



SAN ANTONIO INDEPENDENT SCHOOL DISTRICT



# **COMPENSATION RESOURCE MANUAL 2022 - 2023**

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL

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# 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> |
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| <b>Ed Garza</b>           | <b>District 7</b> | <b>Trustee</b>        |

## SUPERINTENDENT

**Dr. Jaime Aquino**

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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## 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).

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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 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:  
The work experience is required to obtain the teacher certification (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).

Enroll in an Educator Preparation Program or certified in SBEC as a CTE teacher;

Submit the Statement of Qualifications (SOQ) Form to the CTE Director; and

The work history is verifiable by the CTE Director. The CTE Director will submit the verified work history to Human Capital Management to process the incremental pay.

CTE Teachers on a school district teaching permit are not eligible for the salary increment until they are enrolled into an Educator Preparation Program. For salary increment purposes, the effective date will be effective date listed on the CTE SBEC certificate, or the beginning of the current school year (whichever is later).

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.

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## Teachers moving from an Instructional Assistant position

Instructional Assistants who accept a position as a certified teacher will 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

This program is a home-grown initiative to support, recognize, retain, and reward excellent teaching. It includes multiple measures that reflect SAISD's values for teacher development and performance to accelerate student achievement.

The program has been expanded for the 2022-2023 school year to include almost all teachers across all grade levels and subjects with the support from the Texas Legislature and the Texas Education Agency through the Teacher Incentive Allotment.

The Texas legislature differentiates Teacher Incentive Allotment (TIA) funding to school districts based on the designation levels of teachers and the school's socioeconomic need. The State's methodology for determining socioeconomic need is based on the SAISD Socioeconomic Block Methodology and considers median income, home ownership, adult education, and single-parent households. SAISD utilizes a funding model that divides campuses into four School Funding Categories (A, B, C, D) based on the State's Socioeconomic Status (SES) Multiplier. Schools were grouped to ensure that each funding category included a similar number of schools. Designated teachers in each category receive a stipend that is based on the median state allocation for the category and designation level. Additionally, for the 2022-23 school year, SAISD's TIA funding distribution plan of 80% Teacher, 16% Campus and 4% District will be 90% to the teacher and 10% District to support the expansion of MTI 3.0.

TEA recalculates the SES Multiplier for each school based on student enrollment each year, and the updated 2022-23 School Funding Category is reflected below.

### 2022-23 School Funding Categories

| School Funding Category | Recognized | Exemplary | Master   |
|-------------------------|------------|-----------|----------|
| A                       | \$5,000    | \$10,000  | \$18,500 |
| B                       | \$6,000    | \$12,500  | \$22,500 |
| C                       | \$6,500    | \$13,500  | \$24,500 |
| D                       | \$7,000    | \$14,500  | \$26,500 |

*This table reflects the gross payout amount for each designation level. Standard employee deductions will apply. SAISD's budget for TIA also accounts for standard employer benefit costs and taxes, not shown here.*

For more information, please visit the [Master Teacher Initiative 3.0 Website](#)

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| <b>2022-2023 New Teacher Pay Schedule</b> |   |                       |   |                       |
|---|---|-----------------------|---|-----------------------|
| <b>Years<br/>of<br/>Experience</b>        | <b>Bachelor's Degree<br/>Pay Schedule</b> |                       | <b>Master's Degree<br/>Pay Schedule</b> |                       |
|   | <b>Annualized Rate<br/>(187 Days)</b>     | <b>Daily<br/>Rate</b> | <b>Annualized Rate<br/>(187 Days)</b>   | <b>Daily<br/>Rate</b> |
| <b>00</b>                                 | \$55,609                                  | \$297.375             | \$57,609                                | \$308.071             |
| <b>01</b>                                 | \$55,826                                  | \$298.535             | \$57,826                                | \$309.230             |
| <b>02</b>                                 | \$56,102                                  | \$300.011             | \$58,102                                | \$310.706             |
| <b>03</b>                                 | \$56,375                                  | \$301.473             | \$58,375                                | \$312.168             |
| <b>04</b>                                 | \$56,649                                  | \$302.935             | \$58,649                                | \$313.630             |
| <b>05</b>                                 | \$56,746                                  | \$303.456             | \$58,746                                | \$314.151             |
| <b>06</b>                                 | \$56,844                                  | \$303.977             | \$58,844                                | \$314.672             |
| <b>07</b>                                 | \$57,009                                  | \$304.862             | \$59,009                                | \$315.557             |
| <b>08</b>                                 | \$57,452                                  | \$307.232             | \$59,452                                | \$317.927             |
| <b>09</b>                                 | \$57,619                                  | \$308.121             | \$59,619                                | \$318.817             |
| <b>10</b>                                 | \$57,785                                  | \$309.011             | \$59,785                                | \$319.706             |
| <b>11</b>                                 | \$57,951                                  | \$309.901             | \$59,951                                | \$320.596             |
| <b>12</b>                                 | \$58,118                                  | \$310.790             | \$60,118                                | \$321.486             |
| <b>13</b>                                 | \$58,284                                  | \$311.680             | \$60,284                                | \$322.375             |
| <b>14</b>                                 | \$58,561                                  | \$313.163             | \$60,561                                | \$323.858             |
| <b>15</b>                                 | \$58,839                                  | \$314.646             | \$60,839                                | \$325.341             |
| <b>16</b>                                 | \$59,116                                  | \$316.128             | \$61,116                                | \$326.824             |
| <b>17</b>                                 | \$59,393                                  | \$317.611             | \$61,393                                | \$328.306             |
| <b>18</b>                                 | \$59,677                                  | \$319.129             | \$61,677                                | \$329.824             |
| <b>19</b>                                 | \$59,960                                  | \$320.641             | \$61,960                                | \$331.336             |
| <b>20</b>                                 | \$60,248                                  | \$322.182             | \$62,248                                | \$332.877             |
| <b>21</b>                                 | \$60,531                                  | \$323.693             | \$62,531                                | \$334.389             |
| <b>22</b>                                 | \$60,808                                  | \$325.176             | \$62,808                                | \$335.871             |
| <b>23</b>                                 | \$61,091                                  | \$326.688             | \$63,091                                | \$337.383             |
| <b>24</b>                                 | \$61,379                                  | \$328.229             | \$63,379                                | \$338.924             |
| <b>25</b>                                 | \$61,656                                  | \$329.712             | \$63,656                                | \$340.407             |
| <b>26</b>                                 | \$61,944                                  | \$331.253             | \$63,944                                | \$341.948             |
| <b>27</b>                                 | \$62,222                                  | \$332.736             | \$64,222                                | \$343.431             |
| <b>28</b>                                 | \$62,511                                  | \$334.282             | \$64,511                                | \$344.977             |
| <b>29</b>                                 | \$62,788                                  | \$335.765             | \$64,788                                | \$346.460             |
| <b>30</b>                                 | \$63,076                                  | \$337.306             | \$65,076                                | \$348.001             |

*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]*

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

| Network Assoc Principal Title  | DAILY RATE PAY STRUCTURE |           |           |
|--|--------------------------|-----------|-----------|
|  | GRADE                    | Entry     | Level 2   |
| <b>Network Assoc Principal I-A</b><br>(HS; Highest Grd Lvl Svcd = 12, Trad & Ext Grd)    | <b>NAO4</b>              | \$440.000 | \$470.870 |
| <b>Network Assoc Principal I-B</b><br>(MS/AC/ALT; Highest Grd Lvl Svcd = 8, Alternative) | <b>NA03</b>              | \$422.610 | \$443.913 |
| <b>Network Assoc Principal II-A</b><br>(ES; Highest Grd Lvl Svcd = 6)                    | <b>NA02</b>              | \$404.350 | \$424.783 |
| <b>Network Assoc Principal II-B</b><br>(EED; Highest Grd Lvl Svd = 2, Early CH)          | <b>NA01</b>              | \$392.170 | \$412.174 |

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

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
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| FLSA | UNIVERSAL GRADE | SALARY RANGE |            |            | CURRENT GRADES ENCOMPASSED |       |       |       |       |       |       |  |  |
|------|-----------------|--------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|-------|--|--|
|      |                 | MIN          | MID        | MAX        |                            |       |       |       |       |       |       |  |  |
| N    | N01             | \$16.00      | \$16.50    | \$18.60    | D 1                        | E 1   | M 1   | F 1   | S 1   | P 1   | X 1   |  |  |
|      | N02             | \$16.25      | \$16.83    | \$18.99    | D 2                        | E 2   | M 2   | F 2   | S 2   | P 1.1 |       |  |  |
|      | N03             | \$16.50      | \$17.70    | \$20.03    | D 2.1                      | E 3   | M 3   | F 3   | S 3   |       |       |  |  |
|      | N04             | \$16.54      | \$20.68    | \$24.82    | P 1.2                      |       |       |       |       |       |       |  |  |
|      | N05             | \$16.75      | \$18.61    | \$21.14    | D 3                        | E 4   | M 4   | F 4   | S 4   |       |       |  |  |
|      | N06             | \$17.00      | \$19.58    | \$22.30    | D 3.1                      | E 4.1 | M 5   | F 5   | S 5   |       |       |  |  |
|      | N07             | \$17.25      | \$20.60    | \$23.53    | D 4                        | E 4.2 | M 6   | F 6   | S 6   |       |       |  |  |
|      | N08             | \$17.50      | \$21.68    | \$24.82    | D 4.1                      | E 5   | M 6.1 |       |       |       |       |  |  |
|      | N09             | \$18.00      | \$21.82    | \$26.18    | D 5                        | E 5.1 | P 2   | T 1   | T 3   |       |       |  |  |
|      | N10             | \$19.56      | \$23.00    | \$27.60    | D 6                        | E 5.2 | M 6.3 | P 3   | T 1.1 |       |       |  |  |
|      | N11             | \$20.20      | \$24.29    | \$29.14    | D 6.1                      | E 5.3 | M 7   | F 7   | P 3.1 | T 2   | X 2.2 |  |  |
|      | N12             | \$20.50      | \$25.62    | \$30.75    | D 6.2                      | E 6   | M 7.1 | P 3.2 | T 2.1 |       |       |  |  |
|      | N13             | \$21.63      | \$27.03    | \$32.44    | 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    | T4B                        |       |       |       |       |       |       |  |  |
|      | N20             | \$32.50      | \$39.32    | \$47.19    | T5B                        |       |       |       |       |       |       |  |  |
|      | N21             | \$36.10      | \$42.47    | \$50.96    | T5C                        |       |       |       |       |       |       |  |  |
| 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

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## 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

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### **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

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## 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

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## **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:

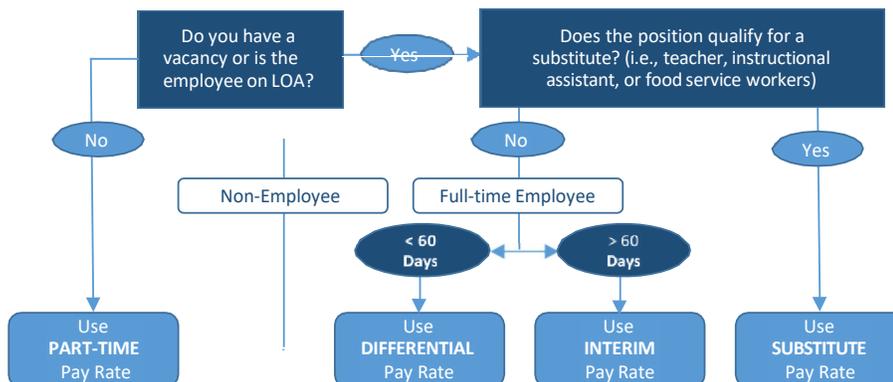
**Substitute Pay** – applies to existing positions (a unit has been allocated) that are vacant, or an employee is absent (planned or otherwise) for a single day, multiple days, or an extended period.

**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

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## SUBSTITUTES

Substitutes positions are limited to positions in which an allocation exists, and the positions 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<br><i>Elementary</i><br>(Days 1-19) |           | DAILY RATE<br><i>Elementary</i><br>(Day 20+) |           | DAILY RATE<br><i>Secondary**</i><br>(Days 1-19) |           | DAILY RATE<br><i>Secondary**</i><br>(Day 20+) |           |
|--|--|-----------|--|-----------|---|-----------|---|-----------|
|  |  |           |  |           |   |           |   |           |
| Certified <sup>(1)</sup>                                 | 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     |
| Degreed (Bachelors/Masters) but not certified            | 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     |
| Non-Degreed  | T-W-Th   | \$110     | T-W-Th                                       | \$120     | T-W-Th  | \$120     | T-W-Th  | \$130     |
|  | M-F  | \$120     | M-F  | \$130     | M-F   | \$130     | M-F   | \$140     |
| Instructional Assistant – Non-SPED                       |  | \$95      |  | \$105     |   | \$95      |   | \$105     |
| Instructional Assistant – SPED                           |  | \$100     |  | \$110     |   | \$100     |   | \$110     |
| Non-Classroom Paraprofessional                           |  | \$95      |  | \$105     |   | \$95      |   | \$105     |
| Auxiliary (Food Service, Custodian, etc.) <sup>(2)</sup> |  | \$12/hour |  | \$12/hour |   | \$12/hour |   | \$12/hour |

**\*\* Teacher substitutes at Cooper Academy and on secondary campuses in the Sam Houston and Lanier clusters earn an additional \$10/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.

Note: Pay rates for positions other than the above, which have been approved for substitute coverage, can be found in Appendix A, page 33..

**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><br><i>(Includes Manual Trades, Custodial Services and Food Services Classifications)</i> | <b>HOURLY RATE</b> |
|--|--------------------|
| All classifications and grades   | \$12.00            |

| <b>PART-TIME PARAPROFESSIONAL POSITIONS</b><br><i>(Includes Clerical Paraprofessional and Instructional Assistant Paraprofessional Classifications)</i>                           | <b>HOURLY RATE</b> |
|---|--------------------|
| High School Student   | \$10.00            |
| Pay Grades N01 through N12  | \$12.00            |
| Pay grade N13 and higher (includes Testing Specialist & Instructional Specialist)<br><i>must have prior approval from the Compensation Department in Human Capital Management</i> | \$18.00            |
| SEMS/Counseling Clerk   | \$16.00            |

| <b>PART-TIME PROFESSIONAL/ADMINISTRATIVE / ADMINISTRATIVE SUPPORT POSITIONS</b><br><i>(Includes Administrative Programs, Administrative Management and Technology Classifications)</i>                            | <b>HOURLY RATE</b> |
|---|--------------------|
| College Student Tutor   | \$12.00            |
| 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<br>Administrative Program Job Classification (Academic Exempt)<br>Administrative Management Job Classification<br>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      | \$12.00            |
| Cleaners                                  |                    |
| Ticket Takers                             |                    |

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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

| PART-TIME POSITION                                     | SERVICE PROVIDED   | HOURLY RATE                       |
|--|--|-----------------------------------|
| Adaptive Equipment Tech                                | Makes or adjusts adaptive equipment for students   | \$15                              |
| Administrative Personnel:<br>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  | \$12                              |
| Clerical (grade 5 & 6)                                 | Clerk to assist with RF Tracker data and other special education data reports  | \$12                              |
| Counseling Services<br>(Master Level)                  | Provide counseling to students as a related service<br>Qualifications: LPC / LSW   | \$52                              |
| Drug Counseling – LCDC                                 | Substance abuse counseling @ AEP campus  | \$25                              |
| Education Diagnostician                                | Provide individual evaluations   | \$35                              |
| In Home Training Teacher                               | Conduct training to parents of children with autism or pervasive developmental disorder  | \$30                              |
| LSSP   | Provide individual evaluations   | \$55                              |
| LSSP Intern  | Provide evaluation, counseling, consultation with parents and staff under the supervision of an LSSP   | \$133.66/day<br>\$27,000/202 days |
| 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                              |
| 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<br>or<br>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                              |

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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### **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 that 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)<br><i>Provides guidance and assists campus administrative team. Has decision-making authority.</i>                      | Entry Hourly Rate@ II-B  |
| Mentor Principal (Retired Principal)<br><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  |
|---------------------------------|---------------------|---|
| Registration (paraprofessional) | Same as School Year | Cannot accrue compensatory time<br>Hours may <u>not exceed 25 hours per week</u><br>Individuals working post-retirement need to be approved each school year<br>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  | \$16.00 per day            |
| Student support provider   | \$16.00 per hour           |
| Clerical & Paraprofessional  | \$16.00 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<br><i>(Engaged in instruction)</i>   | \$30                       |
| Professional Non-Administrative<br><i>[Engaged in instruction, includes counselors, instructional coaches, campus instructional specialists, etc.]</i> | \$30                       |
| Summer School Administrator / Principal<br><i>(Engaged in instruction)</i>   | \$35.00 per hour           |
| Professional Staff or Administrators<br><i>(Not Engaged in instruction)</i>  | \$16.00 per day            |

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

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

\*Above rates effective June 6, 2022

## 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        | \$7,000            |
| BASEBALL             | Head Coach           |          |               | \$ 7,000        |                    |
|                      | Assistant Coach      |          |               | \$ 4,000        |                    |
| BASKETBALL           | Head Coach           | \$ 2,500 | \$3,200       | \$13,900        | \$6,900            |
|                      | Assistant Coach      | \$1,300  | \$1,300       | \$ 5,000        | \$4,000            |
| CROSS COUNTRY        | Head Coach           | \$1,400  | \$1,400       | \$ 5,500        | \$1,400            |
| 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        | \$2,700            |
|                      | Assistant Coach      | \$1,000  | \$1,300       | \$ 4,500        | \$1,300            |
| SOFTBALL             | Head Coach           |          |               | \$ 7,000        |                    |
|                      | Assistant Coach      |          |               | \$ 4,000        |                    |
| SWIM/WATERPOLO (2)   | Coach                |          |               | \$6,000/\$2,000 |                    |
| TENNIS               | Head Coach           | \$1,400  | \$1,400       | \$ 8,400        | \$1,400            |
|                      | Assistant Coach      |          |               | \$ 6,000        |                    |
| TRACK                | Head Coach           | \$2,500  | \$2,700       | \$ 7,000        | \$5,500            |
|                      | Assistant Coach      | \$1,075  | \$1,300       | \$ 4,000        | \$1,300            |
| VOLLEYBALL           | Head Coach           | \$2,500  | \$3,200       | \$ 7,400        | \$6,900            |
|                      | Assistant Coach      | \$1,600  | \$1,600       | \$ 5,500        | \$1,600            |
| WRESTLING            | Head Coach           |          |               | \$ 7,000        |                    |
|                      | Assistant Coach      |          |               | \$ 4,000        |                    |

<sup>1</sup>YWLA  
and  
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<br><i>(non-UIL)</i>                  | \$7,000       | \$15,000                       |
|                               | Director – No Marching Band   |                               |  |               | \$11,000                       |
|                               | Assistant Director  |                               |  | \$5,000       | \$ 9,000                       |
|                               | Director - Twirler  |                               |  |               | \$ 4,700<br><i>(Jefferson)</i> |
| <b>ORCHESTRA/<br/>STRINGS</b> | Director  | \$1,500<br><i>(4 &amp; 5)</i> | \$1,500<br><i>(non-UIL)</i>                  | \$3,500       | \$ 6,000                       |
|                               | Assistant Director  |                               |  | \$2,000       | \$ 3,500                       |
| <b>CHOIR</b>                  | Director  |                               | \$1,500<br><i>(non-UIL)</i>                  | \$3,500       | \$ 6,000                       |
|                               | Assistant Director  |                               |  | \$2,000       | \$ 3,500                       |
| <b>DANCE/<br/>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<br>(004 Fox Tech)                               |                               |  |               | \$ 7,770                       |
|                               | Director - Cheer  |                               |  |               | \$ 7,000                       |
|                               | Assistant Dir Dance/ Pep Squad  |                               |  |               | \$ 7,000                       |
|                               | Assistant Dir Dance /Pep Squad<br>(004 Fox Tech)<br><i>(No Football Season)</i> |                               |  |               | \$ 4,900                       |
| <b>THEATRE ARTS</b>           | Director  |                               | \$1,500<br><i>(6<sup>th</sup> Gradeonly)</i> | \$3,500       | \$ 6,000                       |
|                               | Assistant Director  |                               |  | \$2,000       | \$ 3,500                       |
| <b>MARIACHI</b>               | Director  |                               | \$1,500<br><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 COUNSEL</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   | ECHC & ELEM SCHOOL | ACADEMY | MIDDLE SCHOOL | HIGH SCHOOL |
|--|--|--------------------|---------|---------------|-------------|
| <b>ACADEMIC COORDINATOR</b><br>(aka ACT or DEPT CHAIR) | Pre-K through 8th Grade, Elementary SP ED                          | \$1,000            | \$1,000 |               |             |
|  | Core Studies<br>(English, Math, Science, Social Studies)           |                    | \$1,200 | \$1,200       | \$4,000     |
|  | Non-Core Studies<br>(Fine Arts, Multi-Language, SP ED, Vocational) |                    | \$1,200 | \$1,200       | \$1,600     |
| <b>SECONDARY SUPPLEMENT</b> <sup>(1)</sup>             | <i>Math</i>  |                    | \$2,000 | \$2,000       | \$2,000     |
|  | <i>Science</i>   |                    | \$2,000 | \$2,000       | \$2,000     |

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 * per semester</b> | \$250       |               |             |

(1) Fox Tech Only

\*Paid supplementally by Department

## Campus Specific Stipends

| DISCIPLINE                                    | POSITION   | AMOUNT        |
|---|--|---------------|
| <b>ESPORTS</b>                                | HS – HEAD COACH  | \$3,000       |
| <b>EXTENDED DAY</b>                           | LAMAR, OGDEN, AND STORM ELEMENTARY SCHOOLS<br>(Teachers only; Interventionist not eligible)                  | Up to \$3,500 |
| <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>REGION 4 SUPPLEMENT</b>                    | ESTRADA ( <i>Professional Extra Duty</i> )   | \$1,000       |
| <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<br>(Eligible Roles: IC, CTE Teacher, Librarian) | \$1,587       |

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

### Special Education Stipends

| DISCIPLINE   | AMOUNT  |
|--|---------|
| ESL  | \$2,000 |
| Reading Specialist   | \$2,000 |
| Special ED Supplement (ACE, BAC, ECSE, DHH, VI, BSC)               | \$3,000 |
| Special ED Supplement (GEC)  | \$2,000 |
| Speech Pathologist CCC's (Cert of Clinical Competence) /Equivalent | \$2,000 |
| Speech Pathologist – Bilingual *                                   | \$1,000 |
| Special ED Assessment – Bilingual *                                | \$1,000 |

\* Paid twice a year supplementally by Special Education Department

### Bilingual Stipends

| DISCIPLINE  | AMOUNT  |
|---|---------|
| Bilingual Stipend *   | \$1,500 |
| Bilingual Lead * (paid in May)                              | \$500   |
| Dual Credit * - HS Teacher (Every section of 15 + students) | \$600   |

\* Paid twice a year supplementally by Bilingual Department

### Position Based Stipends

| DISCIPLINE  | AMOUNT            |                  |               |
|---|-------------------|------------------|---------------|
| <b>CTE INDUSTRY CONSTRUCTION PTECH TEACHER * - LANIER HS</b>            | \$15,000          |                  |               |
| <b>CTE TEACHER TEA ORGANIZATION *</b>                                   | \$750             |                  |               |
| Academic Decathlon Coach * - HS Teacher                                 | \$10,000          |                  |               |
| Academic Octathlon Coach * - HS Teacher                                 | \$5,000           |                  |               |
| <b>ITINERANT LIBRARIAN</b>  | \$1,200           |                  |               |
| <b>MASTER TEACHER</b>   |                   |                  |               |
| <b>School Funding Category</b>  | <b>Recognized</b> | <b>Exemplary</b> | <b>Master</b> |
| A   | \$5,000           | \$10,000         | \$18,500      |
| B   | \$6,000           | \$12,500         | \$22,500      |
| C   | \$6,500           | \$13,500         | \$24,500      |
| D   | \$7,000           | \$14,500         | \$26,500      |
| <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

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## 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.

### 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.

# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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## **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.

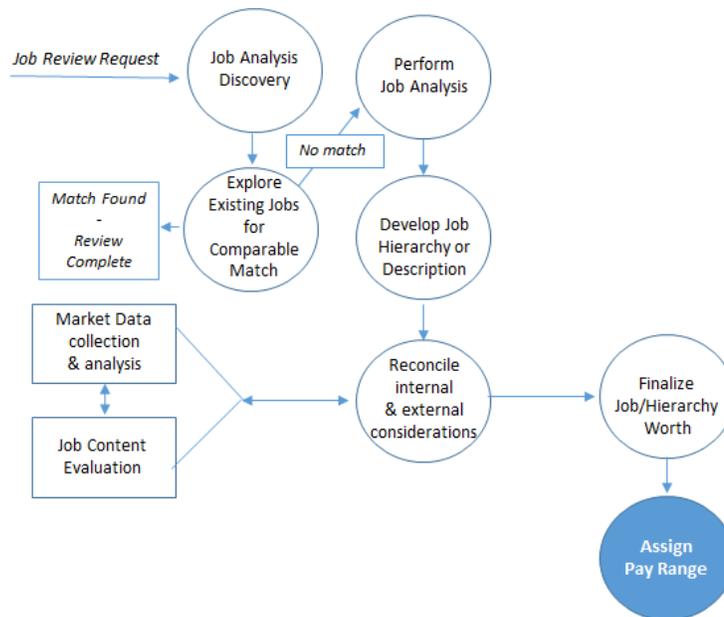
# SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

## 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

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### 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

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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 |

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COMPENSATION RESOURCE MANUAL**

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**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.

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COMPENSATION RESOURCE MANUAL

## 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

| N01        |            |            |                      |                  |
|------------|------------|------------|----------------------|------------------|
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | <b>Job Title</b>     | <b>Work Days</b> |
| \$16.00    | \$16.50    | \$18.60    |                      |                  |
|            |            |            | Bus Monitor          | 183              |
|            |            |            | Clerk, Campus        | 183              |
|            |            |            | Clerk, Mailroom      | 230              |
|            |            |            | Clerk, Office        | 183              |
|            |            |            | 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, 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> |
| \$16.25    | \$16.83    | \$18.99    |                      |                  |
|            |            |            | 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              |
|            |            |            | Instr Asst, DAEP     | 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> |
| \$16.50    | \$17.70    | \$20.03    |                      |                  |
|            |            |            | Construction Helper  | 240              |
|            |            |            | Crew Leader          | 240              |
|            |            |            | FS Asst Mgr          | 185              |
|            |            |            | Groundskeeper II     | 240              |
|            |            |            | IA PPCD Inclusion    | 183              |
|            |            |            | Instr Asst, ECSE     | 183              |
|            |            |            | Instr Asst, Library  | 194              |
|            |            |            | Instr Asst, SpEd-BAC | 183              |
|            |            |            | Instr Asst, SpEd-GEC | 183              |
|            |            |            | Instr Asst, SpEd-JC  | 183              |

\*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

| <b>N05</b> |            |            |                               |           |
|------------|------------|------------|-------------------------------|-----------|
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                     | Work Days |
| \$16.75    | \$18.61    | \$21.14    |                               |           |
|            |            |            | Administrative Assistant, III | 183       |
|            |            |            | Asst Ldr, Grnd Crew           | 240       |
|            |            |            | Bus Driver                    | 183       |
|            |            |            | Clerk, Data Entry             | 215       |
|            |            |            | Clerk, Department             | 230       |
|            |            |            | Clerk, Dept SERS              | 230       |
|            |            |            | Clerk, Maintenance            | 240       |
|            |            |            | Clerk, NCLB Sch Impv          | 230       |
|            |            |            | Clerk, Research               | 230       |
|            |            |            | Clk, Disptch Transp           | 240       |
|            |            |            | Clk, Spt Svc Cust Sv          | 230       |
|            |            |            | Courier                       | 240       |
|            |            |            | Cust, Hd- Sm Campus           | 240       |
|            |            |            | Custodian, Asst Head          | 240       |
|            |            |            | Front Desk Assistant          | 230       |
|            |            |            | FS Driver/Whsmn               | 240       |
|            |            |            | FS Mgr Intern                 | 185       |
|            |            |            | Instr Asst, Comp Lab          | 183       |
|            |            |            | Instr Asst, Mntl Hlt          | 187       |
|            |            |            | Spec, Warehse Parts           | 240       |
|            |            |            | Specialist, Tires             | 240       |
|            |            |            | Warehouseman                  | 240       |
| <b>N06</b> |            |            |                               |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                     | Work Days |
| \$17.00    | \$19.58    | \$22.30    |                               |           |
|            |            |            | Bus Driver Trainer            | 183       |
|            |            |            | Cust, Hd-Mid Sz Camp          | 240       |
|            |            |            | Electrician Asst              | 240       |
|            |            |            | I/A, Sp Ed - Ace              | 183       |
|            |            |            | Journeyman, Glazier           | 240       |
|            |            |            | Journeyman, Painter           | 240       |
|            |            |            | Journeyman, Roofer            | 240       |
|            |            |            | Journeyman, Shde/Stg          | 240       |
|            |            |            | Ldr I, Ground Crew            | 240       |
|            |            |            | Lead Warehouseman             | 240       |
|            |            |            | Press Operator                | 230       |
|            |            |            | Service Ctr Disptchr          | 240       |
|            |            |            | Vm Mechanic III               | 240       |

Job Title Report

| <b>N07</b> |            |            |                             |           |
|------------|------------|------------|-----------------------------|-----------|
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                   | Work Days |
| \$17.25    | \$20.60    | \$23.53    |                             |           |
|            |            |            | Asst, Staffing              | 230       |
|            |            |            | Bookkeeper                  | 190       |
|            |            |            | Clerk, Admin                | 230       |
|            |            |            | Clerk, Admin Emp Bnf        | 230       |
|            |            |            | Clerk, Admin TX ACE         | 230       |
|            |            |            | Clerk, Bilingual            | 230       |
|            |            |            | Clerk, Fixed Assets         | 230       |
|            |            |            | Clerk, Oper Supp Flx        | 230       |
|            |            |            | Clerk, Payroll Dept         | 240       |
|            |            |            | Cust, Hd- Lrg Campus        | 240       |
|            |            |            | Cust, Hd-Floater            | 240       |
|            |            |            | FS Maint Technician         | 240       |
|            |            |            | FS Mgr, ES/Acad/MS          | 185       |
|            |            |            | Journeyman, Mechanics       | 240       |
|            |            |            | Journymn,Carpentr I         | 240       |
|            |            |            | Pesticide Applicator        | 240       |
|            |            |            | Printing Project Specialist | 230       |
|            |            |            | Registrar                   | 230       |
|            |            |            | Route Coordinator           | 240       |
| <b>N08</b> |            |            |                             |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                   | Work Days |
| \$17.50    | \$21.68    | \$24.82    |                             |           |
|            |            |            | Asst Frmn, Millshop         | 240       |
|            |            |            | I/A, Deaf Supp Spec         | 183       |
|            |            |            | LVN                         | 187       |
| <b>N09</b> |            |            |                             |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                   | Work Days |
| \$18.00    | \$21.82    | \$26.18    |                             |           |
|            |            |            | Administrative Assistant, I | 230       |
|            |            |            | Clerk, Accts Payable        | 230       |
|            |            |            | Clerk, Appl Analyst         | 230       |
|            |            |            | Clerk, Data Analyst         | 230       |
|            |            |            | Coord II, IPM               | 240       |
|            |            |            | Data Prgm Specialist        | 230       |
|            |            |            | Ex Asst, Food&Child         | 230       |
|            |            |            | Grant Specialist III        | 230       |
|            |            |            | Spec, Procurement           | 230       |
|            |            |            | Supv, Police Disptch        | 245       |
|            |            |            | Techn, Acquisitions         | 230       |
|            |            |            | Techn, Help Desk III        | 230       |
|            |            |            | Technician, Acctng          | 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.

Job Title Report

| <b>N10</b> |            |            |                                  |           |
|------------|------------|------------|----------------------------------|-----------|
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                        | Work Days |
| \$18.40    | \$23.00    | \$27.60    |                                  |           |
|            |            |            | Accounting Spec                  | 230       |
|            |            |            | Administrative Assistant, Senior | 230       |
|            |            |            | Child Nutrtn Spec                | 190       |
|            |            |            | Emply Benefits Spec              | 230       |
|            |            |            | Heavy Equip Operator             | 240       |
|            |            |            | Info Sys Data Spe II             | 230       |
|            |            |            | Journymn, Welder                 | 240       |
|            |            |            | Production Artist                | 230       |
|            |            |            | Spec, Qualty Assrnce             | 230       |
|            |            |            | Specialist, Contract             | 230       |
|            |            |            | Specialist, Fed Prgm             | 230       |
|            |            |            | Specialist, Finance              | 230       |
|            |            |            | Specialist, Payroll              | 230       |
|            |            |            | Vm Mechanic I                    | 240       |
| <b>N11</b> |            |            |                                  |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                        | Work Days |
| \$20.20    | \$24.29    | \$29.14    |                                  |           |
|            |            |            | Asbestos Abatmt Tech             | 240       |
|            |            |            | Asst Band Repair                 | 230       |
|            |            |            | Asst Frmn, Pntr/GlZR             | 240       |
|            |            |            | Coord, Ath Flds/Grnd             | 240       |
|            |            |            | Data Spec, Inventory             | 230       |
|            |            |            | Data Spec, PEIMS                 | 230       |
|            |            |            | Data Spec, SEMS/SERS             | 230       |
|            |            |            | Field Serv Techn III             | 230       |
|            |            |            | FS Manager, Hs                   | 185       |
|            |            |            | HVAC Technician III              | 240       |
|            |            |            | Journeyman, Appl Rep             | 240       |
|            |            |            | Journeyman, Elctrons III         | 240       |
|            |            |            | Journeyman, W/T Spec             | 240       |
|            |            |            | Journymn,Carpentr II             | 240       |
|            |            |            | Lead Press Operator              | 230       |
|            |            |            | Techn, Hardware III              | 230       |
|            |            |            | Techn, Help Desk I               | 230       |
| <b>N12</b> |            |            |                                  |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                        | Work Days |
| \$20.50    | \$25.62    | \$30.75    |                                  |           |
|            |            |            | Deaf Interp-Certif               | 183       |
|            |            |            | HVAC Technician II               | 240       |
|            |            |            | Instr Asst, Brailler             | 183       |
|            |            |            | Journeyman, Elctrons II          | 240       |
|            |            |            | Journeyman, Electrcn             | 240       |
|            |            |            | Journeyman, Electrcn III         | 240       |
|            |            |            | Journeyman, HVAC II              | 240       |
|            |            |            | Journeyman, Plumber III          | 240       |
|            |            |            | Leave Specialist, I              | 230       |
|            |            |            | Safety & Security Systems Spec   | 240       |

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Job Title Report

| <b>N13</b> |            |            |                                     |           |
|------------|------------|------------|-------------------------------------|-----------|
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                           | Work Days |
| \$21.63    | \$27.03    | \$32.44    |                                     |           |
|            |            |            | Asst Fm Heavy Constr                | 240       |
|            |            |            | Asst Foreman, Plumb                 | 240       |
|            |            |            | Clerk, Sr Payroll                   | 230       |
|            |            |            | Clerk, Sr Payroll/HR                | 230       |
|            |            |            | Clk, Sr Accts Payble                | 230       |
|            |            |            | Coord, Custodian Trn                | 240       |
|            |            |            | Coord, Haz/Mat & Ia                 | 240       |
|            |            |            | Employment Documentation Specialist | 230       |
|            |            |            | Field Serv Techn II                 | 230       |
|            |            |            | Journeyman, Elctrons I              | 240       |
|            |            |            | Journeyman, HVAC I                  | 240       |
|            |            |            | Specialst, Funds Mgt                | 230       |
|            |            |            | Sr Budget Specialist                | 230       |
| <b>N14</b> |            |            |                                     |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                           | Work Days |
| \$24.24    | \$28.52    | \$34.22    |                                     |           |
|            |            |            | A/C Control Monitor                 | 240       |
|            |            |            | Field Serv Techn I                  | 230       |
|            |            |            | Field Supervisor                    | 240       |
|            |            |            | Foreman, Paintr/Glwr                | 240       |
|            |            |            | Foreman, Printshop                  | 230       |
|            |            |            | Foreman, Roofing                    | 240       |
|            |            |            | Foreman, Warehouse                  | 240       |
|            |            |            | Sr Journeyman, HVAC                 | 240       |
|            |            |            | Supervisor, Routing                 | 240       |
|            |            |            | Vehicle Maint Supv                  | 240       |
| <b>N15</b> |            |            |                                     |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                           | Work Days |
| \$25.57    | \$30.09    | \$36.10    |                                     |           |
|            |            |            | Administrative Assistant, Lead      | 230       |
|            |            |            | Journeyman, Electrcn I              | 240       |
|            |            |            | Journeyman, Plumber I               | 240       |
|            |            |            | Network Tech III                    | 230       |
|            |            |            | Payroll Supervisor                  | 230       |
|            |            |            | Police, Officer                     | 245       |
|            |            |            | Sr Info Sys Data Spe                | 230       |
|            |            |            | Sr, HCM Systems Specialist          | 230       |
| <b>N16</b> |            |            |                                     |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                           | Work Days |
| \$26.97    | \$31.74    | \$38.09    |                                     |           |
|            |            |            | Executive Assistant                 | 230       |
|            |            |            | Foreman, Electrician                | 240       |
|            |            |            | Foreman, HVAC                       | 240       |
|            |            |            | Foreman, Plumbing                   | 240       |
| <b>N17</b> |            |            |                                     |           |
| <i>Min</i> | <i>Mid</i> | <i>Max</i> | Job Title                           | Work Days |
| \$28.46    | \$33.49    | \$40.18    |                                     |           |
|            |            |            | I/A, Occup Thrp Asst                | 183       |
|            |            |            | Police, Detective/Corporal          | 245       |

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Job Title Report

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

Job Title Report

| <b>E07</b>  |             |             |   |                  |
|-------------|-------------|-------------|---|------------------|
| <i>Min</i>  | <i>Mid</i>  | <i>Max</i>  | <b>Job Title</b>                                | <b>Work Days</b> |
| \$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 | Band Repair, Chief                              | 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 | Grant Specialist II                             | 230              |
| \$39,790.00 | \$49,737.50 | \$59,685.00 | Instr Tech Spec,Sped                            | 230              |
| \$41,520.00 | \$51,900.00 | \$62,280.00 | Mgr, Custodial                                  | 240              |
| \$41,520.00 | \$51,900.00 | \$62,280.00 | Mgr, Grounds                                    | 240              |
| \$39,790.00 | \$49,737.50 | \$59,685.00 | Safety Specialist                               | 230              |
| <b>E09</b>  |             |             |   |                  |
| <i>Min</i>  | <i>Mid</i>  | <i>Max</i>  | <b>Job Title</b>                                | <b>Work Days</b> |
| \$204.56    | \$240.69    | \$288.83    |   |                  |
| \$47,048.80 | \$55,358.70 | \$66,430.90 | Analyst, Research III                           | 230              |
| \$49,094.40 | \$57,765.60 | \$69,319.20 | Maintenance - Safety & Security Systems Manager | 240              |
| \$47,048.80 | \$55,358.70 | \$66,430.90 | Sr Employment Doc Admin                         | 230              |
| <b>E10</b>  |             |             |   |                  |
| <i>Min</i>  | <i>Mid</i>  | <i>Max</i>  | <b>Job Title</b>                                | <b>Work Days</b> |
| \$215.76    | \$253.93    | \$304.72    |   |                  |
| \$49,624.80 | \$58,403.90 | \$70,085.60 | Analyst, Budget II                              | 230              |
| \$45,309.60 | \$53,325.30 | \$63,991.20 | Director, Child Care                            | 210              |
| \$49,624.80 | \$58,403.90 | \$70,085.60 | Trainer, Campus Spt                             | 230              |
| <b>E11</b>  |             |             |   |                  |
| <i>Min</i>  | <i>Mid</i>  | <i>Max</i>  | <b>Job Title</b>                                | <b>Work Days</b> |
| \$227.68    | \$267.90    | \$321.48    |   |                  |
| \$54,643.20 | \$64,296.00 | \$77,155.20 | Acct, Facilities Srv                            | 240              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Analyst, Res Data II                            | 230              |
| \$54,643.20 | \$64,296.00 | \$77,155.20 | CN Maintenance Field Supervisor                 | 240              |
| \$47,812.80 | \$56,259.00 | \$67,510.80 | Compliance Monitor                              | 210              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Coord, Ersea                                    | 230              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Dietitian                                       | 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              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Mgr, Empl Relations                             | 230              |
| \$54,643.20 | \$64,296.00 | \$77,155.20 | Mgr, Facilities Svcs                            | 240              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Mgr, Human Capital Systems                      | 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              |
| \$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 | TInt Acquisition Mgr                            | 230              |
| \$54,643.20 | \$64,296.00 | \$77,155.20 | Trainer/Supv Trans                              | 240              |
| \$52,366.40 | \$61,617.00 | \$73,940.40 | Videographer                                    | 230              |
| <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              |

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Job Title Report

| <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, Database                            | 230              |
| \$54,519.20 | \$68,581.40 | \$82,296.30 | Anlyst, Graphic Info                         | 230              |
| \$56,889.60 | \$71,563.20 | \$85,874.40 | BIM Coordinator                              | 240              |
| \$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              |
| \$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 | Systms Sp, Bus/Tech                          | 230              |
| \$54,519.20 | \$68,581.40 | \$82,296.30 | Systms 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, 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 | Auditor, Constr Bond                         | 230              |
| \$59,800.00 | \$72,348.80 | \$86,829.60 | Comp Analyst I                               | 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, Compl/Sp Prj                          | 230              |
| \$59,800.00 | \$72,348.80 | \$86,829.60 | Coord, Compliance                            | 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, 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 | Culinary Specialist                          | 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              |
| \$59,800.00 | \$72,348.80 | \$86,829.60 | Prgm Spec, TX ACE                            | 230              |
| \$59,800.00 | \$72,348.80 | \$86,829.60 | Prgm Spec, TX ACE                            | 230              |
| \$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 | Public Rltns Mktg Sp                         | 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.

Job Title Report

| E15         |             |             |   |           |
|-------------|-------------|-------------|---|-----------|
| Min         | Mid         | Max         | Job Title                                 | Work Days |
| \$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 | Coor, Digit/Web Svcs                      | 230       |
| \$61,667.60 | \$75,414.70 | \$90,495.80 | Coor, Program Spt                         | 230       |
| \$61,667.60 | \$75,414.70 | \$90,495.80 | Coord, Communications                     | 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       |
| \$61,667.60 | \$75,414.70 | \$90,495.80 | Facilitator, Program                      | 230       |
| \$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         |             |             |   |           |
| Min         | Mid         | Max         | Job Title                                 | Work Days |
| \$281.04    | \$344.28    | \$407.52    |   |           |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Accountant, Senior                        | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Acct, SR-HD Start                         | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Analyst, Network II                       | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Analyst, Security II                      | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Asst Dir, Bus Dvrsty                      | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Asst Dir, CN Operations                   | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Asst Dir, Communctns                      | 230       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Asst Dir, Cust Grnds                      | 240       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Asst Dir, Env Hlth                        | 240       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Asst Dir, Facility Mnt                    | 240       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Asst Dir, Plan/Const                      | 240       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Asst Dir, Procuremnt                      | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Asst Dir, Supprt Sev                      | 230       |
| \$60,423.60 | \$74,020.20 | \$87,616.80 | College Alumni Advsr                      | 215       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Coord, Hd Start Fam                       | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Coord, Hd Start Prgm                      | 230       |
| \$59,018.40 | \$72,298.80 | \$85,579.20 | Coord,Dist Clin Medi                      | 210       |
| \$59,018.40 | \$72,298.80 | \$85,579.20 | Coord,Medicaid Reimb                      | 210       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Graphic Design Spec                       | 230       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Library Program Facilitator               | 230       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Manager, Energy                           | 240       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Marketing Manager                         | 230       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Mgr, Real Estate                          | 240       |
| \$68,854.80 | \$84,348.60 | \$99,842.40 | Police, Lieutenant                        | 245       |
| \$67,449.60 | \$82,627.20 | \$97,804.80 | Project Mgr, Senior                       | 240       |
| \$52,554.48 | \$64,380.36 | \$76,206.24 | Spec, Retention                           | 187       |
| \$64,639.20 | \$79,184.40 | \$93,729.60 | Sr Publications Editor                    | 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.

Job Title Report

| E17         |             |              |   |           |
|-------------|-------------|--------------|---|-----------|
| Min         | Mid         | Max          | Job Title                                 | Work Days |
| \$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  | Behavior Specialist                       | 197       |
| \$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 | Comp Analyst, Senior                      | 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 | Coor, Stem/Steam                          | 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, 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, Instr Support                      | 230       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, Ldrshp Instrl                      | 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       |
| \$66,440.00 | \$80,722.40 | \$96,868.20  | Coord, Partnership                        | 220       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, Prgm SEAD                          | 230       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, Prof Devlpmnt                      | 230       |
| \$64,930.00 | \$78,887.80 | \$94,666.65  | Coord, Program                            | 215       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, Program Organizational Learning    | 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, Sch Imprvmt                        | 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, Sp Proj - IB                       | 230       |
| \$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, St Comp Educ                       | 230       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, STEM Secondary                     | 230       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, Tech & Instr Material              | 230       |
| \$56,474.00 | \$68,614.04 | \$82,337.97  | Coord, Testing II                         | 187       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Coord, TSL Initiative                     | 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       |
| \$59,796.00 | \$72,650.16 | \$87,181.38  | Counselor                                 | 198       |

\*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

| E17         |             |              |  |           |
|-------------|-------------|--------------|--|-----------|
| Min         | Mid         | Max          | Job Title                                | Work Days |
| \$302.00    | \$366.92    | \$440.31     |  |           |
| \$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       |
| \$57,380.00 | \$69,714.80 | \$83,658.90  | Counselor, Non-Release                   | 190       |
| \$63,420.00 | \$77,053.20 | \$92,465.10  | Dean of Students                         | 210       |
| \$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       |
| \$61,004.00 | \$74,117.84 | \$88,942.62  | Educational Diag                         | 202       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Exec Prog Evaluator                      | 230       |
| \$59,796.00 | \$72,650.16 | \$87,181.38  | Implementation Spec, Amplify             | 198       |
| \$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       |
| \$59,796.00 | \$72,650.16 | \$87,181.38  | Instr Coach, TIF                         | 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, 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       |
| \$59,494.00 | \$72,283.24 | \$86,741.07  | Instructional Spec                       | 197       |
| \$61,004.00 | \$74,117.84 | \$88,942.62  | Lead Social Worker                       | 202       |
| \$61,004.00 | \$74,117.84 | \$88,942.62  | Lic Spec Sch Psy                         | 202       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Mgr, Campus Support                      | 230       |
| \$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       |
| \$63,420.00 | \$77,053.20 | \$92,465.10  | Program Spec, Sp Ed                      | 210       |
| \$61,004.00 | \$74,117.84 | \$88,942.62  | Social Worker                            | 202       |
| \$63,420.00 | \$77,053.20 | \$92,465.10  | Social Worker, Hwc                       | 210       |
| \$63,420.00 | \$77,053.20 | \$92,465.10  | Social Worker, LCSW                      | 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 | System Adm, Finance                      | 230       |
| \$69,460.00 | \$84,391.60 | \$101,271.30 | Systems Admin                            | 230       |
| \$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       |

\*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

| 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 | Acct, Gen Manager                              | 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              |
| \$75,900.00 | \$91,144.40 | \$109,371.90 | Asst Dir, Sp Proj                              | 230              |
| \$75,900.00 | \$91,144.40 | \$109,371.90 | Coord, Programs Sr - Innvtn & Strtgc Prtnrshps | 230              |
| \$69,300.00 | \$83,218.80 | \$99,861.30  | Coord, P-Tech                                  | 210              |
| \$75,900.00 | \$91,144.40 | \$109,371.90 | Coord, P-Tech/Echs                             | 230              |
| \$75,900.00 | \$91,144.40 | \$109,371.90 | Coord, Testing I                               | 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              |
| \$80,850.00 | \$97,088.60 | \$116,504.85 | Dir, Policy, Training and Compliance           | 245              |
| \$79,200.00 | \$95,107.20 | \$114,127.20 | Electrical Engineer                            | 240              |
| \$79,200.00 | \$95,107.20 | \$114,127.20 | Engineer MEP                                   | 240              |
| \$79,200.00 | \$95,107.20 | \$114,127.20 | Mechanical Engineer                            | 240              |
| \$79,200.00 | \$95,107.20 | \$114,127.20 | Mgr, Building Info Modeling                    | 240              |
| \$75,900.00 | \$91,144.40 | \$109,371.90 | Mgr, IT Svc Delivery                           | 230              |
| \$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 Compl Officer                               | 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

| <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              |
| \$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, 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, Dyslexia/504                                    | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Ext Learning                                    | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Gift&Talent Prg                                 | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Guid & Couns                                    | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Marketing                                       | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Programs Leadership                             | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Dir, Sead  | 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 | Dir,Stdnt Behv&Discp                                 | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Director, Grants                                     | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Director, Sp Ed                                      | 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 | Mgr, Ntwk & Telecom                                  | 230              |
| \$79,350.00 | \$98,435.40  | \$118,121.10 | Project Mgr, Tech                                    | 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 | Asst Director, Data Center & Life, Safety/Security   | 230              |
| \$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, 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, Performance Mgt                                 | 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 | 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.

Job Title Report

| <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, Capital Imprvmt                            | 240              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Compensation                               | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Employee Relations                         | 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, & Data Warehouse | 230              |
| \$96,276.00  | \$119,805.60 | \$143,767.20 | DIR, FACIL PLANNING                             | 240              |
| \$96,276.00  | \$119,805.60 | \$143,767.20 | Dir, Facility Maint                             | 240              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Family Engmnt                              | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Financial Acct                             | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Fisc Acad Prg                              | 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, Human Resources                            | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Infr & Life, Safety/Security               | 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, Legislatve&Strat                           | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Dir, Office of Academics                        | 230              |
| \$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                             | 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,Cash/Trsury Mgt                             | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Director, EBRMS                                 | 230              |
| \$96,276.00  | \$119,805.60 | \$143,767.20 | Director, Mep Maint                             | 240              |
| \$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, Testing                               | 230              |
| \$92,264.50  | \$114,813.70 | \$137,776.90 | Specialist - Payroll                            | 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 | Dir, Communications                             | 230              |
| \$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, Rec/Staffing                            | 230              |
| \$101,660.00 | \$123,999.90 | \$148,798.50 | Exec Dir, Oper 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, ECE                                   | 230              |
| \$101,660.00 | \$123,999.90 | \$148,798.50 | Exec Dir, Std Aca SS                            | 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.

Job Title Report

| <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 Ex Dir, Rch,Evl&T                              | 230              |
| \$113,831.60 | \$133,919.80 | \$160,703.30 | Sr Ex Dir, Sch Im/FP                              | 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, Fine Arts                            | 230              |
| \$113,831.60 | \$133,919.80 | \$160,703.30 | Sr Exec Dir, Office of Continuous Improvement     | 230              |
| \$113,831.60 | \$133,919.80 | \$160,703.30 | Sr Exec Dir, Sp Ed                                | 230              |
| \$118,780.80 | \$139,742.40 | \$167,690.40 | Sr Exec Dir, Transp                               | 240              |
| \$118,780.80 | \$139,742.40 | \$167,690.40 | Sr Exec Dir,Facilits                              | 240              |
| \$113,831.60 | \$133,919.80 | \$160,703.30 | Sr Exec Director, Innovation                      | 230              |
| <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 | 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, HCM                                    | 230              |
| \$122,937.30 | \$144,633.20 | \$173,560.30 | Asst Supt, Innov Sch                              | 230              |
| \$128,282.40 | \$150,921.60 | \$181,106.40 | Deputy, COO                                       | 240              |
| <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 | Assoc Supt, Fin/Bus                               | 230              |
| \$138,544.80 | \$162,996.00 | \$195,595.20 | Chief Operations Officer                          | 240              |
| \$132,772.10 | \$156,204.50 | \$187,445.40 | Chief of Staff & District Oper Svcs               | 230              |
| \$132,772.10 | \$156,204.50 | \$187,445.40 | Deputy Supt, A&S Ldr                              | 230              |
| \$132,772.10 | \$156,204.50 | \$187,445.40 | Chief Info Tech Officer                           | 230              |
| \$132,772.10 | \$156,204.50 | \$187,445.40 | Chief of Human Capital Mgmt                       | 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 Operations                            | 230              |

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