

San Angelo ISD
2022-2023 Compensation Plan
EXTRA DUTY STIPENDS

Extra Duty Assignment	Supplement	Explanation and/or Days as Additional Supplement
Academics		
Behavior Support - INspire	\$1,500	
Bilingual Magnet Program Teacher	\$3,000	
Bilingual Teacher	\$1,000	teaching bilingual students - \$500 per semester
Course Credit Recovery Lead Teacher	\$1,500	
Cybersecurity Patriot	\$2,000	
Dual Credit Counselor	\$1,500	maximum \$1,500 per campus
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	
ECSE/FA Teachers	\$1,500	teachers in Early Childhood or Functional Academics specialized settings
ESL Teacher	\$500	teaching ESL students - \$250 per semester
Lead High School Teacher	\$1,000	teachers only - grades 9-12
Math (High School only)	\$500	per class maximum \$2,000
Science (High School only)	\$500	per class maximum \$2,000
Secondary Student Device Management	\$3,000	maximum \$3,000 per campus
Self Contained Behavior Setting	\$4,000	teachers in Self Contained Behavior setting - \$2,000 per semester
Special Education Transition Lead	\$1,500	
STEM Engineering	\$1,000	
Teacher Class Size Overage	\$1,000	PreK-5th grade teachers over the class size limit for the entire semester and eligible per semester. (PreK-4th grade over 22:1 and 5th grade over 25:1)
TELPAS Facilitator	\$4,000	\$2,000 per semester - limited to campuses w/ bilingual students of 100 or more
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	\$1,500	
Reading Academies		
Blended/Teacher and Intervention participants	\$500	upon completion
Instructional Coach participants	\$250	upon completion
Principal/Assistant Principal participants	\$250	upon completion
Comprehensive/Teacher and Intervention participants	\$250	upon completion
Athletics		
Academic Coordinator, High School	\$3,000	serves secondary schools
Assistant Athletic Coordinator, High School	\$2,400	5 days
Athletic Facility Coordinator	\$4,000	
Boys and/or Girls Coordinator, Middle School	\$2,500	limited to two sports
Stadium Coordinator	\$4,000	
Baseball, Head High School	\$5,900	5 days
Baseball, Varsity Assistant	\$2,800	5 days
Baseball, JV Assistant	\$2,400	5 days
Baseball, 9th Grade Assistant	\$2,200	5 days
Basketball, Head High School	\$5,700	10 days
Basketball, Varsity Assistant	\$2,800	10 days
Basketball, JV Assistant	\$2,400	10 days
Basketball, 9th Grade Assistant	\$2,200	10 days
Basketball, Middle School	\$2,000	
Cheerleader, Varsity	\$4,250	5 days
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 days
Cross Country, Assistant High School - Boys & Girls	\$1,400	10 days
Cross Country, Middle School	\$2,000	
Football, Coordinator	\$6,000	15 days
Football, Varsity / JV Assistant	\$5,500	10 days
Football, 9th Grade Assistant	\$5,200	10 days
Football, Middle School	\$2,000	5 days
Golf, Head High School	\$4,900	5 days
Golf, Assistant High School - 1 season	\$1,400	5 days
Golf, Assistant High School - 2 seasons	\$2,000	5 days

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<i>Athletics (continued)</i>		
Gymnastics, Head High School	\$7,500	
Gymnastics, Head After School	\$7,500	
Gymnastics, Assistant High School	\$5,250	
Gymnastics, Assistant After School	\$5,000	
Power Lifting, Head High School	\$4,000	
Power Lifting, Assistant High School	\$2,500	
Soccer, Head High School	\$4,900	10 days
Soccer, Assistant High School	\$1,900	10 days
Softball, Head High School	\$5,900	5 days
Softball, Varsity Assistant	\$2,800	5 days
Softball, JV Assistant	\$2,400	5 days
Softball, 9th Grade Assistant	\$2,200	5 days
Swimming, Head High School	\$6,300	5 days
Swimming, Head After School	\$7,500	
Swimming, Assistant High School	\$4,100	5 days
Swimming, Assistant After School	\$2,500	
Swimming, Pool Maintenance	\$1,500	
Tennis, Head High School	\$5,900	10 days
Tennis, Assistant High School	\$2,700	10 days
Tennis, Middle School	\$2,000	
Track, Head High School	\$4,900	5 days
Track, Assistant High School	\$2,400	5 days
Track, Middle School	\$2,000	
Volleyball, Head High School	\$5,700	10 days
Volleyball, Varsity Assistant	\$2,800	10 days
Volleyball, JV Assistant	\$2,400	10 days
Volleyball, 9th Grade Assistant	\$2,200	10 days
Volleyball, Middle School	\$2,000	5 days
<i>Performing Arts</i>		
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
Band, Marching Duties	\$1,250	for eligible staff assisting w/ after-school and travel marching band duties
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	*
Mariachi Assistant Director	\$1,000	*
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	\$2,500	
Theatre Arts	\$2,500	

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Extra Duty Assignment	Supplement	Explanation and/or Days as Additional Supplement
Sponsors		
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	
Student Leadership (CTE ONLY)	\$1,000	
Yearbook, High School	\$2,000	
Yearbook, 9th Grade	\$1,500	
Yearbook, Middle School	\$1,500	
UIL		
Speech	\$2,000	
Debate	\$2,000	
UIL Academic Contest	\$800	
UIL One Act Play	\$800	
UIL Sponsor, Middle School	\$600	
Signing Bonus		
Assistant Speech Pathologist	\$2,000	<i>Note: signing bonuses are not subject to TRS contribution</i> paid one time
Bilingual Teacher	\$4,000	
High School Chemistry/Physics Teacher	\$2,000	
High School Science Teacher	\$2,000	
High School Math Teacher	\$2,000	
Speech Pathologist	\$3,000	
Speech Pathologist Intern	\$2,500	
Other		
ARD Facilitator	\$4,000-\$6,000	student case load determines maximum stipend - paid by semester in half increments and not to exceed maximum
Bilingual Reimbursement	\$500	current teachers adding Bilingual Certification
Career Ladder		current eligible teachers
Child Nutrition	\$1,500	supervise extra-curricular events
Child Nutrition	\$1,000	supervise manager training program
District SRO-Lead	\$1,500	
District SRO- Assistant	\$750	
District Translator	\$3,000	
District Webmaster	\$3,000	
Doctoral Degree	\$1,000	all job families excluding Administrative/Professionals Pay Grades 109-111
ESL Reimbursement	\$250	current teachers adding ESL Certification
GT Facilitator	\$2,000- \$4,000	limited to administrators as assigned and approved by the Superintendent
Licensed Specialist in School Psychology	\$1,000	per intern - supervision of intern
Master's Degree	\$500	Teacher Job Family only
Mentor Teacher	\$500	paid at end of school year
National Board Certified Teacher	\$5,000	limited to teachers with official National Board Certification
Nurse with Administrative Duties	\$10,000	
Safety Response	\$2,000	
Safety Care Trainer of Trainers	\$4,000	\$2,000 paid each semester for maximum \$4,000
Secondary Student Device Management	\$3,000	maximum \$3,000 per campus
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 - supervision of 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	
West Texas Training Center/Multiple Sites	\$750	paid each semester to WTTTC teachers as assigned

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.