

2022-23 Employee Compensation Update

The SAISD Board of Trustees demonstrated their support for staff members at its May 16 board meeting with their approval of employee compensation for the upcoming school year. Even in difficult financial times for the district, the Trustees expressed how much they valued all SAISD staff and exhibited their appreciation by voting for a general pay increase greater than the staff recommendation, while also approving substitute pay rates and increasing part-time rates.

These compensation plans will go into effect with the new workday calendars starting on or after July 1.

2022 - 2023 Approved General Pay Increase	
1%	<ul style="list-style-type: none"> • All non campus personnel making \$100,000.00 or more in base pay
2%	<ul style="list-style-type: none"> • Campus Principals • Network Principals • Assistant Principals • Network Associate Principals
3%	<ul style="list-style-type: none"> • All other Campus personnel • All District staff earning less than \$100,000.00 base pay

2022 - 2023 Substitute Pay Rates

Substitute Category	Daily Rate (Days 1-19) Elementary		Daily Rate (Day 20+) Elementary		Daily Rate (Days 1-19) Secondary **		Daily Rate (Day 20+) Secondary **	
Certified	T-W-Th	\$130	T-W-Th	\$140	T-W-Th	\$140	T-W-Th	\$150
	M-F	\$140	M-F	\$150	M-F	\$150	M-F	\$160
Degreed (Bachelors/Masters) but not certified	T-W-Th	\$120	T-W-Th	\$130	T-W-Th	\$130	T-W-Th	\$140
	M-F	\$130	M-F	\$140	M-F	\$140	M-F	\$150
Non-Degreed	T-W-Th	\$110	T-W-Th	\$120	T-W-Th	\$120	T-W-Th	\$130
	M-F	\$120	M-F	\$130	M-F	\$130	M-F	\$140
Instructional Assistant – Non-SPED	\$95		\$105		\$95		\$105	
Instructional Assistant – SPED	\$100		\$110		\$100		\$110	
Non-Classroom Paraprofessional	\$95		\$105		\$95		\$105	
Auxiliary (Food Service, Custodian, etc.)	\$12/hour		\$12/hour		\$12/hour		\$12/hour	

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

2022 - 2023 Part-Time Pay Rates

- The recommendation is for the District part-time pay rate to be increased from \$9.25 per hour to **\$12.00 per hour**.
- Additionally, in recognition of two permanent part-time jobs at our campuses, the part-time pay rate if recommended would be increased from \$9.25 per hour to **\$16.00 per hour** for the following two job groups:
 - Part-time SEMS/SERS Clerk
 - Part-time Counselor Clerk