

2022-23 Employee Compensation Update

The SAISD Board of Trustees demonstrated their support for staff members at its June 4 board meeting and budget workshop with their approval of an amended employee compensation for the upcoming school year. All full-time employees will receive a 3% general pay increase. In addition to the substitute pay rates and increased part-time rates approved in May, the Trustees also approved increased stipends for bilingual and special education educators on June 4.

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

2022 - 2023 Approved General Pay Increase

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| 3% | <ul style="list-style-type: none"> • All full-time District staff |
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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

2022 - 2023 Educator Stipends

Bilingual stipends	<ul style="list-style-type: none"> • Increased from \$2,000 to \$3,000
Special education stipends	<ul style="list-style-type: none"> • Increased from \$2,000 to \$3,000 for self-contained units (ACE/BAC/ECSE/DSP/VI/BSC) • Initiated a \$2,000 stipend for GEC