



SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

**COMPENSATION RESOURCE MANUAL
2018 – 2019**

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

TABLE OF CONTENTS

	Page
MISSION STATEMENT	1
AUTHORITY FOR COMPENSATION	1
COMPENSATION PROGRAM	1
NON-EXEMPT VS EXEMPT CLASSIFICATION	2
o Basis of Pay – Exempt	
o Basis of Pay – Non-Exempt	
COMPENSATION BASE PAY STRUCTURES	3
o Teacher Pay Schedules	
o Non-Teaching Job Classification Pay Ranges	
NEW HIRE PAY RATE DETERMINATION	4
o New Hire Non-Teaching District Position Pay Rate	
o New Hire Teacher, Librarian and Nurse (RN) Pay Rate	
o New Teacher Pay Schedule	
o Junior Reserve Officers Training Corps (JROTC) Instructors	
o Campus Professionals: Administrators	
o Other Professional Positions	
o Returning Employees	
o Midpoint Structure Pay Ranges	
DIFFERENTIAL PAY	20
o Time Period of Differential Pay	
o Differential Pay Rate	
o Approval Process for Differential Pay	
o Communication to Employees	
SALARY ADJUSTMENTS	22
o General Pay Increase (GPI)	
o Job Reclassifications	
o Promotion Adjustments	
o Demotion Adjustments	
o Lateral Transfer and Adjustment	
o Transfers Between Job Classification Pay Groups	
o Equity Adjustment	
o Transfers Between Workday Calendars	
o Reassignment	
PAYMENT OF COMPENSATION	23
o Payroll Period	
o Proration of Pay for Reduced Number of Workdays	
o Release of Paychecks	
o Back Payment	
o Overpayment	
o Movement Between Pay Cycles	
COMPENSATION REVIEWS	24
o Request for Individual Compensation Review	
o Request for Department Compensation Review	
SUBSTITUTE PAY RATES	25
INTERIM ASSIGNMENT PAY RATES	27
PART-TIME PAY RATES	28
EXTRA DUTY PAY RATES	30
SUMMER SCHOOL PAY RATES	31
STIPENDS	32
o Athletic Stipends	
o Fine Arts Stipends	
o Campus Based Stipends	
o Academic Based Stipends	
o Consulting/Mentoring Stipends	
o Campus Specific Stipends	
o Special Education Stipends	
o Bilingual Stipends	
o Position Based Stipends	

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

MISSION STATEMENT

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.

AUTHORITY FOR COMPENSATION

The Superintendent of Schools shall propose to the Board for approval pay structures and compensation plans for all district personnel; and shall administer and maintain the pay systems in accordance with Board policies and administrative procedures. The compensation plan for the 2018-2019 school year will be reflected in the budget approved by the Board of Trustees and the Administration shall be responsible for developing the guidelines and procedures necessary to properly implement the Board-approved compensation plans.

The Compensation Department is responsible for directing the strategic planning, design, implementation, administration and communication of the District's compensation program. The department assesses market trends to ensure the compensation program continues to align and support the District's mission.

COMPENSATION PROGRAM

The San Antonio Independent School District has designed a Compensation Program to attract, motivate and retain qualified employees in support of the District's mission. The Program was designed with the assistance of the Texas Association of School Board's Human Resources Services and is based on recognized pay principals that strive for equitable pay based on the competitive market value of District jobs. The San Antonio Independent School District is an equal opportunity educational provider and employer and does not discriminate on the basis of race, color, gender, religion, national origin, age, disability, or any other basis prohibited by law.

The Compensation Program is comprised of a base salary competitive within the applicable markets for talent. 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 value of a position is assessed annually, based on a review of benchmark positions in the external market as well as internal comparisons. Job categories and pay levels are used to group positions that have similar relative internal value based on a multitude of elements such as job qualifications, required skills, job duties and responsibilities, market data, internal equity, district impact and administrative input. A job classification level will be assigned to a position by the Human Resources department, based on its functional area and derived value. Each position will also be categorized as either exempt or nonexempt in accordance with the requirements of the Fair Labor Standards Act (FLSA).

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

NON-EXEMPT VS EXEMPT CLASSIFICATION

For a position to qualify as exempt, it must meet certain tests regarding their job duties and be paid on a salary basis at not less than \$455 per week. The job duties and salary must meet all the requirements of the Department of Labor's regulations in order for a position to be classified as exempt; job titles alone do not determine the exempt status.

The Department of Labor's exemption tests include separate tests for Administrative, Professional, Executive and Computer Employees. All employees whose position does not meet the legal requirements for exemption will be classified as non-exempt.

Basis of Pay- Exempt

Exempt employees are paid on a salary basis for the number of months in their annual employment period. Payment on a salary basis means that employees are paid a fixed sum for the job. Annual salaries may be adjusted for different duty assignments but salaried employees are not entitled to pay on daily or hourly basis. Exempt employees do not receive overtime compensation.

Basis of Pay- Non-Exempt

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 in excess of 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 hours in a workweek; anything less than 40 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.

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.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

COMPENSATION BASE PAY STRUCTURES

The District will maintain position classification and pay range structures for all jobs. Jobs will be grouped into position classification and pay ranges in the following categories:

Job classifications include:

- Teachers, Librarians and Nurses (RNs) (teacher pay schedules)
- Auxiliary (levels M1 – 10; F2-7; and S1-5)
- Clerical / Paraprofessional (levels D1 – 8)
- Instructional / Paraprofessional (levels E1 – 9)
- Police Service (levels P1 – 4)
- Technology (levels T2 – 10)
- Administrative Program (levels W1 – 10)
- Administrative Management (levels X3 – 9 and XX1 – 4)

Teacher Pay Schedules

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

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 teacher pay schedule.

The pay schedules are communicated in annualized pay rates. The daily pay rates are calculated based on a 187-day work calendar and rounded to three decimal places.

Non-Teaching Job Classification Pay Ranges

The pay range elements include a minimum or entry pay rate value, a midpoint value which is representative of the average market value and a maximum pay rate value.

The pay range spread is targeted at 40%. The minimum is established at a compa-ratio of 80%; 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 80% compa-ratio. Over-time, those minimum values will align with 80%. *(Note, 'compa-ratio' is the term used for the comparison ratio of the salary divided by the midpoint of the pay range.)*

Employees are paid according to the pay range assigned to their position; and the pay rate penetration in the range is based on their years of related experience in comparison to the peer group. Employees' annual salary is based on the number of work days and is paid on a 12-month basis.

Employees being promoted or hired into Administrative Management job classifications XX1, XX2, XX3, XX4 and Chief of Police must be approved by the Board of Trustees.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

NEW HIRE PAY RATE DETERMINATION

New Hire Non-Teaching District Position Pay Rate

The new hire 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 similar years of experience.

A salary offer should not exceed 100% of the midpoint of the pay range. Salary offers between 100% and 110% compa-ratio will require the approval of the Associate Superintendent of Human Resources/Deputy Superintendent Talent Management. The Superintendent's approval is required for any offers that exceed 110% compa-ratio.

Years of experience for new hires must be documented prior to the final determination of salary credit. New employees are required to submit to Human Resources with 30 days of hire, a completed "Experience Affidavit" form specifying information such as previous employer, position held, dates of employment, hours worked and contact information of person that can verify employment (for each employer).

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 Resources 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]*

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.

Salary credit for 'creditable years of service' will be granted upon receipt of an official service record. Employee's should provide the official service records within 30 calendar days from the assignment start date. The applicable salary adjustment will be made effective retroactive to the date of hire or date of new assignment (not to exceed beyond the employee's reporting date of the current school year calendar). Until such time, the new hire's pay rate shall be set at the entry rate for the position.

**THE EMPLOYEE IS RESPONSIBLE FOR PROVIDING
THE PROPER DOCUMENTATION FOR CREDITABLE YEARS OF EXPERIENCE**

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

New Hire Teacher, Librarian and Nurse (RN) Pay Rate

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

The salary of a newly hired 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 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 27 years of experience for newly hired Teachers, Librarians and Nurses.

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

2018 - 2019 New Teacher Pay Schedule				
Years of Experience	Bachelor's Degree Pay Schedule		Master's Degree Pay Schedule	
	Annualized Rate (187 Days)	Daily Rate	Annualized Rate (187 Days)	Daily Rate
00	\$52,350	\$279.95	\$54,350	\$290.64
01	\$52,350	\$279.95	\$54,350	\$290.64
02	\$52,530	\$280.91	\$54,530	\$291.60
03	\$52,683	\$281.73	\$54,683	\$292.42
04	\$52,836	\$282.55	\$54,836	\$293.24
05	\$52,989	\$283.36	\$54,989	\$294.06
06	\$53,142	\$284.18	\$55,142	\$294.88
07	\$53,295	\$285.00	\$55,295	\$295.70
08	\$53,448	\$285.82	\$55,448	\$296.51
09	\$53,601	\$286.64	\$55,601	\$297.33
10	\$53,856	\$288.00	\$55,856	\$298.70
11	\$54,111	\$289.36	\$56,111	\$300.06
12	\$54,366	\$290.73	\$56,366	\$301.42
13	\$54,621	\$292.09	\$56,621	\$302.79
14	\$54,882	\$293.49	\$56,882	\$304.18
15	\$55,142	\$294.88	\$57,142	\$305.57
16	\$55,407	\$296.29	\$57,407	\$306.99
17	\$55,667	\$297.68	\$57,667	\$308.38
18	\$55,922	\$299.05	\$57,922	\$309.74
19	\$56,182	\$300.44	\$58,182	\$311.13
20	\$56,447	\$301.86	\$58,447	\$312.55
21	\$56,702	\$303.22	\$58,702	\$313.91
22	\$56,967	\$304.64	\$58,967	\$315.33
23	\$57,222	\$306.00	\$59,222	\$316.70
24	\$57,488	\$307.42	\$59,488	\$318.12
25	\$57,743	\$308.79	\$59,743	\$319.48
26	\$58,008	\$310.20	\$60,008	\$320.90
27	\$58,268	\$311.59	\$60,268	\$322.29

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Junior Reserve Officers Training Corps (JROTC) Instructors

JROTC instructors will be paid JROTC personnel will be paid in compliance with active duty Armed Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment. Military pay schedule consists of levels 1 through 4, (R1-4). 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.

Campus Professionals: Administrators

Assistant Principal and Principal positions are assigned to the Administrative Programs job classification; and newly hired salaries will be based on total years of experience as well as years of experience in an Assistant Principal or Principal position.

Other Professional Positions

Other Administrator positions will be credited with one year of creditable years of service for each year of experience in accordance with the following guidelines; one year of service will be awarded for each 12-month period of directly related full-time experience.

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 differ 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 27 years of service.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

MANUAL TRADES JOB CLASSIFICATIONS (M,F,S)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE	HRS
M/F/S 01 <i>eff: 1/1/19</i>	\$13.00	\$14.75	\$17.70	\$0.00	T113	BUS MONITOR	4.0
	\$13.25	\$14.75	\$17.70		J130	CUSTODIAN	8.0
					J140	PORTER	8.0
M/F/S 02 <i>eff: 1/1/19</i>	\$13.25	\$15.49	\$18.59	\$0.00	T110	BUS DRIVER ASSISTANT	4.0
	\$13.50	\$15.49	\$18.59		F350	FOOD SERVICE COOK 5.0HRS	5.0
					F360	FOOD SERVICE COOK 6.0HRS	6.0
					F365	FOOD SERVICE COOK 6.5HRS	6.5
					F370	FOOD SERVICE COOK 7.0HRS	7.0
					M910	GROUNDSKEEPER I	8.0
M/F/S 03 <i>eff: 1/1/19</i>	\$13.50	\$16.26	\$19.67	\$0.00	M918	CONSTRUCTION HELPER	8.0
	\$13.75	\$16.26	\$19.67		M91A	CREW LEADER (<i>Custodial</i>)	8.0
					M916	DRIVER (<i>Delivery Truck</i>)	8.0
					F130	FOOD SERVICE ASSISTANT MANAGER	8.0
					M911	GROUNDSKEEPER II	8.0
M/F/S 04 <i>eff: 1/1/19</i>	\$13.75	\$16.82	\$20.18	\$0.00	M905	ASSISTANT LEADER, GROUND CREW	8.0
	\$14.00	\$16.82	\$20.18		T100	BUS DRIVER	4.0
					P140	COURIER	8.0
					J120	CUSTODIAN, ASSISTANT HEAD	8.0
					J113	CUSTODIAN, HEAD - SMALL CAMPUS	8.0
					M937	FOOD SERVICE DRIVER/WAREHOUSEMAN	8.0
					F211	FOOD SERVICE MANAGER INTERN	8.0
					T231	SPECIALIST, TIRES	8.0
					M945	SPECIALIST, WAREHOUSE PARTS	8.0
					M920	WAREHOUSEMAN	8.0
M/F/S 05 <i>(Elementary, Middle School & Special Campuses)</i>	\$14.27	\$17.84	\$21.40	\$0.00	M907	AIR CONDITION TECHNICIAN	8.0
					M906	ASSISTANT PLUMBER	8.0
					M203	COORDINATOR, EQUIPMENT & SUPPLIES	8.0
					J112	CUSTODIAN, HEAD - MID SIZE CAMPUS	8.0
					M931	ELECTRICIAN ASSISTANT	8.0
					M942	FARM MANAGER	8.0
					F120	FOOD SERVICE MANAGER, NON-CERTIFIED	8.0
					M518	GLAZIER	8.0
					M904	HEAVY EQUIPMENT OPERATOR	8.0
					M932	HVAC TECHNICIAN	8.0
					M938	LEAD WAREHOUSEMAN (<i>Food Service</i>)	8.0
					M909	LEADER I, GROUND CREW	8.0
					M513	MASON	8.0
					M517	PAINTER	8.0
					M934	PRESS OPERATOR	8.0
					M515	ROOFER	8.0
					M923	SERVICE CENTER DISPATCHER	8.0
					M943	SEWING TECHNICIAN	8.0
					M510	SHADE/STAGE	8.0
				M511	WELDER	8.0	
M/F/S 06 <i>(Elementary, Middle School & Special Campuses)</i>	\$15.21	\$19.01	\$22.81	\$0.00	M921	ACCESS CTRL/ELEC TCH	8.0
					M306	ASSISTANT FOREMAN - HEAVY CONSTRUCTION	8.0
					M302	ASSISTANT FOREMAN - MILL SHOP	8.0
					M939	BLDG INFO-DRAFT/DES	8.0
					M520	CARPENTER I	8.0
					J111	CUST, HEAD - LARGE CAMPUS	8.0
					M941	FOOD SERVICE MAINTENANCE TECHNICIAN	8.0
					F110	FOOD SERVICE MANAGER, CERTIFIED	8.0
					M903	HER/CHEM APPLICATOR	8.0
					M940	HVAC TECHNICIAN II	8.0
					M512	MILLMAN	8.0
					M902	PESTICIDE APPLICATOR	8.0
					T120	ROUTE COORDINATOR	8.0
					M508	MECHANIC	8.0
	\$16.03	\$19.01	\$22.81	\$0.00			

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

MANUAL TRADES JOB CLASSIFICATIONS (M,F,S)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE	HRS				
M/F/S 07	\$19.31	\$24.14	\$28.97	\$0.00	M925	ASBESTOS ABATEMENT TECHNICIAN	8.0				
					M944	ASSISTANT BAND REPAIR	8.0				
					M305	ASSISTANT FOREMAN, WAREHOUSE	8.0				
					M307	ASSISTANT FOREMAN, PAINTER/GLAZER	8.0				
					M922	BURGLAR ALARM TECHICIAN	8.0				
					<i>Eliminating Through Attrition</i>			M519	CARPENTER II	8.0	
					M204	COORDINATOR, ATHLETIC FIELDS/GROUND	8.0				
					F110	FOOD SERVICE MANAGER, CERTIFIED	8.0				
					M501	JAPPL REPRESENTATIVE	8.0				
					M933	LEAD PRESS OPERATOR	8.0				
					M505	WATER TREATMENT SPECIALIST	8.0				
					\$19.58	\$24.14	\$28.97	\$0.00	M516	ELECTRICIAN/APPLIANCE REPAIR	8.0
					\$19.58	\$24.14	\$28.97	\$0.00	M504	JOURNEYMAN, ELECTRONICS	8.0
					\$19.58	\$24.14	\$28.97	\$0.00	M503	JOURNEYMAN, ELECTRICIAN	8.0
					\$19.58	\$24.14	\$28.97	\$0.00	M502	JOURNEYMAN, HVAC	8.0
\$19.58	\$24.14	\$28.97	\$0.00	M506	JOURNEYMAN, PLUMBER	8.0					
M/F/S 08	\$20.85	\$26.07	\$31.28	\$0.00	M303	ASSISTANT FOREMAN, PLUMBING	8.0				
					M308	ASSISTANT FORMAN, HVAC	8.0				
					B375	COORDINATOR, CUSTODIAN TRAINING	8.0				
					M205	COORDINATOR, HAZ/MAT & IAQ	8.0				
M/F/S 09	\$23.64	\$28.15	\$33.78	\$0.00	M929	A/C CONTROL MONITOR	8.0				
					T216	FIELD SUPERVISOR	8.0				
					M117	FOREMAN, CARPENTRY/MILL	8.0				
					M110	FOREMAN, HEAVY CONST	8.0				
					M106	FOREMAN, PAINTR/GLZR	8.0				
					M116	FOREMAN, PRINTSHOP	8.0				
					M115	FOREMAN, ROOFING	8.0				
					M108	FOREMAN, WAREHOUSE	8.0				
					T217	ROUTING SUPERVISOR	8.0				
					M403	SUPERVISOR, ACCESS CONTROL	8.0				
					T210	VEHICLE MAINT SUPV	8.0				
M/F/S 10	\$26.01	\$30.97	\$37.16	\$0.00	M113	FOREMAN, ELECTRICIAN	8.0				
					M118	FOREMAN, HVAC	8.0				

POLICE SERVICE JOB CLASSIFICATIONS (P)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE	HRS
P01	\$14.64	\$18.12	\$21.74	\$0.00	P131	POLICE DISPATCHER	8.0
P02	\$16.84	\$20.84	\$25.01	\$0.00	P126	SUPERVISOR, POLICE DISPATCH	8.0
P03	\$19.19	\$22.92	\$27.50	\$0.00	P120	POLICE, OFFICER	8.0
P04	\$23.88	\$28.19	\$33.82	\$0.00	P110	POLICE, SERGEANT	8.0

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

PARAPROFESSIONAL / INSTRUCTIONAL ASSISTANTS JOB CLASSIFICATIONS (E)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE	HRS
E01 <i>eff: 1/1/19</i>	\$13.00	\$14.75	\$17.70	\$0.00	I117	INSTRUCTIONAL ASSISTANT, PK ED SUP	7.5
	\$13.25	\$14.75	\$17.70		I101	INSTRUCTIONAL ASSISTANT, BILINGUAL	7.5
					I115	INSTRUCTIONAL ASSISTANT, GENERAL	7.5
					I106	INSTRUCTIONAL ASSISTANT, PRE-K	7.5
					I119	INSTRUCTIONAL ASSISTANT, PRE-K/BILINGUAL	7.5
					I146	INSTRUCTIONAL ASSISTANT, HEAD START	7.5
					I105	INSTRUCTIONAL ASSISTANT, PE	7.5
					I108	INSTRUCTIONAL ASSISTANT, TITLE I	7.5
E02 <i>eff: 1/1/19</i>	\$13.25	\$15.64	\$18.77	\$0.00	I154	INSTRUCTIONAL ASSISTANT, CHILD CARE PROV	8.0
	\$13.50	\$15.64	\$18.77		I111	INSTRUCTIONAL ASSISTANT, DAEP	7.5
					I155	INSTRUCTIONAL ASSISTANT, HALL MONITOR	7.5
					S534	INSTRUCTIONAL ASSISTANT, HEALTH ASSISTANT	7.5
					I107	INSTRUCTIONAL ASSISTANT, ST COMP	7.5
E03	\$13.75	\$16.58	\$19.90	\$0.00	I104	INSTRUCTIONAL ASSISTANT, LIBRARY	8.0
					I126	INSTRUCTIONAL ASSISTANT, PPCD	7.5
					I144	INSTRUCTIONAL ASSISTANT, PPCD INCLUSION	7.5
					I122	INSTRUCTIONAL ASSISTANT, SPED-BAC	7.5
					I121	INSTRUCTIONAL ASSISTANT, SPED-GEC	7.5
					I137	INSTRUCTIONAL ASSISTANT, SPED-JC	7.5
	\$14.38	\$16.58	\$19.90	\$0.00	I13A	INSTRUCTIONAL ASSISTANT, SPECIAL EDUCATION - ACE	7.5
E04	\$14.41	\$17.57	\$21.08	\$0.00	I103	INSTRUCTIONAL ASSISTANT, COMPUTER LAB	8.0
					I109	INSTRUCTIONAL ASSISTANT, MARIACHI	8.0
					I128	INSTRUCTIONAL ASSISTANT, MENTAL HEALTH	8.0
E05	\$16.22	\$20.27	\$24.32	\$0.00	I153	INSTRUCTIONAL ASSISTANT, DEAF SUPPORT SPECIALIST	8.0
					S533	LVN	8.0
E06	\$18.78	\$22.63	\$27.16	\$0.00	I135	DEAF INTERP-CERTIF I & II	8.0
					I133	INSTRUCTIONAL ASSISTANT, BRAILLER	8.0
E07	\$22.96	\$25.80	\$30.96	\$0.00	I13B	DEAF INTERP-CERT ADV III	8.0
E08	\$25.72	\$28.90	\$34.68	\$0.00	I13C	DEAF INTERP-CERT MSTR IV & V	8.0
E09	\$29.07	\$32.66	\$39.19	\$0.00	I151	INSTRUCTIONAL ASSISTANT, OCCUPATIONAL THERAPIST ASST	8.0

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

TECHNOLOGY BASED JOB CLASSIFICATIONS (T) - HOURLY POSITIONS

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE	HRS
T02	\$19.21	\$23.00	\$27.60	\$0.00	S55B	DATA SPECIALIST, PEIMS	8.0
					S55C	DATA SPECIALIST, SEMS/SERS	8.0
					B63A	TECHNICIAN, HELP DESK	8.0
					S558	TECHNICIAN, COMPUTER	8.0
T03	\$21.70	\$25.99	\$31.19	\$0.00	C635	TECHNICAL SUPPORT SPECIALIST I	8.0
					S55W	TECHNICIAN, TELE/VOIP/WIRELESS	8.0
					S561/C638/B638	TECHN II, COMPUTER/NETWORK	8.0
					S55A	TECHNICIAN, TELECOM/VOIP	8.0
T04	\$28.70	\$35.41	\$42.49	\$0.00	C390	COORDINATOR, TECHNICAL SUPPORT	8.0
T05	\$31.00	\$38.24	\$45.89	\$0.00	B63F	TECH III, COMPUTER/NETWORK	8.0

TECHNOLOGY BASED JOB CLASSIFICATIONS (T) - SALARIED POSITIONS

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
T03	\$173.60	\$207.92	\$249.50	\$0.00	B706	INSTRUCTIONAL TECHNICAL SPECIALIST,SPED
T04	\$229.63	\$283.25	\$339.90	\$0.00	B45D	ANALYST, COLLEGE DATA
					B46T	ANALYST, DATABASE
					B474	ANALYST, GRAPHIC INFORMATION
					B37M	COORDINATOR, WEB DESIGN
					B648	MULTI MEDIA SPECIALIST
					B644	PROGRAMMER/ANALYST I
					B64D	SYSTEMS SPECIALIST, OPERATIONS & INTEGRATIONS
					B64E	SYSTEMS SPECIALIST, BUS/TECH
					B64B	SYSTEMS SPECIALIST, TESTING
T05	\$248.00	\$305.91	\$367.09	\$0.00	B45A	ANALYST, RES DATA II
					B475	ANALYST, SAMS ACR
					B46N	ANALYST, STDNT GRDBK
					B46W	ANALYST, SYSTEMS VOIP
					B46M	ANALYST, DQ-PEIMS
					B63G	PROJ SUPPORT SPECIALIST <i>(Bond, Erate and Project Management)</i>
					B551	SUPERVISOR, HELP DESK
					B64F	SYSTEMS SP II
					B64D	SYSTEMS SP, OP/INTG
					B312	WEB ADMINISTRATOR
T06	\$272.65	\$330.38	\$396.46	\$0.00	C188/B45C	ANALYST, EDUCATION SYSTEM
					B46P	BUSINESS ANALYST, FIN/HR
					B46Q	BUSINESS ANALYST, FIN/TECH
					B46R	BUSINESS ANALYST, HR/RISK
					B46U	BUSINESS ANALYST, TECHNOLGY
					C386	COORDINATOR, CAST
					B35Q	COORDINATOR, DLED
					B497	EXEC PROG EVALUATOR
					B63D	PROJECT MGR, TECH
					B513	SYSTEM ADM, FED PROGRAM
					B63C	SYSTEMS ADMIN
B63B	SYSTEMS ADM,STDNT APP					
T07	\$329.90	\$388.12	\$465.74	\$0.00	B454	ANALYST, SENIOR NETWORK
					B46S	ANALYST, SENIOR PROGRAMMER
					B46X	ANALYST, INFORMATION TECHNOLOGY SECURITY
					B487	DATABASE ADMINISTRATOR
T08	\$399.19	\$469.63	\$563.56	\$0.00	B388	COORDINATOR, ACCOUNTABILITY & COMPLIANCE
					B387	COORDINATOR, INSTITUTION & COMMUNITY BASED RESEARCH
					B31H	MANAGER, BOND PROJECT
					B31A	MANAGER, COMPUTER OPERATIONS/SYSTEM INTEGRATION
					B31B	MANAGER, DATA WAREHOUSE
					B31C	MANAGER, NETWORK/TECHNICAL OPERATIONS SUPPORT
					B31D	MANAGER, PEIMS/DATA SERVICES
B31F	MANAGER, TELECOMMUNICATIONS/SYSTEM SECURITY					
T09	\$427.13	\$502.50	\$603.00	\$0.00	B332	SENIOR MANAGER, TECHNOLOGY, BUSINESS & STUDENT SVCS
T10	\$444.31	\$522.60	\$627.12	\$0.00	B18G	EXECUTIVE DIRECTOR, TECHNOLOGY & INTEGRATION

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE PROGRAM JOB CLASSIFICATIONS (W)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
W00	\$25,000	<i>flat rate for internship</i>		<i>187 days</i>	C697	CLINICAL TEACHING INTERN (<i>OLLU - RODRIGUEZ</i>)
	\$30,000	<i>flat rate for internship</i>		<i>202 days</i>	C695	RELAY RESIDENT (<i>OGDEN/STORM</i>)
	\$25,000	<i>flat rate for internship</i>		<i>187 days</i>	C696	TEACHING INTERN (<i>TAMUSA - XXX</i>)
	\$15,000	<i>flat rate for internship</i>		<i>123 days</i>	C699	TRINITY RESIDENT INTERNS (<i>ADVANCED LEARNING ACADEMY</i>)
W01	\$168.71	\$210.11	\$252.13	\$0.00	B27F	ASSISTANT DIRECTOR, CHILD CARE
					I145	LEAD MARIACHI INSTRUCTOR
W02	\$194.01	\$241.62	\$289.94	\$0.00	B242	DIRECTOR, CHILD CARE
W03	\$223.11	\$277.87	\$333.44	\$0.00	C186	LIC CHEM DEPNT COUN
					C392	COORDINATOR, ADMISSIONS & ENRICHMENT
W04	\$268.12	\$327.89	\$393.46	\$0.00	B716	ADULT ED SPECIALIST
					C215	ATHLETIC TRAINER
					B700	ATHLETIC TRNR, ASSISTANT
					B767	BEHAVIOR IMPLEMENTATION SPECIALIST
					B732	BEHAVIOR SPECIALIST
					B744	BILINGUAL EDUCATION SPECIALIST
					C726	CAMPUS IMPLEMENTATION SPECIALIST
					C171	CAMPUS STEWARD
					C685	COLLEGE BOUND ADVISR
					C384	COORDINATOR, MAGNET
					B36G	COORDINATOR, PROGRAM
					C387	COORDINATOR, SITE TX ACE
					C223	COORDINATOR, SPECIALIST PROGRAMS
					B38L	COORDINATOR, SUCCESS MENTR
					C381	COORDINATOR, TESTING
					B769	CURR MGT SPECIALIST
					B775	DTL SPECIALIST
					B745	ECE EDUCATION SPECIALIST
					B737	EDUCATION SPECIALIST- HEAD START
					B58P	FACILITATOR, EDUCATION OPP CTR
					B57E	FACILITATOR, FULL SERV COM
					C588	FACILITATOR, PRJ BASD LRNG
					B57B	FACILITATOR, PROGRAM
					C581	FACILITATOR, STUDENT ENGAGEMENT I
					B774/C724	FAMILY ENGAGEMENT SPECIALIST
					B764	IMPLEMENTATION SPECIALIST
					C728	IMPLEMENTATION SPECIALIST, IB
					B773	IMPLEMENTATION SPECIALIST, AP
					B782	IMPLEMENTATION SPECIALIST, BILINGUAL
					B763	IMPLEMENTATION SPECIALIST, G/T
					C730	IMPLEMENTATION SPECIALIST, TIF
					C634	INSTRUCTIONAL TECHNOLOGY SPECIALIST
					B781	PROGRAM SPECIALIST, DYSLEXIA
				B768	PROGRAM SPECIALIST, SPECIAL EDUCATION	
				B661/C185	SOCIAL WORKER	
				B660	SOCIAL WORKER, TRANS	
				B68A	T/SP, ADAP PHY ED	

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE PROGRAM JOB CLASSIFICATIONS (W)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE					
W05	\$288.31	\$344.28	\$413.13	\$0.00	B728	BEHAVIOR ANALYST					
					B783	COLLEGE ALUMNI ADVISOR					
					B733	CONSTITUENT SPECIALIST					
					B38I	COORDINATOR, COMMUNITY SCHOOL					
					C39I	COORDINATOR, EXTENDED DAY/SUMMER					
					B392	COORDINATOR, HEAD START FAMILY					
					B389	COORDINATOR, HEAD START PROGRAM					
					B38B	COORDINATOR, HEALTH/PE					
					B355	COORDINATOR, NURSING					
					B35T/B38H	COORDINATOR, STUDENT SUPPORT					
					C120	COUNSELOR					
					C121	COUNSELOR, LEAD					
					B235	DIRECTOR, ARMY INSTRUCTOR					
					B620	EDUCATIONAL DIAGNOSTICIAN					
					B57D	FACILITATOR,STUDENT ENGAGEMENT-LEAD					
					C582	FACILITATOR, STUDENT ENGAGEMENT II					
					B725	GEAR UP - CR COACH					
					B610	LICENCED SPECIALIST SCHOOL PSYCHOLOGIST					
					B630	NURSE PRACTITIONER					
					B605	OCCUPATIONAL THERAPIST					
					B607	ORIENTATION & MOBILITY SPECIALIST					
					B600	PHYSICAL THERAPIST					
					B58L	SPEECH PATHOLOGIST					
					TBD	SENIOR COORDINATOR, OPERATIONS					
					<i>Eliminating Through Attrition</i>						
					W06	\$302.73	\$361.49	\$433.79	\$0.00	C113	ASSISTANT PRINCIPAL, ELEMENTARY
										C112	ASSISTANT PRINCIPAL, MIDDLE SCHOOL
										C114	ASSISTANT PRINCIPAL, SPECIAL SCHOOL
										B35L	COORDINATOR, ADVANCE PLACEMENT
										B380	COORDINATOR, AFTER SCHOOL PROGRAM
										B35P	COORDINATOR, ASSESSMENT MANAGEMENT
										B37N	COORDINATOR, BILINGUAL
										B38A	COORDINATOR, C & T EDUC
B35I	COORDINATOR, CAMPUS SUPPRT										
B38G	COORDINATOR, COLLEGE READINESS										
B38J	COORDINATOR, DUAL CREDIT										
B378	COORDINATOR, DYSLLEXIA										
B38N	COORDINATOR, ELAR & WRITING										
B394	COORDINATOR, FINE ARTS										
B37U	COORDINATOR, GT PRGRM										
B390	COORDINATOR, HEAD START DIS										
B35M	COORDINATOR, INTERNATIONAL BACCALAUREATE										
B36R	COORDINATOR, LEADERSHIP INSTRUCTION										
B35N	COORDINATOR, LIBRARY MEDIA SERVICES										
B38D	COORDINATOR, MATH										
B36G	COORDINATOR, PROGRAM										
B35G	COORDINATOR, RTI										
B37F	COORDINATOR, SCHOOL IMPROVEMENT										
B38E	COORDINATOR, SCIENCE										
B38M	COORDINATOR, SOCIAL STUDIES										
B38K	COORDINATOR, SPECIALIST PROJECTS										
B362	COORDINATOR, SPECIAL ED										
B37Q	COORDINATOR, ST COMP EDUC										
B35S	COORDINATOR, TEXTBOOK/DIGITAL/BLENDED LEARNING										
B35E	COORDINATOR, WORLD LANGUAGE										
TBD	COORDINATOR, DISTRICT EXTENDED DAY/SUMMER										
C149	DIRECTOR, RELAY OPERATIONS										
C10J	PRINCIPAL FELLOWS										
C10C	PRINCIPAL, RELAY										

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE PROGRAM JOB CLASSIFICATIONS (W)

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
W07	\$317.87	\$379.57	\$455.48	\$0.00	B281	ASSISTANT DIRECTOR, ATHLETICS
					B271	ASSISTANT DIRECTOR, BOYS ATHLETICS
					B272	ASSISTANT DIRECTOR, GIRLS ATHLETICS
					C111	ASSISTANT PRINCIPAL, HIGH SCHOOL
					C108	ASSOC PRINCIPAL, HIGH SCHOOL
					C389	COORDINATOR, P-TECH
					C119	DEAN, INSTRUCTIONAL (secondary)
					B212	DIRECTOR, ATHLETICS
					B22H	DIRECTOR, TEEN PARENTING
					B770	DISTRICT MANAGER, INSTRUCTIONAL SUPPORT
					B58K	FACILITATOR, DISTRICT EPN
					B58Q	FACILITATOR, SENIOR
					B58C	FACILITATOR, GEAR UP PROJECT
					B580	FACILITATOR, PROJECT
					B578	FACILITATOR, STUDENT & COMMUNITY
					B34N	SENIOR COORDINATOR, BILINGUAL
					B34L	SENIOR COORDINATOR, FAMILY/STUDENT
					B34B	SENIOR COORDINATOR, HEALTH & PE
					B34M	SENIOR COORDINATOR, LEADERSHIP INSTRUCTION
					W08	\$356.28
C108	ASSOC PRINCIPAL, HIGH SCHOOL					
B255	DIRECTOR, ADULT COMMUNITY EDUCATION					
B228	DIRECTOR, BILINGUAL/ESL					
B26T	DIRECTOR, COLLEGE & CAREER					
B26B	DIRECTOR, DYSLEXIA/504					
B26Q	DIRECTOR, EXTENDED DAY/SUMMER SCHOOL					
B26R	DIRECTOR, ON LINE LEARNING					
B217	DIRECTOR, SATELLITE CAMPUS					
B26L	DIRECTOR, STUDENT SUPPORT					
B26F	DIRECTOR, SPECIAL EDUCATION					
TBD	DIRECTOR, MTSS & SEL					
B58R	FACILITATOR, LEAD					
B570	HEARING OFFICER					
C109	PRINCIPAL, ECHC					
C103	PRINCIPAL, ELEMENTARY					
C104	PRINCIPAL, SP SCHOOL					
W09	\$386.44	\$445.73	\$534.87	\$0.00	B234	DIRECTOR, ADVANCED ACADEMICS
					B212	DIRECTOR, ATHLETICS
					B22M	DIRECTOR, EARLYCHILD/HS
					B26J	DIRECTOR, LEADERSHIP DEVELOPMENT
					B22L	DIRECTOR, SCHOOL IMPROVEMENT
					B26N	DIRECTOR, TIF MAC OFFICE OF ACADEMICS
					B23A	DIRECTOR, ELAR
					B218	DIRECTOR, MATH
					B233	DIRECTOR, SCIENCE
					B231	DIRECTOR, SOCIAL STUDIES
					C107	PRINCIPAL, LARGE ELEMENTARY
					C102	PRINCIPAL, MIDDLE SCHOOL
					C104	PRINCIPAL, SPECIAL SCHOOL
					TBD	PRINCIPAL, NETWORK
W10	\$483.70	\$551.63	\$661.96	\$0.00	C10A	PRINCIPAL, CAST
					C101	PRINCIPAL, HIGH SCHOOL
					TBD	PRINCIPAL, NETWORK HS

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE MANAGEMENT JOB CLASSIFICATIONS (X) - SALARIED POSITIONS

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
X03	\$181.03	\$216.17	\$259.41	\$0.00	B470	ANALYST, ASSISTANT BUDGET
					B515	BAND REPAIR, CHIEF
					B798	BOARD SERVICES MANAGER
					B505	CONSTRUCTION INSPECTOR
					B799	HR MANAGER
					B529	SAFETY SPECIALIST
					B494	SPECIALIST, GRAPHIC DESIGN
					B761	STUDENT RECRUITMENT SPECIALIST
					B554	SUPERVISOR, CUSTODIAL
					TBD	GRANTS ASSOCIATE
X04	\$235.77	\$265.90	\$319.08	\$0.00	B436	ACCT, FACILITIES SRV
					B46V	ANALYST, BUDGET
					B462	ANALYST, BUDGT/FUNDS
					B46Y	ANALYST, TIF GRANT
					B405	ASSISTANT COMPTROLLER
					B482	AUDITOR, INTERNAL
					B708	COMPLIANCE MONITOR
					B393	COORDINATOR, ERSEA
					B38Q	COORDINATOR, FOOD SERVICE PURCHASING
					B755	SPECIALIST,WORKERS COMPENSATION/LEAVE
					B58N	FACILITATOR, HIRING
					B507	GRANT WRITER
					B771	PROJECT MANAGER
					B546	SUPERVISOR, FOOD SERVICE
					B718	TRAINER/SUPV TRANS
					B485	VIDEOGRAPHER
					X05	\$262.81
B456	ANALYST, SENIOR BUDGET					
B45B	ANALYST, SENIOR SP PRJ/ADM					
B667	ATHL FACILITIES SPECIALIST					
B734	COMMUNITY REL SPECIALIST					
B484	CONT ADM, MAT/PUR/WT					
B36W	COORDINATOR, COMPLIANCE					
B37P	COORDINATOR, FOOD SERVICE NUTRITION					
B391	COORDINATOR, HEAD START HLTH					
B37J	COORDINATOR, HEAD START NUTR					
B38F	COORDINATOR, PRJ HVAC SYST					
B36S	COORDINATOR, SPECIALIST SYS PROJ					
B809	CULINARY SPECIALIST					
B810	FOOD SERVICE COMPLIANCE SPECIALIST					
B811	FOOD SERVICE SANITATION SPECIALIST					
B31N	MANAGER, CONSTRUCTION PROJECTS					
B521	MILITARY PROP MGR					
B410	PUBLIC RELATIONS MARKETING SPECIALIST					
B491	PUBLICATIONS EDITOR					
B512	TESTING SPECIALIST					

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE MANAGEMENT JOB CLASSIFICATIONS (X) - SALARIED POSITIONS

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
X06	\$285.73	\$325.87	\$391.04	\$0.00	B438	ACCT, SR-HEAD START
					B27M	ASSISTANT DIRECTOR, CHILD NUTRITION
					B27G	ASSISTANT DIRECTOR, COMMUNICATIONS
					B279	ASSISTANT DIRECTOR, DISBURSEMENT
					B27B	ASSISTANT DIRECTOR, ELECTRICAL
					B282	ASSISTANT DIRECTOR, ENVIRO PGM
					B289	ASSISTANT DIRECTOR, FIXED ASSET
					B283	ASSISTANT DIRECTOR, FOOD SERVICE CONSTR
					B275	ASSISTANT DIRECTOR, FOOD SERVICE OPER
					B274	ASSISTANT DIRECTOR, FUNDS MGT
					B27E	ASSISTANT DIRECTOR, MECHANICAL
					B27I	ASSISTANT DIRECTOR, NUTRITION ED/STF
					B277	ASSISTANT DIRECTOR, OPERATIONS
					B280	ASSISTANT DIRECTOR, PAYROLL
					B27D	ASSISTANT DIRECTOR, PLM/HC/ROF
					B273	ASSISTANT DIRECTOR, PURCHASING
					B27J	ASSISTANT DIRECTOR, QUALITY ASSURANCE
					B27R	ASSISTANT DIRECTOR, RECRUITMENT
					B27L	ASSISTANT DIRECTOR, SP PROJ
					B286	ASSISTANT DIRECTOR, TESTING
					B299	ASSISTANT DIRECTOR, FACILTY MNT
					B481	AUDITOR, SENIOR
					B36T	COORD, DIST CLIN MEDI
					B36Q	COORD, MEDICAID REIMB
					B35B	COORDINATOR, COMMUNITY REL
					B382	COORDINATOR, INSTRUCTIONAL SUPPORT
					B509	LAND SUPPORT ADMIN
B409	MARKETING MANAGER					
B20C	POLICE, LIEUTENANT					
X07	\$321.45	\$366.60	\$439.92	\$0.00	B437	ACCT, GENERAL MANAGER
					B21Q	DIRECTOR, FLEET MAINTENANCE
					B266	DIRECTOR, FOOD SERVICE OPERATION
					B21R	DIRECTOR, CHILD NUTRITION SUPPORT
					B21F	DIRECTOR, PRINTING SERVS
					B25A	DIRECTOR, TRANSPORTATION - LOCAL
					B262	DIRECTOR, TRANSPORTATION - SPECIAL ED
					B647	DISTR MASTER SCHEDULER
					B31L	MANAGER, DISTRICT GRANTS
					B327	SENIOR COMPLIANCE OFFICER
					X08	\$343.95
TBD	TALENT PARTNER					
B31P	ADMIN OFFICER, RISK MANAGEMENT					
B26C	DIRECTOR, GRANTS					
B26Y	DIRECTOR, LEGISLATURE & STRATEGY					
B26M	DIRECTOR, PROJECT MANAGEMENT					
B20A	CHIEF OF POLICE					
X09	\$383.00	\$450.00	\$540.00	\$0.00	B223	DIRECTOR, AUDITING
					B22I	DIRECTOR, CASH/TREASURY MANAGEMENT
					B26W	DIRECTOR, EBRMS
					B24J	DIRECTOR, EDUCATOR QUALITY
					B257	DIRECTOR, FACILITY MAINT
					B21G	DIRECTOR, FEDERAL PROGRAM
					B211	DIRECTOR, FINANCIAL ACCOUNTING
					B26X	DIRECTOR, FOOD SERVICES
					B226	DIRECTOR, FUNDS MANAGEMENT
					B264	DIRECTOR, HEALTH SERVICES
					B261	DIRECTOR, HUMAN RESOURCES
					B236	DIRECTOR, MEDICAID REIMBURSEMENT
					B24F	DIRECTOR, MEDICARE / HEALTH SERVICES
					B20M	DIRECTOR, OFFICE OF ENROLLMENT
					B240	DIRECTOR, OPERATIONS
					B21A	DIRECTOR, PAYROLL/ACCOUNTS PAYABLE
					B224	DIRECTOR, PLANNING/BUDGET
					B238	DIRECTOR, PLANNING/CONSTRUCTION
					B222	DIRECTOR, PURCHASING
					B26U	DIRECTOR, STRATEGIC SCHOOLS
B213	DIRECTOR, TESTING					
B26P	DIRECTOR, TIF GPM (HR)					
B21C	DIRECTOR, TRANSPORTATION					

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

ADMINISTRATIVE MANAGEMENT JOB CLASSIFICATIONS (XX) - SALARIED POSITIONS

GRADE	MIN	MDPT	MAX	GPI	CODE	TITLE
XX1	\$420.08	\$479.08	\$574.90	\$0.00	B19B	EXECUTIVE DIRECTOR 21ST CENTURY
					B18R	EXECUTIVE DIRECTOR RSCH,EVAL&AC
					B18H	EXECUTIVE DIRECTOR FINE ARTS
					B18L	EXECUTIVE DIRECTOR GOV&COM RL
					B18W	EXECUTIVE DIRECTOR ORGANIZATIONAL LEARNING
					B18K	EXECUTIVE DIRECTOR STUDENT SUPPORT
					B19C	EXECUTIVE DIRECTOR TALENT MANAGEMENT
TBD	EXECUTIVE DIRECTOR ADVANCED ACADEMICS					
XX2	\$462.09	\$526.99	\$632.39	\$0.00	B209	CHIEF COMMUNICATIONS OFFICER
					B326	CHIEF OF STAFF
					B17G	SENIOR EXECUTIVE DIRECTOR ACAD SUPP
					B16S	SENIOR EXECUTIVE DIRECTOR ATHLETICS
					B17C	SENIOR EXECUTIVE DIRECTOR SPECIAL EDUCATION
					B17F	SENIOR EXECUTIVE DIRECTOR TRANSPORTATION
					B17E	SENIOR EXECUTIVE DIRECTOR FACILITIES
B17D	SENIOR EXECUTIVE DIRECTOR FOOD SERVICE					
XX3	\$500.82	\$558.61	\$670.33	\$0.00	B160	ASSISTANT SUPERINTENDENT, ADMINSTRN
					B16X	ASSISTANT SUPERINTENDENT, BIL,ESL,M
					B16I	ASSISTANT SUPERINTENDENT, DTLI/UVA
					B16G	ASSISTANT SUPERINTENDENT, ELEMENTARY
					B16H	ASSISTANT SUPERINTENDENT, SECONDARY
					B128	CHIEF INNOVATION OFFICER
					B129	CHIEF TECHNOLOGY OFFICER
XX4	\$595.98	\$664.74	\$797.69	\$0.00	B158	ASSOCIATE SUPERINTENDENT, C&I
					B147	ASSOCIATE SUPERINTENDENT, CONSTRUCTION
					B141	ASSOCIATE SUPERINTENDENT, FIN/BUS
					B142	ASSOCIATE SUPERINTENDENT,HUMAN RESOURCES
					B127	CHIEF OPERATIONS OFFICER
					B138	DEPUTY SUPERINTENDENT, SCHOOLS
B137	DEPUTY SUPERINTENDENT, TALENT MANAGEMENT					

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

DIFFERENTIAL PAY

An employee may be asked to assume the role and/or responsibilities of a higher level position for an intermittent period of time due to a vacancy or an extended absence of an existing employee. Typically, the responsibilities are in addition to his/her current assignment.

Time Period of Differential Pay

If awarded, differential pay begins on the eleventh (11th) day of the assignment and the situation must result from an extended vacancy. The length of the differential pay may not exceed a period of sixty (60) working days except in unusual circumstances approved by the Associate Superintendent of Human Resources.

Differential Pay Rate

The rate of differential pay will be calculated by determining the pay rate had the employee been assigned the position and subtracting his/her current pay rate. The net amount is the differential pay rate. For a position that is three (3) or more job groups above his/her current position, the employee shall receive a differential rate of a minimum of 20% of the pay rate calculated had the employee been regularly assigned to the position.

Approval Process for Differential Pay

The following forms must be completed and submitted to the Human Resources 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 Associate Superintendent of Human Resources or the Superintendent.

Communication to Employees

No commitment should be made to an employee by a supervisor, regarding 'differential pay', prior to receiving written approval from the Associate Superintendent of Human Resources.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

SALARY ADJUSTMENTS

General Pay Increase (GPI)

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

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

To receive a Board-approved annual pay adjustment, an employee must be in an active status or on an approved leave of absence at the time of the issuance of the first payroll reflecting the annual pay adjustment. The general pay increase will be calculated for each employee by applying the percent of the salary increase approved by the Board to the midpoint or control point of each employee's pay range such that all employees in the pay range receive the same rate of increase. Pay increases for classroom teachers, librarians and other certain professionals will comply with the state requested minimum salary standards.

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.

Job Reclassifications

Once the employment contract has begun, an employee's salary shall not be adjusted. In situations where the employee's job changes based on significant and sustained changes in the job duties assigned (increased or decreased) or changes in the competitive job market, a pay grade assignment may be changed. This type of change is considered a 'job reclassification'. An upward or downward job reclassification may result in greater or lesser potential for pay advancement over time. Exempt position job reclassifications require Board approval; and the Board must be informed of job reclassifications of hourly positions. Administrative Procedure D20 addresses position reclassification.

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

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. Typically, 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 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.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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. Typically, this movement is associated with the employee being selected for the position in response to a job posting or an involuntary action. 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.

Lateral Transfer and Adjustment

A lateral move occurs when the employee is assigned to a position within the same or similar pay range and midpoint value as the employee's previous position's pay range. Typically, this move would not require a compensation adjustment. An equity adjustment may be given for lateral transfers if a review of the peer salaries significantly exceeds the employee's salary.

Transfers Between Job Classification Pay Groups

The compensation structure for each Job Classification Pay Group are unique and are not interchangeable. The Compensation Department will determine the base salary when an employee transfer occurs between Job Classification Pay Groups.

Equity Adjustments

The superintendent may make special adjustments to individual employee's compensation to correct identified pay equity problems. 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 made and reported to the Board in accordance with the DEA (Local).

Transfers Between Workday Calendars

An overlap in employee calendars occurs 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.

Reassignment

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

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

PAYMENT OF COMPENSATION

Payroll Period

In order to provide employees with year-round income, employees' annualized income shall be prorated over a twelve (12) month calendar period. The exceptions are bus drivers, bus assistants and bus monitors who are on a 22 payment schedule.

Proration of Pay for Reduced Number of Workdays

If an employee is working less workdays than the full workday calendar for the position, the employee's pay will be prorated. The number of workdays remaining in the work year calendar shall be multiplied by the daily rate to determine the prorated salary. The prorated salary will then be divided by the number of paychecks remaining in the school calendar year, this will determine the prorated monthly rate of pay.

Release of Paychecks

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

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. If discovered and/or reported in the current school year, the Compensation Department will rectify the issue by recovering the funds for the current year. Typically, the Compensation Department will deduct the overpayment from the remaining paychecks in the contract year by recalculating the monthly or biweekly pay rate. In some situations, an employee may work with the Payroll Department for an alternative repayment plan.

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

COMPENSATION REVIEWS

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 in March.

If an individual employee believes their position has been improperly classified or if the content and scope of responsibilities has substantially changed, they should discuss their concerns with their supervisor or manager. The manager should be the initiator of compensation review requests.

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 request for a re-evaluation of the department from the Compensation Department. 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.

If a group of employees believe their position(s) are improperly classified or if the content and scope of responsibilities has substantially changed, they should discuss their concerns with their supervisor or manager. The manager should be the initiator of compensation review requests.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

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 of time. Substitute assignments are determined by the Human Resources Department. For more information on leaves of absences, please refer to Administrative Procedures, D7.

The substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

Teacher Substitutes

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
Retired Certified ⁽²⁾ <i>[Must be certified for the assignment]</i>	\$100.00	-	\$200.00 ⁽¹⁾
Certified in assignment ⁽²⁾	\$90.00	\$100.00 ⁽¹⁾	\$140.00 ⁽¹⁾
Certified but not in assignment ⁽²⁾	\$90.00	\$100.00 ⁽¹⁾	-
Degreed	\$80.00	\$90.00	-
Non-Degreed	\$77.00	\$87.00	-

⁽¹⁾ Long term pay begins on the 6th consecutive day for certified teachers and the 16th consecutive day for retired certified teachers in the same assignment for the same teacher. Long term pay is discontinued if the substitute is out for all or part of one scheduled work day, resulting in a break in service of continuous days worked.

⁽²⁾ Certification must be from the State of Texas.

Registered Nurse (RN) Substitutes

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
Licensed ⁽²⁾	\$90.00	\$100.00 ⁽¹⁾	\$140.00 ⁽¹⁾

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

⁽²⁾ License must be from the State of Texas.

Librarian Substitutes

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
Certified in assignment ⁽²⁾	\$90.00	\$100.00 ⁽¹⁾	\$140.00 ⁽¹⁾
Degreed	\$80.00	\$90.00	-
Non-Degreed	\$77.00	\$87.00	-

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

⁽²⁾ Certification must be from the State of Texas.

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Paraprofessional Substitutes

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

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
All Levels	\$75 daily rate ⁽²⁾	\$85 daily rate ^(1,2)	-

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

⁽²⁾ Weekly hours not to exceed 40 hours in a work week.

LVN Substitutes

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
Licensed ⁽²⁾	\$77.00	\$87.00	-

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

⁽²⁾ License must be from the State of Texas.

Food Service Substitutes

Type of Substitute	Starting Pay	Beginning Day 6	Beginning Day 16
Food Service Worker	\$9.25 per hour	-	-
Food Service Manager	\$18.25 per hour	-	-

Professional Administrative & Administrative Support Substitutes

Type of Substitute	Starting Pay	Beginning Day 16
All	Entry Rate of position	
TRS Retirees who are working part-time in a full-time vacant position ⁽¹⁾	Entry Rate of position	
Retired from higher position	Entry Rate of position	Midpoint pay rate OR Rate at Retirement ⁽²⁾

⁽¹⁾ Must be pre-approved through the Human Resources Department.

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

Principal Substitutes

Type of Substitute	Starting Pay	Beginning Day 16
Retired Principal	Entry Rate of position	Rate at Retirement ⁽⁴⁾

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

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

INTERIM ASSIGNMENT PAY RATES

Interim assignments are determined by the Human Resources Department.

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

Professional Administrative & Administrative Support Assignments

Type of Interim Assignment	Starting Pay	Beginning Day 16
All	Entry Rate of position ⁽¹⁾	-

⁽¹⁾ Consideration may be given for directly related experience not to exceed the midpoint without the Associate Superintendent of Human Resources approval and not to exceed 110% of the midpoint without the Superintendent approval.

Principal Interim - Assistant Principal Assumes Responsibilities

Type of Interim Assignment	1 st to 10 th Day	Beginning Day 11
All	AP Current Daily Rate	Differential Pay

Master / Mentor Principal Assignments

Type of Interim Assignment	Elementary / Middle Schools	High Schools
Master Principal (Retired Principal) <i>Provides guidance and assists campus administrative team. Has decision-making authority.</i>	W9 Midpoint Hourly Rate	W10 Midpoint Hourly Rate
Mentor Principal (Retired Principal) <i>Advises and guides current principal. Provides insight and recommendations for the principal's consideration.</i>	W9 Midpoint Hourly Rate	W10 Midpoint Hourly Rate

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

PART-TIME PAY RATES

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

Part-Time Classified Positions	Hourly Rate
All classifications and grades	\$9.25

Part-Time Athletic Event Positions	Hourly Rate
Athletic / Stadium Parking Attendant	\$10.00
Cleaners	\$10.00
Ticket Takers	\$10.00

Part-Time Paraprofessional Positions	Hourly Rate
Clerk (high school student)	\$7.25
Paraprofessional (pay grades 1 through 4)	\$9.25
Clerical (pay grades 5 and 6)	\$12.00
Clerical (pay grade 7 only) <i>must have prior approval from the Human Resources Department</i>	\$18.00

Part-Time Professional/Administrative / Administrative Support Positions	Hourly Rate
College Student Tutor	\$12.00
Teacher Adult Education (degreed / non-certified)	\$20.00
Teacher Adult Education (degreed / certified)	\$30.00
Teacher	\$30.00
Non-Administrative Personnel in Administrative Program job groups W4 – W7	\$30.00
Non-Administrative Personnel in Administrative Management job groups X4 – X7	\$30.00
Administrator positions	\$35.00

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Part-Time Pay Rates – Special Education Services

Part-Time Position	Service Provided	Hourly Rate
Child Care Contracts	Provide child care and supervision services to children during Parent Support Group Meetings	\$12
Counseling Services (Master Level)	Provide counseling to students as a related service Qualifications: LPC / LSW	\$52
In Home Training Teacher	Conduct training to parents of children with autism or pervasive developmental disorder	\$30
Education Diagnostician	Provide individual evaluations	\$35
LSSP	Provide individual evaluations	\$55
LSSP Intern	Provide evaluation, counseling, consultation with parents and staff under the supervision of an LSSP	\$122/day \$24,644/202 days
Administrative Personnel: Program Review Team (PRT)	Monitor program compliance to ensure special education services to students	\$35
Translators/Interpreter	Translate i.e., foreign language or sign language	\$25
Brailist	Provide braille service	\$17
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
Drug Counseling – LCDC	Substance abuse counseling @ AEP campus	\$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
Adaptive Equipment Tech	Makes or adjusts adaptive equipment for students	\$15
Clerical (grade 5 & 6)	Clerk to assist with RF Tracker data and other special education data reports	\$12
Degreed Certified Personnel		
Homebound Teacher	Provide homebound services	\$30
Teacher or Educational Specialist	Consult with private school staff; provide individual academic intervention services to non-public school students identified with disabilities or provide training on program development and coaching support to special education staff	\$30
Therapists		
Music Therapist	Provide assessment and services for music therapy	\$30
Art Therapist	Provide assessment and services for art therapy as related services	\$55
Physical Therapist	Provide physical therapy to special education students	\$55
Occupational Therapist	Provide occupational therapy to special education students	\$55
Speech Therapist	Provide speech therapy services to special education students	\$55
Speech Assistant Therapist	Provide speech services	\$30

NOTE: Special Education Crisis Substitute – same daily rate as substitute – no corresponding position

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

EXTRA DUTY PAY RATES

Extra duty rates are dependent upon the duties performed.

The following rates apply to full-time permanent professional employees which includes **teachers, nurses, librarians, counselors, LSSPs, social workers, diagnosticians, instructional coaches, teacher specialists and assistant principals when NOT on contract days.**

Duties Performed	Degreed NON-Certified Personnel	Degreed Certified Personnel
Tutoring Students	\$20 per hour	\$25 per hour
Professional Development <i>[attendance required only]</i>	\$20 per hour	\$25 per hour
Preparation time for Professional Development <i>[during non-contract days]</i>	\$20 per hour	\$20 per hour
Facilitator Professional Development <i>[during non-contract days]</i>	n/a	\$35 per hour
Curriculum Writing	\$20 per hour	\$25 per hour
Work beyond contract days <i>[i.e., during the summer]</i>	\$20 per hour	\$30 per hour
Non-Administrative Professional <i>[i.e., counselors, instructional coaches, campus instructional specialists, etc.]</i>	n/a	\$35 per hour
Assistant Principals who work beyond contract days <i>[prior approval required from campus principal and the Human Resources Department]</i>	n/a	\$35 per hour
Registration	\$25 per hour	\$25 per hour

Not Eligible for Extra Duty Pay

- Professional Development – attendance not required
- Administrative Program pay group 5 and above
- Receiving a stipend for extra duty
- Receiving a stipend for extended day
- All organizational learning, professional learning or staff development presented during the contract period do not receive preparation time compensation
- Work performed on contract workdays

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

Duties Performed	Hourly Rate	Conditions
Registration (paraprofessional)	\$9.25 per hour	<ul style="list-style-type: none"> • Cannot accrue compensatory time • Hours may <u>not exceed 25 hours per week</u> • Individuals working post-retirement need to be approved each school year • Non-exempt employees (paraprofessional and classified staff) may NOT volunteer their time for registration – they must be paid
Clerical	Refer to Part-Time Rates	

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	Rate
Professional who provides before / after school supervision	\$10.00 per day
Student support provider	\$12.00 per hour
Cafeteria Manager	\$12.00 per hour
Cafeteria Cook	\$9.25 per hour
Summer Brailers	Hourly rate ⁽¹⁾
Deaf Interpreters	Hourly rate ⁽¹⁾
Summer School Teacher, degreed & certified	\$30.00 per hour
Professional Non-Administrative <i>[includes counselors, instructional coaches, campus instructional specialists, etc.]</i>	\$35.00 per hour
Summer School Administrator / Principal	\$35.00 per hour

⁽¹⁾ See part-time rates for special education services

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

STIPENDS

Employees may receive compensation, in addition to their salaries, through the assignment of additional supplemental duties. Stipends are assigned by the Principal, Department, or Human Resources. 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.

Athletic Stipends

DISCIPLINE	POSITION	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL	SPECIAL CAMPUS ⁽¹⁾
TRAINER	Trainer			10100	
	Assistant Trainer			7300	
ATHLETIC COORDINATOR	Athletic Coordinator	750	1300	7000	4100
BASEBALL	Head Coach			5500	
	Assistant Coach			3500	
BASKETBALL	Head Coach	2500	3200	13900	6900
	Assistant Coach	1300	1300	4000	4000
CROSS COUNTRY	Head Coach	1400	1400	4000	1400
DIVING	Instructor			3000	
FOOTBALL	Head Coach		3200	15600	
	1st Assistant Coach			9700	
	Assistant Coach		1600	7300	
	Coach 7 on 7	2500		2500	
GOLF	Head Coach	1400	1400	6400	
SOCCER	Head Coach	2500	2700	5500	2700
	Assistant Coach	1000	1300	3500	1300
SOFTBALL	Head Coach			5500	
	Assistant Coach			3500	
SWIM/WATERPOLO ⁽²⁾	Coach			6400	
TENNIS	Head Coach	1400	1400	6400	1400
	Assistant Coach			4000	
TRACK	Head Coach	2500	2700	5500	5500
	Assistant Coach	1075	1300	3500	1300
VOLLEYBALL	Head Coach	2500	3200	6900	6900
	Assistant Coach	1600	1600	4400	1600
WRESTLING	Head Coach			5000	
	Assistant Coach			3200	

⁽¹⁾ YWLA

⁽²⁾ Swim = 4400; Water Polo = 2000

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Fine Arts Stipends

DISCIPLINE	POSITION	ELEM SCHOOL	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL
BAND	Director		\$3,000 <i>(non-UIL)</i>	\$7,000	\$15,000
	Director – No Marching Band				\$11,000
	Assistant Director			\$5,000	\$9,000
	Director - Twirler				\$4,700 <i>(Jefferson)</i>
ORCHESTRA/ STRINGS	Director	\$1,500 <i>(4 & 5)</i>	\$1,500 <i>(non-UIL)</i>	\$3,500	\$6,000
	Assistant Director			\$2,000	\$3,500
CHOIR	Director		\$1,500 <i>(non-UIL)</i>	\$3,500	\$6,000
	Assistant Director			\$2,000	\$3,500
DANCE/ SPIRIT	Fine Arts Dance (No Spirit)		\$3,000	\$3,000	\$3,000
	Director – Dance Team/FA Dance				\$11,100
	Director – Dance Team/ FA Dance (004)				\$7,770
	Director - Cheer				\$7,000
	Assistant Dir Dance/ Pep Squad				\$7,000
	Assistant Dir Dance /Pep Squad (004) <i>(No Football Season)</i>				\$4,900
THEATRE ARTS	Director		\$1,500 <i>(6th Grade only)</i>	\$3,500	\$6,000
	Assistant Director			\$2,000	\$3,500
MARIACHI	Director		\$1,500 <i>(6th Grade only)</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	SPECIAL CAMPUS
CLASS SPONSOR	Sponsor				1200	800 ⁽¹⁾
NEWSPAPER	Sponsor		400	400	1400	
NATIONAL HONORS SOCIETY	Sponsor		500	500	500	500 ⁽¹⁾
SPEECH & DEBATE	Sponsor				2700	
STUDENT COUNSEL	Sponsor		600	600	1200	800 ⁽¹⁾
YEARBOOK	Sponsor		800	800	1500	800 ⁽³⁾
MASTER SCHEDULER ⁽²⁾				900	1500	

⁽¹⁾ St Phillips ECHS, Travis ECHS, YWLA

⁽²⁾ Recommended by Principal, approved by District Master Scheduler

⁽³⁾ YWLA

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Academic Based Stipends

DISCIPLINE	POSITION	EHC & ELEM SCHOOL	ACADEMY	MIDDLE SCHOOL	HIGH SCHOOL
AP-LEAD TEACHER ⁽¹⁾	<i>ELA, Fine Arts, LOTE, Math, Science, Social Studies</i>				2000
ACADEMIC COORDINATOR	<i>Pre-K through 8th Grade, Elementary SP ED</i>	1000	1000		
	<i>Core Studies (English, Math, Science, Social Studies)</i>	1000	1600	1200	4000
	<i>Non-Core Studies (Fine Arts, Multi-Language, SP ED, Vocational)</i>	1000	1200	1200	1600
SECONDARY SUPPLEMENT ⁽¹⁾	<i>Math</i>			2000	2000
	<i>Science</i>			2000	2000

⁽¹⁾ Recommended by Principal, Approved by Department

Consulting / Mentoring Stipends

DISCIPLINE	ELEM SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL
MENTORING ASPIRING PRINCIPAL	7000	8000	10000
MENTOR TEACHER 1ST YEAR	500		
MENTOR TEACHER 2ND YEAR	250		
CONSULTING TEACHER	7500		

⁽¹⁾ Fox Tech Only

⁽²⁾ Recommended by Principal, Approved by Department

Campus Specific Stipends

DISCIPLINE	POSITION	AMOUNT
ADVANCED LEARNING ACADEMY	Campus Technology Facilitator	500
	Recruiting Coordinator / Chair	3500
	School Strategy (<i>AP Eligible Only</i>)	3500
ESTRADA	R4 Supplement (<i>Professional Extra Duty</i>)	1000
DAVIS MIDDLE SCHOOL	Extended Day	Up to 3500
LAMAR ELEMENTARY SCHOOL	Extended Day	Up to 3500
OGDEN ELEMENTARY SCHOOL	Extended Day	Up to 3500
STORM ELEMENTARY SCHOOL	Extended Day	Up to 3500
(4 campuses assigned)	Verizon Instructional Coach	7500

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL

Special Education Stipends

DISCIPLINE	AMOUNT
ESL	2000
Reading Specialist	2000
Special ED Supplement (ACE, BAC, PPCD, DSP, VI, BSC)	2000
Speech Pathologist CCC's (Cert of Clinical Competence) /Equivalent	2000
Speech Pathologist – Bilingual	2000
Special ED Assessment – Bilingual	2000

Bilingual Stipends

DISCIPLINE	AMOUNT
Bilingual Stipend (paid two times a year)	1000
Bilingual Lead	500

Position Based Stipends

DISCIPLINE	AMOUNT
PRINCIPALS	
PK/K-8 PRINCIPAL STIPEND	4000
TIF CAMPUS PRINCIPAL POSITION STIPEND	10000
TIF CAMPUS PRINCIPAL PERFORMANCE STIPEND	Up to 10000
MASTER TEACHERS	
MASTER TEACHER - ADDITIONAL DAYS 20 additional days (excluding Ogden/Storm)	7500
MASTER TEACHER - ADDITIONAL DAYS 15 additional days (Ogden/Storm Only)	5000
MASTER TEACHER - EXTENDED DAY (5 hours per instructional week)	7500
ROTC / LOTC TEACHERS	
ROTC	3500
LOTC	1750
NON-TEACHER POSITIONS	
BEHAVIOR PROGRAM SPECIALIST	7000
IINSTRUCTIONAL SPECIALISTS/COACHES (formerly Implementation Specialists)	7500