

San Angelo ISD
2022-2023 Compensation Plan
TEMPORARY, SEASONAL, & EXTRA DUTY POSITIONS

Positions	Rate of Pay	Explanation
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 days worked in that same month are paid at 1/2 day rate.</i>
Substitute w/out Teacher Certification	\$110 / day	
Substitute in specialized placements	\$185 / day	<i>limited to certified teachers only</i>
*Substitute Teacher Assigned to In School Suspension		
Substitute w/ Valid Teacher Certification	\$150 / full day	\$75 / half day (regardless of number of days worked)
Substitute w/out Teacher Certification	\$120 / full day	\$60 / half day (regardless of number of days worked)
*Substitute Teacher Assigned to Inspire		
Substitute w/ Valid Teacher Certification	\$150 / full day	\$75 / half day (regardless of number of days worked)
Substitute w/out Teacher Certification	\$120 / full day	\$60 / half day (regardless of number of days worked)
*Substitute Teacher Assigned to Early Childhood Special Education or Special Education Functional Academics		
Substitute w/ Valid Teacher Certification	\$150 / full day	\$75 / half day (regardless of number of days worked)
Substitute w/out Teacher Certification	\$120 / full day	\$60 / half day (regardless of number of days worked)
*Must attend specialized training presented by the District	\$50 / training	
Substitute Administrator - authorized by Superintendent	\$250 / day	
Substitute Counselor - authorized by Superintendent	\$200 / day	
Substitute Support Staff		
Bus Driver	\$20 / hour	
Bus Monitor	\$9.99 / hour	minimum Manual Trades Pay Grade 501
Child Nutrition	\$10.72 / hour	minimum Manual Trades Pay Grade 502
EXTRA DUTY AND OTHER TEMPORARY ASSIGNMENTS		
Accompanist, Choreographer, Theatrical Music Director	\$15 / hour	dependent on experience, rehearsals, etc.
Child Nutrition		
Manager w/ Multiple Sites	\$50 / day	minimum two sites
Cashier Substitute	\$25 / day	
Child Nutrition - Summer Feeding Program		
Manager	\$12.00 / hour	
Assistant Manager	\$11.00 / hour	
Cook / Server / Monitor	\$10.00 / hour	
Class Coverage when Substitute Unavailable	\$30 / class	Teachers only to supervise and instruct students (optional duty)
Clerical - Temporary	\$12.50 / hour	
Concessions		
Cashier	\$10.72 / hour	minimum Manual Trades Pay Grade 502
Worker	\$9.99 / hour	minimum Manual Trades Pay Grade 501
Runner	\$9.99 / hour	minimum Manual Trades Pay Grade 501

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EXTRA DUTY AND OTHER TEMPORARY ASSIGNMENTS (continued)		
Curriculum Writers	\$30 / hour	
Full Time Certified Staff Extra Duty	\$30 / hour	as approved by Superintendent
Gifted-Talented / Dual Credit Facilitator	\$40 / hour	
Hearing Screener	\$10.97 / 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	\$45 / 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	
GIFTED & TALENTED CAMP		
GT Camp Administrator (Museum of Fine Arts)	\$800 / camp	
GT Camp Teacher	\$30 / hour	
SATURDAY SCHOOL AND EXTENDED DAY		
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	

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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, USA Gymnastics Safety Certified Instructor w/ competitive team coaching experience (all competitive team coaches are required to be safety certified by USA Gymnastics Association)	\$7.50 / hour	
All the above certifications with two years competitive coaching experience - male or female judging certification	\$8 / hour	
All the above certifications and a college degree	\$9 / 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 / hour	
Transporting teams out of town*	\$100 / day	
*Coaches driving their team are paid driving time only, using the formula: mileage divided by 50 mph x \$8.00		