

San Angelo ISD
2023-2024 Compensation Plan
TEMPORARY, SEASONAL, & EXTRA DUTY POSITIONS

| Positions | Rate of Pay | Explanation |
|---|------------------|---|
| SUBSTITUTES | | |
| Substitute Teacher | | |
| Substitute Teacher Orientation Session | \$50 | Paid after 10 full days of work |
| Fingerprint Reimbursement (for criminal background check) | \$49.26 | Paid after 10 full days of work |
| Substitute w/ Valid Teacher Certification | | |
| Mon or Fri | \$100 / day | Full day assignment |
| Mon or Fri | \$50 / day | 1/2 day assignment |
| Tues, Wed or Thurs | \$90 / day | Full day assignment |
| Tues, Wed or Thurs | \$45 / day | 1/2 day assignment |
| Substitute w/out Teacher Certification | | |
| Mon or Fri | \$90 / day | Full day assignment |
| Mon or Fri | \$45 / day | 1/2 day assignment |
| Tues, Wed or Thurs | \$80 / day | Full day assignment |
| Tues, Wed or Thurs | \$40 / day | 1/2 day assignment |
| Substitute Teacher Incentive | | |
| Substitute w/ Valid Teacher Certification | \$140 / day | <i>Paid when completing 10 full work days in a month. Half days worked in that same month are paid at 1/2 day rate.</i> |
| Substitute w/out Teacher Certification | \$110 / day | |
| Substitute in specialized placements | \$185 / day | <i>limited to certified teachers only</i> |
| *Substitute Teacher Assigned to In School Suspension | | |
| Substitute w/ Valid Teacher Certification | \$150 / full day | \$75 / half day (regardless of number of days worked) |
| Substitute w/out Teacher Certification | \$120 / full day | \$60 / half day (regardless of number of days worked) |
| *Substitute Teacher Assigned to Inspire | | |
| Substitute w/ Valid Teacher Certification | \$150 / full day | \$75 / half day (regardless of number of days worked) |
| Substitute w/out Teacher Certification | \$120 / full day | \$60 / half day (regardless of number of days worked) |
| *Substitute Teacher Assigned to Early Childhood Special Education or Special Education Functional Academics | | |
| Substitute w/ Valid Teacher Certification | \$150 / full day | \$75 / half day (regardless of number of days worked) |
| Substitute w/out Teacher Certification | \$120 / full day | \$60 / half day (regardless of number of days worked) |
| *Must attend specialized training presented by the District | \$50 / training | |
| Substitute Administrator - authorized by Superintendent | \$250 / day | |
| Substitute Counselor - authorized by Superintendent | \$200 / day | |
| Substitute Support Staff | | |
| Bus Driver | \$20 / hour | |
| Bus Monitor | \$11.00 / hour | minimum Manual Trades Pay Grade 501 |
| Child Nutrition | \$11.88 / hour | minimum Manual Trades Pay Grade 502 |
| EXTRA DUTY AND OTHER TEMPORARY ASSIGNMENTS | | |
| Accompanist, Choreographer, Theatrical Music Director | \$15 / hour | dependent on experience, rehearsals, etc. |
| Child Nutrition | | |
| Manager w/ Multiple Sites | \$50 / day | minimum two sites |
| Cashier Substitute | \$25 / day | |
| Child Nutrition - Summer Feeding Program | | |
| Manager | \$12.00 / hour | |
| Assistant Manager | \$11.00 / hour | |
| Cook / Server / Monitor | \$10.00 / hour | |
| Class Coverage when Substitute Unavailable | \$30 / class | Teachers only to supervise and instruct students (optional duty) |
| Clerical - Temporary | \$12.50 / hour | |
| Concessions | | |
| Cashier | \$11.88 / hour | minimum Manual Trades Pay Grade 502 |
| Worker | \$11.00 / hour | minimum Manual Trades Pay Grade 501 |
| Runner | \$11.00 / hour | minimum Manual Trades Pay Grade 501 |
| EXTRA DUTY AND OTHER TEMPORARY ASSIGNMENTS (continued) | | |
| Curriculum Writers | \$30 / hour | |
| Full Time Certified Staff Extra Duty | \$30 / hour | as approved by Superintendent |
| Gifted-Talented / Dual Credit Facilitator | \$40 / hour | |

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|--|---|--|
| Hearing Screener | \$12.15 / hour | minimum Clerical/Paraprofessional Pay Grade 402 |
| Instructional Support (College Students) | \$15 / hour | |
| Instructional Professional (Residency) | Current rate / hour | Hired as a resident through ASU Rams Residency Program |
| Moving Crew | | |
| Supervisor | \$13 / hour | |
| Driver | \$7.50 / hour | |
| Mover | \$7.25 / hour | |
| Police Officer | \$45 / hour | |
| SAT/ACT Prep Course | \$30 / hour | |
| Special Education Services | | |
| Assistive Technology Services | \$30 / hour | |
| Brailleing | \$30 / hour | |
| Behavior Management Training | \$30 / hour | |
| Diagnostician - Summer Testing | Current rate / hour | |
| In-Home Training | \$30 / hour | |
| Licensed Specialist in School Psychology (LSSP) | Current rate / hour | |
| Nurse | Current rate / hour | |
| Speech Pathologist | Current rate / hour | |
| Teacher of the Visually Impaired | Current rate / hour | |
| Teacher of the Auditorially Impaired | Current rate / hour | |
| Student Workers | \$7.25 / hour | |
| Summer Help | | |
| Campus Assistance, Maintenance, Textbooks, Etc. | \$7.25 / hour | |
| TRIYS Judges | up to \$750 | |
| Tutor | | |
| Current SAISD teacher or other professional | \$30 / hour | |
| Certified teacher and not a current SAISD employee | \$20 / hour | |
| Non-certified and not a current SAISD employee | \$10 / hour | |
| Non-exempt SAISD employee | Current hourly rate and compensation for overtime as applicable | |

GIFTED & TALENTED CAMP

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|---|--------------|
| GT Camp Administrator (Museum of Fine Arts) | \$800 / camp |
| GT Camp Teacher | \$30 / hour |

SATURDAY SCHOOL AND EXTENDED DAY

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|----------------------|---|
| Teacher | \$30 / hour |
| Substitute Principal | \$30 / hour |
| Substitute Teacher | \$25 / hour |
| Secretary | Current hourly rate and compensation for overtime as applicable |
| Instructional Aide | Current hourly rate and compensation for overtime as applicable |

ATHLETICS

After School Gymnastics

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|--|---------------|
| Student Instructors | \$7.25 / hour |
| Recreational gymnastics first year competitive coaches w/ recreational coaching experience and no certifications | |
| Professional member of USA Gymnastics, USA Gymnastics Safety Certified Instructor w/ competitive team coaching experience (all competitive team coaches are required to be safety certified by USA Gymnastics Association) | \$7.50 / hour |
| All the above certifications with two years competitive coaching experience - male or female judging certification | \$8 / hour |
| All the above certifications and a college degree | \$9 / hour |
| All the above certifications and SAISD Teacher | \$10 / hour |

After School Swimming

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|---------------------|---------------|
| Student Instructors | \$7.25 / hour |
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Varsity Football

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|---|-------------|--|
| Press Box Manager | \$40 / game | |
| Stadium Manager | \$50 / game | |
| Supervision of Student Seating | \$45 / game | |
| Ticket Sales | \$45 / game | |
| Ticket Taker/Gate Monitor | \$45 / game | Gate Monitor - San Angelo Stadium Only |
| Ushers | \$45 / game | |
| Officials - paid according to UIL regulations, officiating chapter assigns timekeeper and sets fee schedule | | |

Sub-Varsity

| | | |
|---|-------------|--|
| Ticket Sales | \$25 / game | |
| Ticket Taker/Gate Monitor | \$25 / game | Gate Monitor - San Angelo Stadium Only |
| Officials - paid according to UIL regulations, officiating chapter assigns timekeeper and sets fee schedule | | |

Soccer, Softball and Baseball

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|---------------------------|-------------|--|
| Ticket Sales | \$25 / game | |
| Ticket Taker/Gate Monitor | \$25 / game | Gate Monitor - San Angelo Stadium Only |

| | |
|---|----------------|
| Officials - paid according to UIL regulations | |
| Video Replay (for all events) | |
| Supervisor | \$100 / game |
| Technician | \$75 / game |
| Camera Operator | \$50 / game |
| Volleyball & Basketball | |
| High School - Bookkeeper and Timekeeper | \$25 / game |
| Middle School - Bookkeeper and Timekeeper | \$20 / game |
| Line Judges (Varsity and Sub-Varsity Volleyball) | \$15 / game |
| Line Judges (Middle School Volleyball) | \$12.50 / game |
| Officials - paid according to UIL regulations | |
| Summer Strength & Conditioning Program | |
| Camp Director | \$25 / hour |
| Teacher/Coach (6 week program - 4 days per week) | \$20 / hour |
| Summer - Gym and Weight Room | |
| Supervision - High School | \$10 / hour |
| Coaches Transporting Teams | |
| Transporting teams in town | \$8 / hour |
| Transporting teams out of town* | \$100 / day |
| *Coaches driving their team are paid driving time only, using the formula: mileage divided by 50 mph x \$8.00 | |