

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

Teacher Job Family

Position	Pay Rate
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			Minimum	Midpoint	Maximum
	Monthly				
Teacher			\$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	51,063	60,179	71,853
At-Risk Coordinator	11.00	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					
Math Interventionist					
Reading Interventionist					
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.