,395.80	\$168,700.40	\$202,439.10	Deputy Supt, Operations	230

\*Annualized salary rates stated above are for representation only based on work days which may be different based on location of role. This table should not be considered contractual.