



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: September 21, 2026

Agenda Section: Consent

Agenda Item Title: 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The 2026–2027 South San Antonio ISD Pay and Compensation Plan outlines the salary schedules, pay ranges, and stipends for all district positions. The proposed amendments support the District's strategic efforts to recruit, retain, and compensate highly qualified employees who contribute to improved student achievement and organizational success.

Historical Data: On July 20, 2026, the South San Antonio ISD Board of Trustees approved the initial 2026–2027 Pay and Compensation Plan. On August 17, 2026, the South San Antonio ISD Board of Trustees approved the 2026–2027 Pay and Compensation Plan amendments. The proposed amendments reflect updates to that plan for the 2026–2027 school year.

Recommendation: Approve the 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

South San Antonio ISD 2026-2027 Compensation Plan Certified Teacher			
2026-2027 Pay Scale			
Years of Experience	Salary for Certified Teachers 187 Days	Salary for Certified Support Teachers 193 Days	2026-2027
			Daily Rate
0	\$60,000	\$61,925	\$320.86
1	\$60,000	\$61,925	\$320.86
2	\$60,000	\$61,925	\$320.86
3	\$62,521	\$64,527	\$334.34
4	\$62,521	\$64,527	\$334.34
5	\$65,565	\$67,668	\$350.61
6	\$65,968	\$68,085	\$352.77
7	\$66,237	\$68,362	\$354.21
8	\$66,451	\$68,583	\$355.35
9	\$67,308	\$69,467	\$359.93
10	\$67,736	\$69,910	\$362.23
11	\$68,058	\$70,241	\$363.94
12	\$68,379	\$70,573	\$365.66
13	\$68,700	\$70,905	\$367.38
14	\$69,022	\$71,236	\$369.10
15	\$69,343	\$71,568	\$370.82
16	\$69,664	\$71,900	\$372.54
17	\$69,986	\$72,231	\$374.26
18	\$70,307	\$72,563	\$375.97
19	\$70,736	\$73,005	\$378.27
20	\$71,485	\$73,779	\$382.28
21	\$71,807	\$74,111	\$383.99
22	\$72,128	\$74,442	\$385.71
23	\$72,450	\$74,774	\$387.43
24	\$72,985	\$75,327	\$390.29
25	\$73,628	\$75,990	\$393.73
26	\$73,949	\$76,322	\$395.45
27	\$74,485	\$76,875	\$398.31
28+	\$77,463	\$79,948	\$414.24

DOI - Uncertified Teachers
Year 1 - \$55,000
Year 2 - \$50,000
Year 3+ - \$40,000

\$2,000 Master's Degree Stipend

* Eligibility for the Master's Degree Stipend is limited to Certified Teachers

The Teacher Retention Allotment will be considered an alternative salary. The alternative salaries above are based on 10 month employment for the 26-27 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

South San Antonio ISD

2026-2027 Compensation Plan

Support Staff

Librarians, ARD Facilitators, Master Teachers, Counselors & Registered Nurses

Years of Experience	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Master Teacher & ECHS Counselor	Lead Counselor	2026-27 Daily Rate
	190 days	193 days	198 days	202 days	210 days	226 days	
0	\$60,302	\$61,254	\$62,841	\$64,111	\$66,650	\$71,728	\$317.38
1	\$61,343	\$62,312	\$63,926	\$65,217	\$67,800	\$72,966	\$322.86
2	\$61,643	\$62,617	\$64,239	\$65,537	\$68,132	\$73,323	\$324.44
3	\$61,861	\$62,838	\$64,466	\$65,768	\$68,373	\$73,582	\$325.58
4	\$62,025	\$63,004	\$64,636	\$65,942	\$68,554	\$73,777	\$326.45
5	\$62,577	\$63,565	\$65,212	\$66,530	\$69,164	\$74,434	\$329.35
6	\$62,987	\$63,982	\$65,639	\$66,966	\$69,618	\$74,922	\$331.51
7	\$63,260	\$64,259	\$65,924	\$67,255	\$69,919	\$75,246	\$332.95
8	\$63,478	\$64,480	\$66,150	\$67,487	\$70,160	\$75,505	\$334.09
9	\$64,348	\$65,364	\$67,058	\$68,412	\$71,122	\$76,541	\$338.68
10	\$64,784	\$65,807	\$67,511	\$68,875	\$71,603	\$77,059	\$340.97
11	\$65,110	\$66,138	\$67,852	\$69,222	\$71,964	\$77,447	\$342.69
12	\$65,437	\$66,470	\$68,192	\$69,570	\$72,325	\$77,835	\$344.40
13	\$65,763	\$66,802	\$68,532	\$69,917	\$72,686	\$78,224	\$346.12
14	\$66,090	\$67,133	\$68,873	\$70,264	\$73,047	\$78,612	\$347.84
15	\$66,416	\$67,465	\$69,213	\$70,611	\$73,408	\$79,000	\$349.56
16	\$66,743	\$67,797	\$69,553	\$70,958	\$73,768	\$79,389	\$351.28
17	\$67,069	\$68,128	\$69,893	\$71,305	\$74,129	\$79,777	\$353.00
18	\$67,396	\$68,460	\$70,234	\$71,652	\$74,490	\$80,166	\$354.72
19	\$67,831	\$68,902	\$70,687	\$72,115	\$74,971	\$80,683	\$357.01
20	\$68,593	\$69,676	\$71,481	\$72,925	\$75,813	\$81,590	\$361.02
21	\$68,920	\$70,008	\$71,821	\$73,272	\$76,174	\$81,978	\$362.73
22	\$69,246	\$70,339	\$72,162	\$73,620	\$76,535	\$82,366	\$364.45
23	\$69,573	\$70,671	\$72,502	\$73,967	\$76,896	\$82,755	\$366.17
24	\$70,117	\$71,224	\$73,069	\$74,545	\$77,498	\$83,402	\$369.04
25	\$70,770	\$71,887	\$73,750	\$75,240	\$78,219	\$84,179	\$372.47
26	\$71,096	\$72,219	\$74,090	\$75,587	\$78,580	\$84,567	\$374.19
27	\$71,641	\$72,772	\$74,657	\$76,165	\$79,182	\$85,215	\$377.06
28+	\$74,666	\$75,845	\$77,810	\$79,382	\$82,526	\$88,813	\$392.98

The Support Staff Retention Allotment will be considered an alternative salary. The alternative salaries listed above are based on 10, 11 or 12 month employment for the 26-27 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

The new salary will be reflected beginning on the September 15, 2026 pay check for the new fiscal year. Prior pay checks issued for the 26-27 school year will be retro paid on September 15, 2026.

\$2,000 Master's Degree Stipend

Campus Professional: Administrators			
Role	Campus Type	Effectiveness Level	Compensation
Principal	Elementary	1 - Unsatisfactory	\$85,000
Principal	Elementary	2 - Progressing I	\$107,500
Principal	Elementary	3 - Progressing II	\$110,000
Principal	Elementary	4 - Proficient I	\$115,000
Principal	Elementary	5 - Proficient II	\$120,000
Principal	Elementary	6 - Exemplary	\$125,000
Principal	Elementary	7 - Master	\$130,000
Principal	Middle	1 - Unsatisfactory	\$85,000
Principal	Middle	2 - Progressing I	\$112,500
Principal	Middle	3 - Progressing II	\$120,000
Principal	Middle	4 - Proficient I	\$125,000
Principal	Middle	5 - Proficient II	\$130,000
Principal	Middle	6 - Exemplary	\$137,500
Principal	Middle	7 - Master	\$145,000
Principal	High	1 - Unsatisfactory	\$85,000
Principal	High	2 - Progressing I	\$117,500
Principal	High	3 - Progressing II	\$130,000
Principal	High	4 - Proficient I	\$135,000
Principal	High	5 - Proficient II	\$140,000
Principal	High	6 - Exemplary	\$150,000
Principal	High	7 - Master	\$160,000
Assistant Principal	Elementary	1 - Unsatisfactory	\$70,000
Assistant Principal	Elementary	2 - Progressing I	\$77,500
Assistant Principal	Elementary	3 - Progressing II	\$80,000
Assistant Principal	Elementary	4 - Proficient I	\$85,000
Assistant Principal	Elementary	5 - Proficient II	\$88,000
Assistant Principal	Elementary	6 - Exemplary	\$92,000
Assistant Principal	Elementary	7 - Master	\$98,000
Assistant Principal	Middle	1 - Unsatisfactory	\$70,000
Assistant Principal	Middle	2 - Progressing I	\$82,750
Assistant Principal	Middle	3 - Progressing II	\$86,500
Assistant Principal	Middle	4 - Proficient I	\$92,500
Assistant Principal	Middle	5 - Proficient II	\$95,000
Assistant Principal	Middle	6 - Exemplary	\$98,000
Assistant Principal	Middle	7 - Master	\$104,500
Assistant Principal	High	1 - Unsatisfactory	\$70,000
Assistant Principal	High	2 - Progressing I	\$88,000
Assistant Principal	High	3 - Progressing II	\$93,000
Assistant Principal	High	4 - Proficient I	\$97,000
Assistant Principal	High	5 - Proficient II	\$100,000
Assistant Principal	High	6 - Exemplary	\$105,000

Assistant Principal	High	7 - Master	\$111,000
Academic Dean	Middle	1 - Unsatisfactory	\$85,500
Academic Dean	Middle	2 - Progressing I	\$92,250
Academic Dean	Middle	3 - Progressing II	\$99,000
Academic Dean	Middle	4 - Proficient I	\$112,500
Academic Dean	Middle	5 - Proficient II	\$117,000
Academic Dean	Middle	6 - Exemplary	\$126,000
Academic Dean	Middle	7 - Master	\$135,000
Academic Dean	High	1 - Unsatisfactory	\$95,000
Academic Dean	High	2 - Progressing I	\$102,500
Academic Dean	High	3 - Progressing II	\$110,000
Academic Dean	High	4 - Proficient I	\$125,000
Academic Dean	High	5 - Proficient II	\$130,000
Academic Dean	High	6 - Exemplary	\$140,000
Academic Dean	High	7 - Master	\$150,000
Associate Principal	High	1 - Unsatisfactory	\$75,000
Associate Principal	High	2 - Progressing I	\$102,300
Associate Principal	High	3 - Progressing II	\$106,700
Associate Principal	High	4 - Proficient I	\$108,350
Associate Principal	High	5 - Proficient II	\$110,000
Associate Principal	High	6 - Exemplary	\$115,500
Associate Principal	High	7 - Master	\$122,100

During the 2026-2027 implementation year, the Campus Professional Administrator Compensation Plan will apply only to administrators assigned to campuses that received an A or B rating. Campus administrators who are new to their position or new to the campus will have their first year salary determined by the Human Resources Department based on review of professional experience, internal salary equity, and other compensatory factors. Beginning in the second year of implementation, administrators hired who have received an evaluation under the applicable administrator appraisal system (T-PESS, Attendance & Student Outcomes), will have their compensation determined by their earned effectiveness level. Effectiveness Level Calculation will be determined as a two-year average only if the effectiveness level for that year is lower than their current level; otherwise, it is based on the most current year. Campus Administrators may only move up one effectiveness level per year. All salaries reflected on this schedules represent annual compensation for 100% full-time equivalent (FTE) assignment and apply only to the 2026-2027 school year.

2026-2027 Administrative & Professional Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	
1				Daily	\$228.69	\$282.33	\$335.98
	Campus Lead (21st Century Grant)	202	202	Days	46,195	57,031	67,868
	Facilitator, Testing	226	226	Days	51,684	63,807	75,931
	Specialist, ERSEA	226					
	Specialist, Family Engagement	226					
	Specialist, Marketing	226					
	Specialist, Multi-Media/Communications	226					
	Truancy Attendance Officer	226					
2				Daily	\$265.28	\$327.50	\$389.73
	Athletic Trainer, Asst	187	187	Days	49,607	61,243	72,880
	Facilitator, Head Start Family Services	226	210	Days	55,709	68,775	81,843
	Facilitator, Human Resources	226	226	Days	59,953	74,015	88,079
	Program Director (21st Century Grant)	210					
3				Daily	\$307.73	\$379.92	\$452.09
	Athletic Trainer	187	187	Days	57,546	71,045	84,541
	College Advisor	202	198	Days	60,931	75,224	89,514
	Coordinator, CCMR & Testing	226	202	Days	62,161	76,744	91,322
	Coordinator, Early College HS & CTE	226	210	Days	64,623	79,783	94,939
	Coordinator, Head Start Family Services	226	226	Days	69,547	85,862	102,172
	Enrollment, Truancy & Dropout Coordinator	226					
	Facilitator, Bilingual/ESL	226					
	Facilitator, Special Ed	226					
	General Accountant	226					
	Accounts Payable Coordinator	226					
	Social Worker Lead	226					
	Social Worker	198					
	Specialist, Academic	210					
	Speech Language Pathologist, Asst	187					
	Strength & Conditioning Coach	226					
4				Daily	\$323.11	\$398.89	\$474.69
	Academic Coordinator	226	198	Days	63,976	78,980	93,989
	Academic Dean, MS	202	202	Days	65,268	80,576	95,887
	Asst Principal, ES	198	210	Days	67,853	83,767	99,685
	Asst Principal, MS	202	226	Days	73,023	90,149	107,280
	Athletic Coordinator/Head Football	226	235	Days	75,931	93,739	111,552
	Coordinator, K-12 STEAM & Instructional Technology	226					
	Coordinator, Benefits	226					
	Coordinator, Bilingual/ESL/Migrant	226					
	Coordinator, ERSEA	226					
	Coordinator, Facilities	235					
	Coordinator, Grant	226					
	Coordinator, Health Services	202					
	Coordinator, HR	226					
	Coordinator, Language & Literacy	226					
	Coordinator, Payroll	226					
	Coordinator, PEIMS	226					
	Coordinator, Procurement	226					
	Coordinator, Safety and Security	226					
	Coordinator, Special Education	226					
	Coordinator, Testing	226					
	Executive Master Teacher	226					
	Specialist, Behavior	210, 226					
	Specialist, Early Childhood	226					
	Specialist, Head Start	226					
	Specialist, Teaching & Learning	226					
5				Daily	\$342.49	\$422.84	\$503.18
	Asst Athletic Director	226	198	Days	67,813	83,722	99,630
	Asst Director, Child Nutrition	226	210	Days	71,923	88,796	105,668
	Asst Director, Facilities	226	226	Days	77,403	95,562	113,719
	Asst Principal, HS	210					
	Diagnostician	198					
	Headstart Program Administrator	226					
	LSSP	198					
	LSSP,SLP Lead	226					
	SLP	198					

6		Daily	\$367.53	\$448.21	\$528.88
Chief of Police	226	210 Days	77,181	94,124	111,065
Director, Finance	226	226 Days	83,062	101,295	119,527
Director, Assessment and Accountability	226	235 Days	86,370	105,329	124,287
Director, Athletics	226				
Director, Bilingual/ESL/Migrant/DCSI	226				
Director, Child Nutrition	226				
Director, Communications and Marketing	226				
Director, Early College HS	226				
Director, Early Childhood Education	226				
Director, Elementary	226				
Director, Federal & State Programs	226				
Director, Guidance & Counseling	226				
Director, Operations	235				
Director, Payroll	226				
Director, Procurement	226				
Director, Secondary & CTE	226				
Director, Special Education	226				
Director, Technology	226				
Director, CTE	226				
Director, Transportation	226				
Director, School Improvement	226				
Director, Support Services	226				
Director of Teaching and Learning	226				
Director, Student Support Services	226				
Principal, ES	210				
7		Daily	\$393.26	\$479.58	\$565.91
Academic Dean, HS	226	210 Days	82,585	100,712	118,841
Associate Principal, HS	226	215 Days	84,551	103,110	121,671
Principal, DAEP	210	226 Days	88,877	108,385	127,896
Principal, MS	215				
8		Daily	\$428.65	\$502.64	\$593.11
Chief of Staff Officer	226	226 Days	96,875	113,597	134,043
Exec Director, Business and Finance	226				
Exec Director, Curriculum & Instruction	226				
Exec Director, Human Resources	226				
Assist Superintendent, Maintenance	226				
Exec Director, Student Support Services	226				
Principal, HS	226				
9		Daily	\$553.10	\$674.60	\$796.02
Chief Academic Officer	226	226 Days	125,001	152,460	179,901
Chief Financial Officer	226				
Chief Human Resources Officer	226				
10		Daily	\$691.42	\$813.44	\$935.46
Deputy Superintendent	226	226 Days	156,261	183,837	211,414

2026-2027 Technology Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Hourly		\$22.21	\$26.76	\$31.31
	Computer Technician	226	226	Days	5,019	6,048	7,076
	Specialist, Hardware	226					
	Technician, Desktop Service	226					
2			Daily		\$213.24	\$256.92	\$300.60
	Specialist, Telecommunications	226	226	Days	48,192	58,064	67,936
3			Daily		\$255.89	\$308.31	\$360.73
	Specialist, Network	226	226	Days	57,831	69,678	81,525
	Specialist,-Technology	226					
4			Daily		\$307.07	\$369.98	\$432.86
	Administrator, Network	226	226	Days	69,398	83,615	97,826
	Administrator, System	226					
	Administrator, Technology	226					

2026-2027 Police Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$19.45	\$23.22	\$26.99
	Communications Operator	235	235 Days	36,566	43,654	50,741
	Public Service Officer	235				
2			Hourly	\$22.34	\$26.25	\$30.47
	School Marshal/Public Service Officer II	226	226 Days	40,391	47,460	55,090
3			Hourly	\$24.34	\$28.77	\$33.20
	Certified Peace Officer	187	187 Days	36,413	43,040	49,667
	Certified Peace Officer	235	235 Days	45,759	54,088	62,416
4			Hourly	\$30.62	\$36.26	\$41.89
	Sergeant, Certified Peace Officer	235	235 Days	57,566	68,169	78,753
5			Hourly	\$38.32	\$45.42	\$52.51
	Lieutenant	235	235 Days	72,042	85,390	98,719

2026-2027 Clerical Technical Support Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	\$13.84	\$17.08
	Clerk I, Assessment	210	226	Days	\$20.34
	Clerk I, Office	187, 226	20,705	25,552	30,429
	Clerk I, Office CTE	226	23,251	28,694	34,171
	Clerk I, Receptionist	226	25,023	30,881	36,775
2			Hourly	\$15.02	\$18.54
	Clerk II, Appraisal	193	226	Days	\$22.06
	Clerk II, Attendance ES	210	22,470	27,736	33,002
	Clerk II, Attendance HS	226	23,191	28,626	34,061
	Clerk II, Head Start Bilingual	226	25,234	31,147	37,061
	Clerk II, Library	187	27,156	33,520	39,884
	Clerk II, Office	187, 193			
	Clerk II, SEMS	226			
	Clerk II, Special Ed	187, 226			
3			Hourly	\$16.21	\$20.02
	Clerk III, Attendance HS/Data	226	226	Days	\$23.82
	Clerk III, Attendance MS/Data	193, 210	25,028	30,911	36,778
	Clerk III, Federal Programs	226	27,233	33,634	40,018
	Clerk III, Lead Data Processor	226	29,308	36,196	43,067
	Clerk III, Office	193, 226			
4			Hourly	\$17.51	\$21.62
	Bookkeeper, Athletics	226	226	Days	\$25.74
	Bookkeeper, Maintenance	235	31,658	39,089	46,538
			32,919	40,646	48,391
5			Hourly	\$18.92	\$23.35
	Bookkeeper, HS	226	226	Days	\$27.79
	Clerk, PEIMS Data Entry	226	29,969	36,986	44,019
	Specialist, Program (21st Century Grant)	202	30,575	37,734	44,909
	Registrar, HS	226	31,786	39,228	46,687
	Secretary, Director	226, 235	34,207	42,217	50,244
	Secretary, High School Counselor	226	35,570	43,898	52,245
	Secretary, Maintenance	235			
	Secretary, Middle School Counselor	198			
	Secretary, Principal ES	210			
	Secretary, Principal MS	210			
	Specialist, Records Management	226			
6			Hourly	\$20.62	\$25.45
	Clerk III, Accounts Payable	226	226	Days	\$30.28
	Licensed Vocational Nurse	190	31,342	38,684	46,026
	Secretary, Athletics	226	37,281	46,014	54,746
	Secretary, Executive Director	226, 235	38,766	47,846	56,926
	Secretary, Principal HS	226			
	Specialist, Procurement	226			
	Specialist, Webmaster	226			
7			Hourly	\$22.47	\$27.75
	Executive Asst, Chief Academic Officer	226	226	Days	\$33.02
	Executive Asst, Chief Financial Officer	226	40,626	50,172	59,700
	Executive Asst, Deputy Superintendent	226			
	Specialist, Auxiliary	226			
	Specialist, Benefits	226			
	Specialist, Human Resources	226			
	Specialist, Payroll	226			
8			Hourly	\$28.55	\$34.40
	Senior Executive Asst, Superintendent	226	226	Days	\$40.94
			51,618	62,195	74,020

2026-2027 Instructional Support Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1						
	Instructional Aide	187				
	Instructional Aide, Bilingual	187				
	Instructional Aide, ESL	187				
	Instructional Aide, Head Start	187				
	Instructional Aide, Head Start/Bil	187				
	Instructional Aide, PE	187				
	Instructional Aide, Pre-K	187				
	Instructional Aide, Pre-K/Bil	187				
	Instructional Aide, Pre-K/Head Start	187				
	Instructional Aide, Pre-K/Head Start/Bil	187				
2						
	Campus Monitor	187				
3						
	Instructional Aide, Sped	187				
	Instructional Aide, Sped BAC	187				
	Instructional Aide, Sped ECSE	187				
	Instructional Aide, Sped Inclusion/Resource	187				
	Instructional Aide, Sped Life Skills	187				
	Instructional Aide, Sped SSTEP	187				
	Instructional Aide, Sped VAC	187				

Hourly		\$13.82	\$16.69	\$19.57
187	Days	20,675	24,968	29,277

Hourly		\$14.79	\$17.91	\$21.03
187	Days	22,126	26,793	31,461

Hourly		\$15.89	\$19.05	\$22.20
187	Days	23,771	28,499	33,211

2026-2027 Auxiliary Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.29	\$16.36	\$18.44
	Bus Aide I	190	190 Days	21,721	24,867	28,029
	Custodian	235	235 Days	26,865	30,757	34,667
	Custodian, Athletics	235				
2			Hourly	\$15.35	\$18.59	\$21.83
	Athletic Worker	235	190 Days	23,332	28,257	33,182
	Bus Aide II (non-CDL)	190	235 Days	28,858	34,949	41,040
	Bus Driver, Non CDL	190				
	Custodian, Head ES	235				
	Custodian, Head MS	235				
	Custodian, Lead HS	235				
	Groundskeeper	235				
	Warehouse, Worker	235				
3			Hourly	\$15.60	\$19.26	\$22.92
	Athletic Worker, Lead	235	235 Days	29,328	36,209	43,090
	General Worker	235				
	Custodian, Head HS	235				
4			Hourly	\$16.69	\$20.61	\$24.52
	HVAC Apprentice, Tech	235	235 Days	31,377	38,747	46,098
	Maintenance, General Worker II - IPM	235				
	Painter	235				
	Electrician, Plumber Apprentice	235				
	Warehouse Worker I, Textbook	235				
5			Hourly	\$18.03	\$22.26	\$26.48
	Maintenance, Mechanic I	235	226 Days	32,598	40,246	47,876
	Transportation Dispatcher	226	235 Days	33,896	41,849	49,782
6			Hourly	\$20.37	\$25.15	\$29.93
	Maintenance, Glazier/Locksmith	235	226 Days	36,829	45,471	54,113
	Maintenance, Fire Alarm Tech	235	235 Days	38,296	47,282	56,268
	Mechanic II, Vehicle	235				
	Transportation, Specialist	226				
	Transportation, Trainer	226				
7			Hourly	\$23.22	\$28.66	\$34.11
	Custodian, Supervisor	235	235 Days	43,654	53,881	64,127
	Electrician, Journeyman	235				
	Grounds, Foreman	235				
	HVAC, Journeyman	235				
	Inventories, Foreman	235				
	Plumber, Journeyman	235				
8			Hourly	\$26.71	\$32.98	\$39.23
	Electrician, Foreman	235	226 Days	48,292	59,628	70,928
	Electrician, HVAC, Plumber - Master	235	235 Days	50,215	62,002	73,752
	HVAC, Foreman	235				
	Maintenance, Foreman	235				
	Plumber, Foreman	235				
	Transportation, Supervisor	226				
	Transportation, Foreman	235				
	Warehouse, Foreman	235				
BD			Hourly	\$19.49	\$23.83	\$28.16
	Bus Driver	190	190 Days	29,625	36,222	42,803

Note:

- All annualized salary figures are based on 8 hours work day.

2026-2027 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$15.19	\$18.75	\$22.32
	Cafeteria Worker	190	190 Days	23,089	28,500	33,926
	Cafeteria Porter	190	235 Days	28,557	35,250	41,962
	Warehouse, Work Helper	235				
2			Hourly	\$16.82	\$20.77	\$24.71
	Cafeteria, Manager Trainee	190	190 Days	25,566	31,570	37,559
3			Hourly	\$18.00	\$22.22	\$33.15
	Cafeteria, Asst Manager	190	190 Days	27,360	33,774	50,388
4			Hourly	\$21.97	\$27.12	\$32.28
	Cafeteria, Manager ES & MS	190	190 Days	33,394	41,222	49,066
5			Hourly	\$25.04	\$30.92	\$35.37
	Cafeteria, Manager HS	190	190 Days	38,061	46,998	53,762
	Secretary, Child Nutrition	226	226 Days	45,272	55,903	63,949
	Specialist, Procurement	226				
6			Hourly	\$26.71	\$32.97	\$39.24
	Child Nutrition, Area Supervisor	226	226 Days	48,292	59,610	70,946
	Warehouse, Foreman	235	235 Days	50,215	61,984	73,771

Note:

- All annualized salary figures are based on 8 hours work day.

	Stipends 2026-2027	Yearly
	Certified Bilingual Teacher Teaching in Bilingual Class	\$5,000
	Certified 6-12 Math Teacher Teaching in Math Class (min. of 4 sections)	\$5,000
	Certified 6-12 Science Teacher Teaching in Science Class (min. of 4 sections)	\$5,000
	Certified 6-12 ELAR Teacher Teaching in ELAR Class (min. of 4 sections)	\$2,000
	Certified Special Education Teacher Teaching in Special Education	\$5,000
	Certified Teacher in a Special Education Self-Contained Unit	\$2,500
	Designated Master Teacher - Secondary (above 6 sections)	\$2000/section/semester
	Designated Master Teacher - Elementary	\$5000 semester
	District Fine Arts Teacher	\$3,500
	District GT Teacher	\$3,500
	Master Teacher	\$10,000
	JROTC Instructor	\$3,000
	JROTC Assistant Instructor	\$1,500
	Lead Counselor	\$1,500
	Elementary School Counselor	\$5,000
	Middle School Counselor	\$7,500
	High School Counselor	\$10,000
	LSSP, Diagnostician, and Speech Language Pathologist	\$4,000
	LSSP, Diagnostician, and Speech Language Pathologist, SLP-A Bilingual	\$2,000
	Special Education ARD Facilitator	\$5,000
	Valued Youth Program Lead Teacher	\$500
	Mentor Teacher (ES/MS/HS)	\$3,000
	Resident Teacher	\$20,000
	Resident Teacher Mentor	\$1,000
	Mentor Teacher (alt. cert. program)	\$400
	(Teachers placed on Career Ladder as of 08-31-93)	
	Level II	\$1,500
	Level III	\$3,000
		\$3,000
	Grant Funded Stipends	as determined by grant
	Teacher Incentive Allotment - Payout based on the TEA requirements	
	Translation stipend (ESSA Grants)	\$2,500
	TAP - Payout per administrative guidelines	
	Elementary School Level	
	*Club Sponsor (paid out in Dec./May)	\$250
	*UIL Coordinator (paid out in Dec./May)	\$500
	*UIL Sponsor (paid out in May)	\$250
	Middle School Level	
	*Club Sponsor (paid out in Dec./May)	\$250
	*UIL Coordinator (paid out in Dec./May)	\$750
	*UIL One Act Play	\$1,000
	*UIL Sponsor (paid out in May)	\$250 per event
	Yearbook, Cheerleader, Dance	\$1,200
	MS- Assistant Band Director	\$5,000
	MS- Band Director	\$7,000
	*Club and UIL Sponsors must have a minimum of 5 students participating	

	Stipends 2026-2027	Yearly
	High School Level	
	Dual Credit Stipend - per college section/semester (depending on enrollment)	\$600-\$1000 (paid out in Dec./May)
	HS Auditorium Coordinator	\$1,400
	HS Media Coordinator	\$2,000
	One Act Play	\$3,000
	UIL Coordinator (paid out in Dec./May)	\$1,200
	UIL Sponsors (paid out in May)	\$250 per event
	Pep squad	\$2,500
	Cheer	\$7,000
	Dance	\$7,000
	Yearbook, Debate, Newspaper	\$1,600
	HS- Assistant Band Director	\$9,000
	HS- Band Director	\$15,000
	Mariachi Director	\$10,000
	Mariachi Assistant Director	\$5,000
	Career & Technology Education (Competition Stipends)	Paid out in Dec./May
	Audio/Video	\$1,000
	Business (DECA)	\$1,000
	Business (DECA) II	\$600
	Cosmetology	\$600
	Culinary Arts	\$1,200
	Cyber/E-sports	\$2,000
	Cyber/E-sports II	\$1,000
	Cyber/E-sports III	\$500
	Electrical Technology	\$600
	Engineering	\$2,000
	Future Farmers of America (FFA)	\$1,000
	Health Occupations Student of America (HOSA)	\$600
	HVAC	\$600
	Law Enforcement	\$1,200
	Refinishing	\$600
	Welding	\$1,000
	Truancy Officer Mileage	\$1,200
	Traveling Teacher Mileage	\$1,200
	Administrative and Professional Pay Plan employees, including Registered Nurses who were hired prior to the 2026–2027 school year shall receive a one-time \$1,000 retention stipend (must be employed at least 90 days). Employees whose salary was recalculated due to a promotion, reassignment, or other salary/stipend adjustment are not eligible for the stipend.	
	This stipend will be annualized with payment beginning on the Sept. 30th.	
	One-Time Sign-on bonus for the 2026-27 SY (must be employed by August 31st, 2026)	
	Certified Special Education Teacher Stipend	\$5,000
	Certified Dual Language Teacher	\$7,500
	Certified ELAR Teacher (High School)	\$5,000
	Certified LOTE-Spanish Teacher (MS/HS)	\$5,000
	Certified Math Teacher (High School)	\$5,000
	Licensed CDL Bus Driver	\$2,000
	Responsible Master License Holder - HVAC	\$3,000
	Responsible Master License Holder - Plumber	\$3,000
	Responsible Master License Holder - Electrical	\$3,000
	Field Training Officer Stipend (Designated)	\$500 per trainee
	*Club and UIL Sponsors must have a minimum of 5 students participating	

2026-2027 Athletic Stipends			
Category	Assignment	Level	Stipend
Middle School			
	Baseball/Softball (Intramural Sports)	Junior High	\$500
	Basketball	Junior High	\$2,000
	Football	Junior High	\$3,000
	MS Athletic Coordinator	Junior High	\$1,000
	Soccer	Junior High	\$2,000
	Track	Junior High	\$2,000
	Volleyball	Junior High	\$2,000
	Cross Country (1 per campus)	Junior High	\$1,500
High School			
	Athletic Trainer - Asst.	High School	\$13,500
	Athletic Trainer	High School	\$14,500
	Athletic Coordinator - Asst.	High School	\$5,000
	Summer Asst. (paid at the end of summer)	High School	\$2,560
Year Round Sports			
Tennis			
	Tennis - Asst.	High School	\$6,000
	Tennis - Head	High School	\$7,500
Golf			
	Golf - Asst.	High School	\$6,000
	Golf - Head	High School	\$7,500
Fall Sports			
Cross Country(Fall)			
	Cross Country - Asst.	High School	\$6,000
	Cross Country - Head	High School	\$7,500
Football (Fall)			
	Football - Asst.	High School	\$10,500
	Football Defensive Coordinator	High School	\$13,000
	Football Offensive Coordinator	High School	\$13,000
	Head Coach - Asst.	High School	\$13,000
Volleyball (Fall)			
	Volleyball - Asst.	High School	\$8,500
	Volleyball - Head	High School	\$11,250
Spring Sports			
Swimming (Spring)			
	Swimming - Head	High School	\$6,500
Basketball (Spring)			
	Basketball - Asst.	High School	\$8,500
	Basketball - Head	High School	\$11,250
Soccer (Spring)			
	Soccer - Asst.	High School	\$8,500
	Soccer - Head	High School	\$11,250
Track & Field (Spring)			
	Track - Asst.	High School	\$6,500
	Track - Head	High School	\$8,000
Softball (Spring)			
	Softball - Asst.	High School	\$8,500
	Softball - Head	High School	\$11,250
Baseball (Spring)			
	Baseball - Asst.	High School	\$8,500
	Baseball - Head	High School	\$11,250
Powerlifting (Spring)			
	Powerlifting - Asst.	High School	\$6,000
	Powerlifting - Head	High School	\$6,500

Other Salary/ Duties 2026-2027	Current
After School Program Assistant	\$18 hourly
After School Program Facilitator	\$28 hourly
After School Program Lead Facilitator	\$35 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Non-Certified)	\$25 hourly
CDL License	\$50 per round trip
Part-Time Certified Peace Officer	\$30 hourly
Part-Time Parent Liaisons & Cafeteria Workers	\$16 hourly
Part-Time PK Classroom Monitors	\$15 hourly
Professional Development and Curriculum Writing	\$30 hourly
Saturday School, Tutorials, Part-Time Tutors (Certified)	\$40 hourly
Student Intern Workers - Grant Funded	per grant
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Coordinator	\$60 hourly
Summer School Food Service Worker and Bus Aide	\$18 hourly
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Temporary Assistant Principal	\$30 hourly
Temporary Clerical, Aides, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Teachers/Temporary Professionals (Non-Degreed)	\$20 hourly
Summer Special Education Evaluation Rates	Per Evaluation
Initial LD/ ID	\$600
Initial LD/ ID Bil	\$750
Initial Psychological	\$700
Initial Psychological Bil	\$850
Initial Speech	\$400
Initial Speech Bil	\$550
REED LD/ ID/ Psych	\$400
REED LD/ ID/ Psych Bil	\$500
REED Speech	\$250
REED Speech Bil	\$350
*Rates include: testing, scoring, report writing, test interpretation, and off contract ARD time related to the evaluation.	

Substitute Pay Plan 2026-2027	Current
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Assistant Principal	\$240 daily
Bus Aide	\$14.00 hourly
Bus Driver	\$19.00 hourly
Counselor	\$180 daily
Custodian/ Food Service Worker	\$14.00 hourly
Degree with teaching certificate	\$120 daily
Degree without teaching certificate	\$110 daily
Instructional Aide/Clerical Position	\$65 daily
Instructional Aide (Special Education)	\$85 daily
Non-Degreed (Teacher)	\$100 daily
Principal	\$295 daily
Nurse (RN)	\$100 daily
Nurse Aide	\$65 daily

2026-2027 Police Department Certification Pay	
TCOLE Certification - Certified Peace Officer	Certification Pay (prorated based on start date/certification date)
Advance Peace Officer	\$3,000
Firearms or Basic Instructor, Mental Health Officer	\$250
Intermediate Peace Officer	\$1,500
Master Peace Officer	\$4,500
TCOLE Certification - Dispatcher	Certification Pay (prorated based on start date/certification date)
Advance Dispatcher Proficiency	\$500
Intermediate Dispatcher Proficiency	\$250
Master Dispatcher Proficiency	\$750
Degree	Certification Pay (prorated based on start date/degree date)
Associates	\$250
Bachelors	\$500
Masters	\$750

2026-2027 Athletic Workers Pay Scale		
HS Football	Per Game	
25 Second Clock*	\$45	
Announcer*	\$55	
Chain Crew*	\$45	
Stats*	\$75	
Time Keeper*	\$50	
Validator	\$50	

HS Football 9/JV, Volleyball, Basketball, Soccer	Game 1	Game 2
Announcer/Time Keeper*	\$40	\$30
Scorer/Book*	\$40	\$30
Validator	\$45	\$30

HS Baseball, Softball	Game 1	Game 2
Announcer/Score Keeper*	\$45	\$35
Pitch Count*	\$35	\$25
Validator	\$45	\$30

HS Track	Per Game	
Track Starter	\$150	
Validator	\$50	

HS Tournaments	Per Game	
Announcer/Time Keeper*	\$45	
Scorer/Book*	\$35	
Validator	\$40	

*Varsity games only

Note: Only certified employees or non-district employees may be paid for validating tickets and time/score keeping.

MS Sports	Per Game
Time Keeper/Scorer	\$35
Validator	\$35

MS Tournaments	Per Game
Time Keeper/Scorer	\$25
Validator	\$25

Playoff	Per Game
Workers	\$50

District Track Meet	
Announcer	\$75
Assistant Starter	\$400
Starter	\$500
Validator	\$75 -half day