

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

Manual Trades Job Family

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

CN = Child Nutrition M = Maintenance TR = Transportation

Pay Grade	Position	Pay Rate			
		Minimum	Midpoint	Maximum	
501					
	CN Assistant Cook	Hourly	\$11.00	\$13.75	\$16.50
	CN Assistant Cook Floater	185 days	16,280	20,350	24,240
	CN PT Helper	260 days	22,880	28,600	34,320
	M Custodian - Campus, Floater, Other Sites	\$11.64/hr Head Custodian			
	M Laundry Worker				
	TR Bus Monitor				
502					
	CN Cook	Hourly	\$11.88	\$14.85	\$17.82
	CN Cook Floater	185 days	17,582	21,978	26,374
	M Equipment Repair Worker	260 days	24,710	30,888	37,066
	M Groundskeeper				
	M Laborer				
	M Lead Custodian - Elementary				
	M Lead Laundry Worker				
	M Lead Laundry & Vacuum Repair Worker				
503					
	CN Child Nutrition Assistant Manager	Hourly	\$13.19	\$16.48	\$19.78
	CN Distribution/Delivery Driver	185 days	19,521	24,390	29,274
	M Goundskeeper - San Angelo Stadium	260 days	27,435	34,278	41,142
	M Lead Custodian - Middle School				
	M Lead Custodian - Other Sites				
	M Painter Apprentice				
	M Plumber Apprentice				
504					
	M Heavy Equipment Operator	Hourly	\$14.90	\$18.63	\$22.36
	M Painter	185 days	22,052	27,572	33,093
	M Plumber	260 days	30,992	38,750	46,509
	M Sprinkler Technician				
	TR Bus Driver in Training (6 months max)	Hourly	\$13.93		
	TR Bus Driver	Hourly	\$20.00	\$22.55	\$25.10
	TR Dispatcher (w/ CDL)	185 days	29,600	33,374	37,148
	TR General Education Router (w/ CDL)	260 days	41,600	46,904	52,208
	M Security Guard (Unarmed)				
	TR Special Education Router (w/ CDL)				
	TR Transportation Specialist/Trainer (w/CDL)				
	TR Dispatcher (w/out CDL)	Hourly	\$16.76	\$19.47	\$22.11
	TR Router (w/out CDL)	260 days	34,861	40,498	45,989
	TR Special Education Router (w/out CDL)				
505					
	CN Child Nutrition Manager - Elementary	Hourly	\$16.09	\$20.12	\$24.14
	M Carpenter	185 days	23,813	29,778	35,727
	M Groundskeeper/Small Engine Mechanic	260 days	33,467	41,850	50,211

- M Lead Custodian - High School
- M Locksmith
- M Maintenance Clerk - Data Entry
- M Maintenance Clerk - Dispatch
- M Maintenance Clerk - Work Orders
- M Preventative Maintenance
- M Upholsterer

506		Minimum	Midpoint	Maximum	
CN	Child Nutrition Manager - Elementary w/ Asst Mgr Training Program	Hourly 185 days	\$17.86 26,433	\$22.33 33,048	\$26.80 39,664
CN	Child Nutrition Manager - Secondary	260 days	37,149	46,446	55,744
M	Assistant Custodial Supervisor				
M	Cabinet Maker Foreman				
M	Construction Worker				
M	Electrician Apprentice				
M	Herbicide Applicator				
M	HVAC Mechanic				
M	Lead Locksmith				
M	Paint Foreman				
M	Pesticide Applicator				
M	Plumber Journeyman				
M	Welder Foreman				
TR	Mechanic				

507		Minimum	Midpoint	Maximum	
CN	Kitchen Equipment Mechanic	Hourly	\$19.83	\$24.79	\$29.75
M	Carpenter Foreman	260 days	41,246	51,563	61,880
M	Electrician Journeyman				
M	Forward Maintenance Foreman				
M	HVAC Foreman				
M	Preventative Maintenance Crew Foreman				
TR	Diesel Mechanic				

508		Minimum	Midpoint	Maximum	
CN	Child Nutrition Supervisor	Hourly	\$24.02	\$28.26	\$33.91
CN	Child Nutrition Supervisor of Training	260 days	49,962	58,781	70,533
CN	Warehouse Supervisor	Monthly	\$4,163	\$4,898	\$5,878
M	Electrician Foreman	12 months	49,962	58,781	70,533
M	Master Electrician				
M	Master Plumber				
M	Master Plumber Foreman				

509		Minimum	Midpoint	Maximum	
M	Custodian Supervisor	Hourly	\$25.09	\$31.36	\$37.63
M	Grounds Supervisor	260 days	52,187	65,229	78,270
TR	Service Manager	Monthly	\$4,349	\$5,436	\$6,523
TR	Transportation Manager/Trip Manager	12 months	52,187	65,229	78,270