

**San Angelo ISD
2023-2024 Compensation Plan**

Clerical / Paraprofessional Job Family

*Annual rates are estimated based on the assumption of an 8 hour work day and the calendar assigned. **Paraprofessionals acquiring further*

Pay Grade	Position	Pay Rate			
		Minimum	Midpoint	Maximum	
401					
	Instructional Aide	Hourly	\$11.25	\$14.07	\$16.88
	Instructional Aide - State Compensatory Education	187 days	16,830	21,049	25,252
	Instructional Aide - Title 1	248 days	22,320	27,915	33,490
	Library Aide 1				
	Mail & Inventory Clerk				
402					
	Administration Receptionist	Hourly	\$12.15	\$15.19	\$18.22
	Campus Office Aide	187 days	18,176	22,724	27,257
	Campus Receptionist	192 days	18,662	23,332	27,986
	Career & Technical Education Aide	207 days	20,120	25,155	30,172
	Child Care Aide	248 days	24,106	30,137	36,148
	Instructional Aide - Degreed (All Funds)				
	Library Aide 2				
	Special Education Aide - Inclusion				
	Vision/Hearing Screener				
	In School Suspension Aide				
	In School Suspension Aide - Long Term	Hourly	\$13.18	\$16.48	\$19.78
	Instructional Aide - Bilingual	187 days	19,717	24,654	29,591
	Instructional Aide - Alternative School (Carver)				
	Special Education Aide - Early Childhood Special Education				
	Special Education Aide - Functional Academics				
	Special Education Aide - INspire				
	Special Education Aide - Self-Contained Behavior				
	Special Education Vocational Job Coach				
403					
	Accounts Payable Clerk - Child Nutrition	Hourly	\$12.50	\$15.62	\$18.74
	Accounts Receivable/Application Clerk - Child Nutrition	187 days	18,700	23,368	28,035
	Assistant Principal Secretary - Secondary	202 days	20,200	25,242	30,284
	Associate Principal Secretary - Secondary	207 days	20,700	25,867	31,033
	Attendance Clerk - Secondary	248 days	24,800	30,990	37,180
	Campus Clerk				
	Certified Medical Assistant				
	Counselor Secretary				
	Data Clerk - Middle School				
	Principal Secretary - Alternative School				
	Purchasing Clerk				
404					
	Accounting Clerk	Hourly	\$13.98	\$17.48	\$20.98
	Accounts Payable Clerk	187 days	20,914	26,150	31,386
	Campus Bookkeeper	202 days	22,592	28,248	33,904
	Cash Receipts/Bank Reconciliation Clerk	207 days	23,151	28,947	34,743
	Data Clerk - High School	248 days	27,736	34,680	41,624
	Data Clerk Lead - High School				
	Interpreter - Non-Certified				

Inventory/Textbook Specialist
 Principal Secretary - Elementary
 Registrar - High School
 Secretary - Athletics
 Secretary - Director of Child Nutrition
 Secretary - Director of Facilities & Maintenance
 Secretary - Director of Transportation

405		Minimum	Midpoint	Maximum	
	Bookkeeper - Child Nutrition	Hourly	\$14.84	\$18.55	\$22.26
	Campus Bookkeeper - 6A High School	187 days	22,201	27,751	33,301
	Principal Secretary - Middle School	202 days	23,981	29,977	35,972
	Secretary - Curriculum & Instruction	207 days	24,575	30,719	36,863
	Secretary - Director of Assessment & Counselors/ Director of Emergent Bilingual	248 days	29,443	36,803	44,164
	Secretary - Director of Career & Technical Education				
	Secretary - Director of Purchasing				
	Secretary - Executive Director of Athletics				
	Secretary - Executive Director of Student & Data Services				
	Secretary - Special Education				
	Secretary - Special Education Data				

406		Minimum	Midpoint	Maximum	
	Child Care Director	Hourly	\$15.71	\$19.63	\$23.56
	Child Nutrition Inventory Clerk	187 days	23,502	29,366	35,246
	Interpreter - Certified	202 days	25,387	31,722	38,073
	Licensed Vocational Nurse	248 days	31,169	38,946	46,743
	Payroll Clerk				
	Payroll & Deductions Clerk				
	Principal Secretary - High School				
	Secretary - Director of Special Programs				
	Secretary - Director of Technology				
	Secretary - Executive Director of Communications				

407		Minimum	Midpoint	Maximum	
	Secretary - School Leadership	Hourly	\$16.74	\$20.74	\$24.89
		248 days	33,212	41,148	49,382

408		Minimum	Midpoint	Maximum	
		Hourly	\$18.76	\$23.45	\$28.14
		248 days	37,220	46,525	55,830

409		Minimum	Midpoint	Maximum	
	Executive Administrative Assistant	Hourly	\$21.20	\$26.50	\$31.80
	Secretary - Assistant Superintendent of Business & Support Services/Chief Financial Officer	248 days	42,061	52,576	63,091
	Secretary - Board of Trustees				
	Secretary - Deputy Superintendent/Chief Academic Officer				