

**San Angelo ISD
2026-2027 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			
501			Minimum	Midpoint	Maximum
	CN PT Helper	Hourly	\$11.80	\$14.75	\$17.70
	M Custodian - Campus, Floater, Other Sites	181 days	17,086	21,358	25,630
	M Laundry Worker	260 days	24,544	30,680	36,816
	TR Bus Monitor	\$12.44/hr Head Custodian			
502			Minimum	Midpoint	Maximum
	CN Cook	Hourly	\$12.76	\$15.95	\$19.14
	CN Cook Floater	181 days	18,476	23,096	27,715
	M Equipment Repair Worker/Custodian	260 days	26,541	33,176	39,811
	M Laborer	\$13.26/hr Head Cook with ServSafe Certification			
	M Lead Custodian - Elementary				
	M Lead Laundry Worker				
	M Lead Laundry & Vacuum Repair Worker				
503			Minimum	Midpoint	Maximum
	CN Child Nutrition Assistant Manager - Floater	Hourly	\$13.79	\$17.24	\$20.69
	M Groundskeeper	181 days	19,968	24,964	29,959
	M Lead Custodian - Middle School	260 days	28,683	35,859	43,035
	M Lead Custodian - Other Sites	Grounds Keeper San Angelo Stadium \$14.79			
	TR Bus Driver in Training (6 months max)				
504			Minimum	Midpoint	Maximum
	CN Distribution Associate/Delivery Driver	Hourly	\$15.16	\$18.94	\$22.72
	M Maintenance Clerk - Data Entry	250 days	30,320	37,880	45,440
	M Maintenance Clerk - Dispatch	260 days	31,533	39,395	47,258
	M Sprinkler Technician				
	M Accounts Payable Clerk				
	M Security Guard (Unarmed)	Hourly	\$20.80	\$23.35	\$25.90
	TR Bus Driver	181 days	30,118	33,811	37,503
		260 days	43,264	48,568	53,872
505			Minimum	Midpoint	Maximum
	CN Child Nutrition Manager - Alt School	Hourly	\$16.84	\$21.05	\$25.26
	CN Child Nutrition Manager - Elementary	181 days	24,384	30,480	36,576
	M Groundskeeper/Small Engine Mechanic	260 days	35,027	43,784	52,541
	M Heavy Equipment Operator				
	M Lead Custodian - High School				
	M Painter				
	M Preventative Maintenance				
	M Upholsterer				
506			Minimum	Midpoint	Maximum
	CN Child Nutrition Manager - Elementary w/ Asst Mgr Training Program	Hourly	\$19.41	\$23.39	\$27.37
		181 days	28,106	33,869	39,632
	CN Child Nutrition Manager - Secondary	250 days	38,820	46,780	54,740
	CN Distribution Lead/Delivery Driver	260 days	40,373	48,651	56,930
	M Assistant Custodial Supervisor				
	M Carpenter				
	M Electrician Apprentice				
	M Herbicide Applicator				
	M Locksmith				

M Paint Foreman
M Pesticide Applicator
M Plumber Apprentice
TR Dispatcher
TR Router
TR Special Education Router
TR Transportation Specialist/Trainer

507		Minimum	Midpoint	Maximum	
M	Cabinet Maker Foreman	Hourly	\$21.57	\$25.99	\$30.41
M	Carpenter Foreman	260 days	44,866	54,059	63,253
M	Electrician Journeyman				
M	Energy Efficiency Specialist				
M	HVAC Mechanic				
M	Locksmith Foreman				
M	Plumber Journeyman				
M	Preventative Maintenance Crew Foreman				
M	Welder Foreman				
TR	Mechanic				

508			Minimum		Midpoint	Maximum
CN	Kitchen Equipment Mechanic	Hourly		\$23.96	\$28.87	\$33.78
CN	Warehouse Manager	250 days		47,920	57,740	67,560
M	Electrician Foreman	260 days		49,837	60,050	70,262
M	HVAC Foreman					
M	Master Electrician					
M	Master Plumber					
M	Plumber Foreman					
TR	Diesel Mechanic					

509			Minimum		Midpoint	Maximum
	M	Master Electrician Foreman	Hourly	\$26.63	\$32.08	\$37.53
	M	Master Plumber Foreman	250 days	53,260	64,160	75,060
	TR	Service Manager	260 days	55,390	66,726	78,062

510				Minimum	Midpoint	Maximum
	CN	Child Nutrition Supervisor	Monthly	\$4,888	\$5,750	\$6,613
	CN	Child Nutrition Supervisor of Training	12 months	58,650	69,000	79,350
	M	Energy Efficiency Manager				
	TR	Operations Supervisor				

511		Minimum		Midpoint	Maximum
CN	Operations Specialist	Monthly	\$5,123	\$6,210	\$7,297
M	Construction Project Specialist	12 months	61,479	74,520	87,564
M	Custodian Supervisor				
M	Grounds Supervisor				
M	Maintenance Supervisor				
TR	Shop Supervisor				