

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

**Administrative / Professional Job Family**

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

<b>106</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Associate Principal	<b>Monthly</b>	<b>\$6,081</b>	<b>\$7,600</b>	<b>\$9,120</b>
Director of Advanced Academics & Fine Arts	<b>11 months</b>	66,888	83,603	100,318
Director of Assessment & Counselors	<b>12 months</b>	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 District Behavior Support				
Director of Special Programs				
Director of Transportation				
Principal - Alternative Schools				
Principal - Elementary School				
<b>107</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Comptroller	<b>Monthly</b>	<b>\$6,620</b>	<b>\$8,276</b>	<b>\$9,931</b>
Director of Facilities & Maintenance	<b>12 months</b>	79,444	99,307	119,168
Director of Financial Services				
Principal - Middle School				
<b>108</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Campus Athletic Coordinator/Head Football Coach	<b>Monthly</b>	<b>\$7,216</b>	<b>\$9,020</b>	<b>\$10,825</b>
Director of Human Resources	<b>12 months</b>	86,592	108,245	129,898
Director of Technology				
<b>109</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Executive Director of Athletics	<b>Monthly</b>	<b>\$7,866</b>	<b>\$9,832</b>	<b>\$11,799</b>
Executive Director of Communications	<b>12 months</b>	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				
<b>110</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Chief of School Leadership	<b>Monthly</b>	<b>\$8,338</b>	<b>\$10,423</b>	<b>\$12,507</b>
	<b>12 months</b>	100,052	125,071	150,087
<b>111</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Assistant Superintendent of Business & Support Services/ Chief Financial Officer	<b>Monthly</b>	<b>\$9,757</b>	<b>\$12,196</b>	<b>\$15,245</b>
Deputy Superintendent/Chief Academic Officer	<b>12 months</b>	117,084	146,352	182,940