

**San Angelo ISD
2022-2023 Compensation Plan**

Administrative / Professional Job Family					
Pay Grade	Position	Pay Rate			
101		Minimum	Midpoint	Maximum	
	Child Nutrition Operations Specialist	Monthly	\$3,948	\$4,935	\$5,922
	Compensation Specialist	10 months	39,476	49,347	59,219
	Energy Efficiency Specialist	12 months	47,370	59,221	71,072
	Maintenance Supervisor				
	Position Control Specialist				
	School Service Worker				
102		Minimum	Midpoint	Maximum	
	Assistant Speech-Language Pathologist	Monthly	\$4,303	\$5,379	\$6,455
	Cash Manager/Budget Coordinator	10 months	43,032	53,791	64,547
	Child Nutrition Coordinator	12 months	51,639	64,548	77,457
	Communications Specialist				
103		Minimum	Midpoint	Maximum	
	Assistant Principal Intern	Monthly	\$4,690	\$5,863	\$7,036
	Counselor	10 months	46,898	58,628	70,357
	Educational Diagnostician Intern	10.25 months	48,061	60,092	72,121
	Licensed Professional Counselor	10.5 months	50,745	62,311	73,877
	Licensed Specialist in School Psychology Practicum Facilitator	10.75 months	50,417	63,028	75,635
	Licensed Specialist in School Psychology Intern	11 months	51,591	64,495	77,397
	Licensed Specialist in School Psychology Intern for At-Risk Students	12 months	56,281	70,354	84,429
	Speech-Language Pathologist Intern				
104		Minimum	Midpoint	Maximum	
	Assistant Director of Athletics	Monthly	\$5,112	\$6,390	\$7,667
	Assistant Director of Child Nutrition	10 months	51,122	63,898	76,674
	Assistant Principal - Alternative School	10.25 months	52,410	65,501	78,591
	Assistant Principal - Elementary School	10.5 months	53,677	67,096	80,512
	Assistant Principal for Instruction - Elementary School	10.75 months	54,954	68,692	82,428
	Coordinator of Financial Services	11 months	56,234	70,289	84,344
	Coordinator of Human Resources	12 months	61,348	76,682	92,014
	Coordinator of Literacy				
	Digital Innovation Facilitator				
	Educational Diagnostician				
	Licensed Specialist in School Psychology				
	Speech-Language Pathologist (w/ Certificate of Clinical Competence)				
105		Minimum	Midpoint	Maximum	
	Assistant Principal - High School	Monthly	\$5,572	\$6,965	\$8,358
	Assistant Principal - Middle School	10.5 months	58,509	73,134	87,756
	At-Risk Administrator - High School	11 months	61,303	76,694	92,084
	Coordinator of 504	12 months	66,873	83,586	100,297
	Coordinator of Behavior Support Services - Special Education				
	Coordinator of Evaluation & Program Compliance - Special Education				
	Coordinator of Instructional Services - Elementary Special Education				
	Coordinator of Instructional Services - Secondary Special Education				
	Coordinator of Low Incidence Disabilities - Special Programs				
	Director of Emergent Bilingual				
	Director of Federal Programs				
	Director of Purchasing				
106		Minimum	Midpoint	Maximum	
	Associate Principal	Monthly	\$6,081	\$7,600	\$9,120
	Director of Advanced Academics & Fine Arts	11 months	66,888	83,603	100,318

Director of Assessment & Counselors	12 months	72,966	91,202	109,441
Director of Campus Academic Support				
Director of Career & Technical Education				
Director of Child Nutrition				
Director of Community Relations				
Director of Curriculum & Instruction - Elementary				
Director of Curriculum & Instruction - Secondary				
Director of Differentiated Instruction & Special Populations				
Director of Special Programs				
Director of Transportation				
Principal - Alternative Schools				
Principal - Elementary School				
107		Minimum	Midpoint	Maximum
Comptroller	Monthly	\$6,620	\$8,276	\$9,931
Director of Facilities & Maintenance	12 months	79,444	99,307	119,168
Director of Financial Services				
Principal - Middle School				
108		Minimum	Midpoint	Maximum
Campus Athletic Coordinator/Head Football Coach	Monthly	\$7,216	\$9,020	\$10,825
Director of Human Resources	12 months	86,592	108,245	129,898
Director of Technology				
109		Minimum	Midpoint	Maximum
Executive Director of Athletics	Monthly	\$7,866	\$9,832	\$11,799
Executive Director of Communications	12 months	94,389	117,988	141,584
Executive Director of Human Resources				
Executive Director of Student & Data Services				
Executive Director of Teaching & Learning				
Principal - High School				
110		Minimum	Midpoint	Maximum
Chief of School Leadership	Monthly	\$8,338	\$10,423	\$12,507
	12 months	100,052	125,071	150,087
111		Minimum	Midpoint	Maximum
Assistant Superintendent of Business & Support Services/	Monthly	\$9,757	\$12,196	\$15,245
Chief Financial Officer	12 months	117,084	146,352	182,940
Deputy Superintendent/Chief Academic Officer				