

**San Angelo ISD
2026-2027 Compensation Plan**

Teacher Job Family

Position	Pay Rate
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INSTRUCTIONAL

Teacher
 Home Instruction Teacher
 Interventionist
 interventionist - Math
 Interventionist - Reading
 Spec Ed Vocational Adjustment Coordinator
 Spec Ed Vocational Adjustment Teacher
 Specialist for Auditory Impaired/Deaf Education
 Specialist for Visually Impaired
 Athletic Trainer

		Minimum	Midpoint	Maximum
Monthly		\$5,000	\$6,375	\$6,925
10	Months	50,000	63,750	69,250
10.50	Months	52,500	66,688	72,463
10.75	Months	53,750	68,156	74,069
11.00	Months	55,000	69,625	75,675
12	Months	60,000	75,500	82,100

NON-INSTRUCTIONAL

Academic Coach
 ARD Facilitator
 At-Risk Coordinator
 Behavior Support Coordinator
 Instructional Coach
 Librarian
 Librarian - District Lead
 Registered Nurse

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.