

San Angelo ISD
2021-2022 Compensation Plan
TEMPORARY, SEASONAL, & EXTRA DUTY POSITIONS

Positions	Rate of Pay
SUBSTITUTES	
Substitute Teacher	
Substitute Teacher Orientation Session	\$50 Paid after 10 full days of work
Fingerprint Reimbursement (for criminal background check)	\$49.26 Paid after 10 full days of work
Substitute w/ Valid Teacher Certification	
Mon or Fri	\$100 / day Full day assignment
Mon or Fri	\$50 / day 1/2 day assignment
Tues, Wed or Thurs	\$90 / day Full day assignment
Tues, Wed or Thurs	\$45 / day 1/2 day assignment
Substitute w/out Teacher Certification	
Mon or Fri	\$90 / day Full day assignment
Mon or Fri	\$45 / day 1/2 day assignment
Tues, Wed or Thurs	\$80 / day Full day assignment
Tues, Wed or Thurs	\$40 / day 1/2 day assignment
Substitute Teacher Incentive	
Substitute w/ Valid Teacher Certification	\$140 / day <i>Paid when completing 10 full work days in a month. Half</i>
Substitute w/out Teacher Certification	\$110 / day <i>days worked in that same month are paid at 1/2 day rate.</i>
Substitute Administrator - authorized by Superintendent	\$250 / day
Substitute Counselor - authorized by Superintendent	\$200 / day
Substitute Support Staff	
Bus Driver	\$15.20 / hour
Bus Monitor	\$9.79 / hour minimum Manual Trades Pay Grade 501
Child Nutrition	\$9.79 / hour minimum Manual Trades Pay Grade 502
OTHER TEMPORARY	
Accompanist, Choreographer, Theatrical Music Director	\$15 / hour dependent on experience, rehearsals, etc.
Child Nutrition - Summer Feeding Program	
Manager	\$12.00 / hour
Assistant Manager	\$11.00 / hour
Cook / Server / Monitor	\$10.00 / hour
Clerical - Temporary	\$12.50 / hour
Concessions	
Cashier	\$10.51 / hour minimum Manual Trades Pay Grade 502
Worker	\$9.79 / hour minimum Manual Trades Pay Grade 501
Runner	\$9.79 / hour minimum Manual Trades Pay Grade 501
Curriculum Writers	\$30 / hour
Gifted-Talented / Dual Credit Facilitator	\$40 / hour
Hearing Screener	\$10.76 / hour minimum Clerical/Paraprofessional Pay Grade 402
Instructional Support (College Students)	\$15 / hour
Moving Crew	
Supervisor	\$13 / hour
Driver	\$7.50 / hour
Mover	\$7.25 / hour
Police Officer	\$31 / hour
SAT/ACT Prep Course	\$30 / hour
Special Education Services	
Assistive Technology Services	\$30 / hour
Brailleing	\$30 / hour
Behavior Management Training	\$30 / hour
Diagnostician - Summer Testing	Current rate / hour
In-Home Training	\$30 / hour
Licensed Specialist in School Psychology (LSSP)	Current rate / hour
Speech Pathologist	Current rate / hour
Teacher of the Visually Impaired	Current rate / hour
Teacher of the Auditorially Impaired	Current rate / hour
Student Workers	\$7.25 / hour
Summer Help	
Campus Assistance, Maintenance, Textbooks, Etc.	\$7.25 / hour
TRYS Judges	up to \$750
Tutor	
Current SAISD teacher or other professional	\$30 / hour
Certified teacher and not a current SAISD employee	\$20 / hour
Non-certified and not a current SAISD employee	\$10 / hour
Non-exempt SAISD employee	Current hourly rate and compensation for overtime as applicable

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Positions	Rate of Pay
ATHLETICS	
After School Gymnastics	
Student Instructors	\$7.25 / hour
Recreational gymnastics first year competitive coaches w/ recreational coaching experience and no certifications Professional member of USA Gymnastics,	\$7.50 / hour
USA Gymnastics Safety Certified Instructor w/ competitive team coaching experience (all competitive team coaches are required to be safety certified by USA Gymnastics Association)	\$8 / hour
All the above certifications with two years competitive coaching experience - male or female judging certification	\$9 / hour
All the above certifications and a college degree	\$10 / hour
All the above certifications and SAISD Teacher	\$10 / hour
After School Swimming	
Student Instructors	\$7.25 / hour
Varsity Football	
Press Box Manager	\$40 / game
Stadium Manager	\$50 / game
Supervision of Student Seating	\$45 / game
Ticket Sales	\$45 / game
Ticket Taker	\$45 / game
Ushers	\$45 / game
Officials - paid according to UIL regulations, officiating chapter assigns timekeeper and sets fee schedule	
Sub-Varsity	
Ticket Sales	\$25 / game
Ticket Taker	\$25 / game
Officials - paid according to UIL regulations, officiating chapter assigns timekeeper and sets fee schedule	
Soccer, Softball and Baseball	
Ticket Sales	\$25 / game
Ticket Taker	\$25 / game
Officials - paid according to UIL regulations	
Video Replay (for all events)	
Supervisor	\$100 / game
Technician	\$75 / game
Camera Operator	\$50 / game
Volleyball & Basketball	
High School - Bookkeeper and Timekeeper	\$25 / game
Middle School - Bookkeeper and Timekeeper	\$20 / game
Line Judges (Varsity and Sub-Varsity Volleyball)	\$15 / game
Line Judges (Middle School Volleyball)	\$12.50 / game
Officials - paid according to UIL regulations	
Summer Strength & Conditioning Program	
Camp Director	\$25 / hour
Teacher/Coach (6 week program - 4 days per week)	\$20 / hour
Summer - Gym and Weight Room	
Supervision - High School	\$10 / hour
Coaches Transporting Teams	
Transporting teams in town	\$8 / day
Transporting teams out of town*	\$8 / hour
*Coaches driving their team are paid driving time only, using the formula: mileage divided by 50 mph x \$8.00	
EXTENDED DAY & SATURDAY SCHOOL	
Teacher	\$30 / hour
Substitute Principal	\$30 / hour
Substitute Teacher	\$25 / hour
Secretary	Current hourly rate and compensation for overtime as applicable
Instructional Aide	Current hourly rate and compensation for overtime as applicable
GIFTED & TALENTED CAMP	
GT Camp Administrator (Museum of Fine Arts)	\$800 / camp
GT Camp Teacher	\$30 / hour
OTHER EXTRA DUTY ASSIGNMENTS	
Full time certified staff, as approved	\$30 / hour