San Angelo ISD
2022-2023 Compensation Plan

Teacher Job Family

Position	Pay Rate

			Minimum	Midpoint	Maximum
Teacher	**Monthly**		***$4,750***	***$5,598***	***$6,684***
Librarian	**10**	**Months**	47,500	55,980	66,840
Registered Nurse	**10.50**	**Months**	49,875	58,779	70,182
Academic Coach	**10.75**	**Months**	51,061	60,179	71,853
At-Risk Coordinator	**11**	**Months**	52,250	61,578	73,524
Athletic Trainer	**12**	**Months**	57,000	67,176	80,208

Behavior Support Coordinator
Content Facilitator - Elementary
Content Facilitator - Secondary
Content Facilitator - CTE
District Behavior Support Coordinator
Educational Coach
Home Instruction Teacher
Instructional Coach - Elementary
Instructional Coach - High School
Instructional Coach - Middle School
Interventionist
Lead District Librarian
Literacy Coach
Special Education Vocational Adjustment Coordinator
Special Education Vocational Adjustment Teacher
Specialist for Auditory Impaired/Deaf Education
Specialist for Visually Impaired

NOTE:
San Angelo ISD does not maintain a Step Scale Pay System

A hiring schedule based on a percentage of mid-point is used for initial placement purposes only. Future general pay increases are not guaranteed or promised. Procedures for applying pay increases are outlined in the District's Compensation Plan.

Teacher Incentive Allotment: The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

In the event of a natural disaster or the forced closure of the district due to emergency circumstances, SAISD's compensation and leave plan will be applied consistently to local, state, and federally funded activities and personnel positions in order to maintain a funding neutral impact on all district personnel. Based on this plan, the district may continue to pay federally funded staff with federal grant funds consistent with the process for paying state or locally funded staff. Staff follow the same time and effort documentation procedures as normal.