

**San Angelo ISD  
2021-2022 Compensation Plan**

**Administrative / Professional Job Family**

Pay Grade	Position	Pay Rate		
<b>101</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Child Nutrition Operations Specialist	<b>Monthly</b>	<b>\$3,870</b>	<b>\$4,838</b>
	Compensation Specialist	<b>10 months</b>	38,702	58,058
	Maintenance Supervisor	<b>12 months</b>	46,441	69,678
	School Service Worker			
<b>102</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Assistant Speech-Language Pathologist	<b>Monthly</b>	<b>\$4,219</b>	<b>\$5,274</b>
	Cash Manager/Budget Coordinator	<b>10 months</b>	42,189	63,281
	Child Nutrition Coordinator	<b>12 months</b>	50,626	75,938
	Communications Specialist			
	Human Resources Specialist			
<b>103</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Assistant Principal Intern	<b>Monthly</b>	<b>\$4,598</b>	<b>\$5,748</b>
	Coordinator of Financial Services	<b>10 months</b>	45,978	68,977
	Coordinator of Technical Energy Management Services	<b>10.25 months</b>	47,119	70,706
	Counselor	<b>10.5 months</b>	48,277	72,429
	Educational Diagnostician Intern	<b>10.75 months</b>	49,429	74,152
	Licensed Professional Counselor	<b>11 months</b>	50,578	75,880
	Licensed Specialist in School Psychology Intern	<b>12 months</b>	55,178	82,773
	Licensed Specialist in School Psychology Intern for At-Risk Students			
	Speech-Language Pathologist Intern			
<b>104</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Assistant Director of Athletics	<b>Monthly</b>	<b>\$5,012</b>	<b>\$6,265</b>
	Assistant Director of Child Nutrition	<b>10 months</b>	50,120	75,170
	Assistant Principal - Alternative School	<b>10.25 months</b>	51,383	77,050
	Assistant Principal - Elementary School	<b>10.5 months</b>	52,625	78,934
	Assistant Principal for Instruction - Elementary School	<b>10.75 months</b>	53,877	80,812
	Coordinator of Human Resources	<b>11 months</b>	55,130	82,690
	Coordinator of Literacy	<b>12 months</b>	60,145	90,210
	Digital Innovation Facilitator			
	Educational Diagnostician			
	Licensed Specialist in School Psychology			
	Speech-Language Pathologist (w/Certificate of Clinical Competence)			

105		Minimum	Midpoint	Maximum
Assistant Principal - High School	Monthly	\$5,463	\$6,829	\$8,194
Assistant Principal - Middle School	10.5 months	57,362	71,700	86,036
At-Risk Administrator - High School	11 months	60,100	75,120	90,138
Coordinator of 504	12 months	65,563	81,948	98,330
Coordinator of Behavior Support Services - Special Education & 504				
Coordinator of District Behavior Support				
Coordinator of Evaluation & Program Compliance - Special Education				
Coordinator of Instructional Services - Special Education				
Coordinator of Low Incidence Disabilities - Special Programs				
Director of Assessment & Counselors				
Director of Bilingual & English Learner Services				
Director of Federal Programs				
Director of Purchasing				
106		Minimum	Midpoint	Maximum
Associate Principal	Monthly	\$5,961	\$7,451	\$8,941
Director of Advanced Academics & Fine Arts	11 months	65,576	81,964	98,352
Director of Campus Academic Support	12 months	71,536	89,415	107,294
Director of Career & Technical Education				
Director of Child Nutrition				
Director of Community Relations				
Director of Curriculum & Instruction - Elementary				
Director of Curriculum & Instruction - Secondary				
Director of Data Services				
Director of Social-Emotional Learning				
Director of Special Programs				
Director of Transportation				
Principal - Alternative Schools				
Principal - Elementary School				
107		Minimum	Midpoint	Maximum
Comptroller	Monthly	\$6,491	\$8,113	\$9,736
Director of Facilities & Maintenance	12 months	77,886	97,359	116,831
Director of Financial Services				
Principal - Middle School				
108		Minimum	Midpoint	Maximum
Campus Athletic Coordinator/Head Football Coach	Monthly	\$7,075	\$8,844	\$10,613
Director of Human Resources & Professional Learning	12 months	84,895	106,123	127,351
Director of Technology				
109		Minimum	Midpoint	Maximum
Executive Director of Athletics	Monthly	\$7,711	\$9,640	\$11,567
Executive Director of Communications	12 months	92,538	115,676	138,809
Executive Director of Student and Data Services				
Executive Director of Teaching & Learning				
Principal - High School				

110

Assistant Superintendent of Business & Support Services  
Assistant Superintendent of Curriculum & Instruction  
Assistant Superintendent of Human Resources & Professional Learning  
Chief of School Leadership

	Minimum	Midpoint	Maximum
<b>Monthly</b>	<b>\$8,174</b>	<b>\$10,218</b>	<b>\$12,262</b>
<b>12 months</b>	98,091	122,619	147,144

111

Deputy Superintendent of District Services

	Minimum	Midpoint	Maximum
<b>Monthly</b>	<b>\$8,664</b>	<b>\$11,433</b>	<b>\$14,202</b>
<b>12 months</b>	103,967	137,193	170,420