

San Angelo ISD  
2021-2022 Compensation Plan  
**EXTRA DUTY STIPENDS**

Extra Duty Assignment	Supplement	Days as Add'l Supplement
<b>Academics</b>		
Behavior Support - INspire	\$1,500	
Bilingual Magnet Program Teacher	\$3,000	
Bilingual Teacher	\$1,000	teaching bilingual students \$500/semester
Course Credit Recovery Lead Teacher	\$1,500	
Dual Credit Counselor (1 per campus)	\$1,000	
Dual Credit CTE Course	\$1,500	paid in two installments
Dual Credit Teacher - Core Courses	*	
* \$50 per enrolled student - per enrolled college semester - paid at end of semester		
* A teacher does not receive both Dual Credit and Science/Math Incentive Stipend for the same class.		
Dyslexia Lead Teacher	\$1,500	
Elementary Lead Librarian	\$1,500	
ESL Teacher	\$500	teaching ESL students \$250/semester
Math (High School only)	\$500	per class maximum \$2,000
Science (High School only)	\$500	per class maximum \$2,000
Special Education Transition Lead	\$1,500	
STEM Engineering	\$1,000	
Department Head, English Learner Program	\$1,500	
Department Head, Middle School	\$1,000	
Department Head, High School	\$1,500	add'l planning period in lieu of stipend at principal discretion
Department Head, West Texas Training Center	\$3,000	
<b>Athletics</b>		
Athletic Facility Coordinator	\$4,000	
Stadium Coordinator	\$4,000	
<b>High School</b>		
Academic Coordinator (serves secondary schools)	\$3,000	
Assistant Athletic Coordinator	\$2,400	5
Athletic Trainer	\$7,000	20
Baseball, Head High School	\$5,900	5
Baseball, Varsity Assistant	\$2,800	5
Baseball, JV Assistant	\$2,400	5
Baseball, 9th Grade Assistant	\$2,200	5
Basketball, Head High School	\$5,700	10
Basketball, Varsity Assistant	\$2,800	10
Basketball, JV Assistant	\$2,400	10
Basketball, 9th Grade Assistant	\$2,200	10
Cheerleader, Varsity	\$4,250	5
Cheerleader, Junior Varsity	\$2,000	
Cheerleader, 9th Grade	\$1,500	
Cheerleader, Middle School	\$1,500	
Cross Country, Head High School - Boys & Girls	\$3,700	10
Cross Country, Assistant High School - Boys & Girls	\$1,400	10
Football, Coordinator	\$6,000	15
Football, Varsity / JV Assistant	\$5,500	10
Football, 9th Grade Assistant	\$5,200	10
Golf, Head High School	\$4,900	5
Golf, Assistant High School - 1 season	\$1,400	5
Golf, Assistant High School - 2 seasons	\$2,000	5
Gymnastics, Head High School	\$7,500	
Gymnastics, Head After School	\$7,500	
Gymnastics, Assistant High School	\$5,250	
Gymnastics, Assistant After School	\$5,000	

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Power Lifting, Head High School	\$4,000	
Power Lifting, Assistant High School	\$2,500	
Soccer, Head High School	\$4,900	10
Soccer, Assistant High School	\$1,900	10
Softball, Head High School	\$5,900	5
Softball, Varsity Assistant	\$2,800	5
Softball, JV Assistant	\$2,400	5
Softball, 9th Grade Assistant	\$2,200	5
Swimming, Head High School	\$6,300	5
Swimming, Head After School	\$7,500	
Swimming, Assistant High School	\$4,100	5
Swimming, Assistant After School	\$2,500	
Swimming, Pool Maintenance	\$1,500	
Tennis, Head High School	\$5,900	10
Tennis, Assistant High School	\$2,700	10
Track, Head High School	\$4,900	5
Track, Assistant High School	\$2,400	5
Volleyball, Head High School	\$5,700	10
Volleyball, Varsity Assistant	\$2,800	10
Volleyball, JV Assistant	\$2,400	10
Volleyball, 9th Grade Assistant	\$2,200	10
<b><u>Middle School</u></b>		
Boys and/or Girls Coordinator (limited to 2 sports)	\$2,500	
Basketball, Middle School	\$2,000	
Cross Country, Middle School	\$2,000	
Football, Middle School	\$2,000	5
Tennis, Middle School	\$2,000	
Track, Middle School	\$2,000	
Volleyball, Middle School	\$2,000	5
<b><u>Performing Arts</u></b>		
Band, Director High School 6A	Market Rate	*
Band, Director High School 4A	Market Rate	*
Band, Assistant High School	\$4,000	*
Band, Color Guard High School 6A	\$4,000	*
Band, Director 9th Grade	\$4,000	*
Band, Director Middle School	\$5,500	
Band, Assistant Middle School	\$3,000	
Band, Director & Assistant Middle School	\$1,250	after school marching duties w/ high school band
Choir, Director High School 6A	\$4,500	*
Choir, Director High School 4A	\$4,000	
Choir, Assistant Director High School 6A	\$2,500	*
Choir, Director Middle School	\$2,500	
Choir, Assistant Middle School	\$1,000	
Mariachi, Director High School	\$4,500	*
Mariachi, Director Middle School	\$2,500	*
Orchestra, Director High School 6A	\$3,500	*
Orchestra, Director High School 4A	\$2,000	
Orchestra, Assistant High School 6A	\$2,000	*
Orchestra, Director Middle School	\$2,000	
Theatre Arts	\$2,500	

\* Indicates contract is more than 10 months

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Extra Duty Assignment	Supplement	Days as Add'l Supplement
<b>Sponsors</b>		
Drill Team	\$3,000	
Drill Team, Assistant (Squads of 30+)	\$1,500	
Key Club	\$500	
National Honor Society, High School	\$900	
National Honor Society, Middle School	\$600	
Newspaper, High School	\$1,500	
Newspaper, Middle School	\$750	
Student Council, High School	\$2,000	
Student Council, 9th Grade	\$1,500	
Student Council, Middle School	\$1,500	
Yearbook, High School	\$2,000	
Yearbook, 9th Grade	\$1,500	
Yearbook, Middle School	\$1,500	
<b>UIL</b>		
Speech	\$2,000	
Debate	\$2,000	
UIL Academic Contest	\$800	
UIL One Act Play	\$800	
UIL Sponsor, Middle School	\$600	
<b>Signing Bonus</b>		
Assistant Speech Pathologist	\$2,000	paid one time
Bilingual Teacher	\$4,000	paid one time
High School Chemistry/Physics Teacher	\$2,000	paid one time
High School Composite Science Teacher	\$2,000	paid one time
High School Math Teacher	\$2,000	paid one time
Speech Pathologist	\$3,000	paid one time
Speech Pathologist Intern	\$2,500	paid one time
<i>Note: signing bonuses are not subject to TRS contribution</i>		
<b>Other</b>		
Bilingual Reimbursement	\$500	current teachers adding Bilingual certification
Career Ladder		current eligible teachers
Child Nutrition	\$1,000	supervise - extra-curricular events
Child Nutrition	\$1,000	supervise - manager training program
District Translator	\$3,000	
District Webmaster	\$3,000	
ESL Reimbursement	\$250	current teachers adding ESL certification
Licensed Specialist in School Psychology	\$1,000	per intern - supervision of intern
Master's Degree	\$500	employees in Teacher Job Family
Mentor Teacher	\$500	paid at end of school year
Nurse with Administrative Duties	\$10,000	
Safety Response	\$2,000	
Speech Pathologist	\$500	per student - supervision of 25-hour practicum
Speech Pathologist	\$1,000	per assistant - supervision of intern/clinical fellowship
Speech Pathologist	\$1,000	per assistant - supervise speech assistant
Speech Pathologist	\$2,000	per assistant - supervision of Master's/graduate assistant
Supervision of Other Sites	\$1,500	
Teacher of the Visually Impaired	\$2,000	
Transportation - Safety Response	\$2,000	
Transportation - Bus Driver Hiring Incentive	\$500	paid in two \$250 installments as stated in incentive plan
Transportation - Bus Driver Recruitment Incentive	\$500	paid in two \$250 installments as stated in incentive plan
UIL Facilities Coordinator	\$4,000	

**NOTE:** All new and returning employees whose assignments have changed will utilize this Extra Duty Stipend schedule.  
**HOLD HARMLESS PROVISION:** Contract employees in the 2007-2008 school year with extra duty assignments that did not change, receive the greater of: the amount calculated from this Extra Duty Stipend Schedule or the total extra duty compensation generated by the 2007-2008 plan.