

San Angelo ISD  
2023-2024 Compensation Plan  
**EXTRA DUTY STIPENDS**

Extra Duty Assignment	Supplement	Explanation and/or Days as Additional Supplement
<b>Academics</b>		
Behavior Support - INspire	\$1,500	
Bilingual Magnet Program Teacher	\$4,000	
Bilingual Teacher	\$1,000	teaching bilingual students - \$500 per semester
Course Credit Recovery Lead Teacher	\$1,500	
Cybersecurity Patriot	\$2,000	
Dual Certification EC/SpEd	\$1,500	limited to staff serving in Early Childhood Classroom with SpEd certification
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	\$3,000	teachers in Early Childhood or Functional Academics specialized settings (\$1500 per semester)
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	
STEM Liasion	\$4,000	Limited to staff as assigned and approved by the Superintendent
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
Transition Coordinator	\$3,000	
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	
<b>Reading Academies</b>		
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
<b>Athletics</b>		
Academic Coordinator, High School	\$3,000	serves secondary schools
Assistant Athletic Coordinator, High School	\$3,000	5 days
Athletic Facility Coordinator	\$4,000	
Athletic Trainer	\$7,000	30 days
Boys and/or Girls Coordinator, Middle School	\$3,000	limited to two sports (3rd sport with approval from Ex Directors of Athletics and Human Resources)
Stadium Coordinator	\$4,000	
Baseball, Head High School	\$7,000	10 days
Baseball, Varsity Assistant	\$3,800	10 days
Baseball, JV Assistant	\$3,400	10 days
Baseball, 9th Grade Assistant	\$3,200	10 days
Basketball, Head High School	\$7,000	15 days
Basketball, Varsity Assistant	\$3,800	10 days
Basketball, JV Assistant	\$3,400	10 days
Basketball, 9th Grade Assistant	\$3,200	10 days
Basketball, Middle School	\$2,500	
Cheerleader, Varsity	\$5,000	5 days
Cheerleader, Junior Varsity	\$2,500	
Cheerleader, 9th Grade	\$2,000	
Cheerleader, Middle School	\$2,000	
Cross Country, Head High School - Boys & Girls	\$5,000	10 days
Cross Country, Assistant High School - Boys & Girls	\$2,500	10 days
Cross Country, Middle School	\$2,500	
Football, Coordinator	\$7,000	15 days
Football, Varsity / JV Assistant	\$6,500	10 days
Football, 9th Grade Assistant	\$6,200	10 days
Football, Middle School	\$2,500	5 days
Golf, Head High School	\$6,000	10 days
Golf, Assistant High School - 1 season	\$2,000	5 days
Golf, Assistant High School - 2 seasons	\$3,000	10 days
<b>Athletics (continued)</b>		
Gymnastics, Head High School	\$7,500	
Gymnastics, Head After School	\$7,500	
Gymnastics, Assistant High School	\$5,750	
Gymnastics, Assistant After School	\$5,000	

Power Lifting, Head High School	\$4,500	
Power Lifting, Assistant High School	\$3,000	
Soccer, Head High School	\$7,000	10 days
Soccer, Assistant High School	\$2,000	10 days
Soccer, Middle School	\$2,500	
Softball, Head High School	\$7,000	10 days
Softball, Varsity Assistant	\$3,800	10 days
Softball, JV Assistant	\$3,400	10 days
Softball, 9th Grade Assistant	\$3,200	10 days
Swimming, Head High School	\$7,000	5 days
Swimming, Head After School	\$7,500	
Swimming, Assistant High School	\$4,500	5 days
Swimming, Assistant After School	\$2,500	
Swimming, Pool Maintenance	\$1,500	
Tennis, Head High School	\$7,000	10 days
Tennis, Assistant High School	\$4,000	10 days
Tennis, Middle School	\$2,500	
Track, Head High School	\$6,000	5 days
Track, Assistant High School	\$3,500	5 days
Track, Middle School	\$2,500	
Volleyball, Head High School	\$7,000	15 days
Volleyball, Varsity Assistant	\$3,800	10 days
Volleyball, JV Assistant	\$3,400	10 days
Volleyball, 9th Grade Assistant	\$3,200	10 days
Volleyball, Middle School	\$2,500	5 days
<b>Performing Arts</b>		<i>*indicates contracts of greater than 10 months</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 wi/ 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	
<b>Military Readiness</b>		
JROTC, Military Readiness	\$1,500	for eligible staff assisting with after-school and traveling JROTC events
<b>Sponsors</b>		
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	
<b>UIL</b>		
Speech	\$2,000	
Debate	\$2,000	

UIL Academic Contest	\$800	
UIL Middle School Coordinator	\$1,000	
UIL One Act Play	\$800	
UIL Sponsor, Middle School	\$600	
<b>Signing Bonus</b>		
Assistant Speech Pathologist	\$2,000	paid one time
Bilingual Teacher	\$4,000	paid one time
Clinical Teacher to Employment		SAISD Clinical Teacher employed as a Teacher by SAISD immediately following Clinical teaching semester who has completed all testing requirements by Dec 1st/May 1st respectively
	\$1,000	
High School Chemistry/Physics Teacher	\$2,000	paid one time
High School Science Teacher	\$2,000	paid one time
High School Math Teacher	\$2,000	paid one time
Speech Pathologist	\$3,000	paid one time
Speech Pathologist Intern	\$2,500	paid one time
<b>Other</b>		
ARD Facilitator	\$4,000-\$6,000	student case load determines maximum stipend - paid by semester in half increments and not to exceed maximum
Bilingual Facilitator	\$2,000-\$4,000	Limited to staff as assigned and approved by the Superintendent
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
Cooperating Teacher (Residency)	\$1,000	paid at end of school year
District SRO-Lead	\$1,500	
District SRO- Assistant	\$750	
District Lead Librarian	\$3,000	
District Translator	\$3,000	
Doctoral Degree	\$1,000	all job families excluding Administrative/Professionals Pay Grades 109-111
ESL Reimbursement	\$2,000	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/Professional	\$500	paid at end of school year
National Board Certified Teacher	\$5,000	limited to teachers with official National Board Certification
National Board Certified School Nurse	\$5,000	limited to nurses 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 WTTC teachers as assigned

**NOTE:** All new and returning employees whose assignments have changed will utilize this Extra Duty Stipend schedule. Compensation plan extra duty pay stipends limited to full time staff. Part time staff extra duty pay stipends must be assigned and approved by the Superintendent.

**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.