

**San Angelo ISD  
2017-2018 Compensation Plan**

**Head Start / Early Head Start**

*Annual rates are estimated based on the assumption of an 8 hour work day and the calendar to which the position is assigned.*

Pay Grade	Position	Pay Rate			
201		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Floater	<b>Hourly</b>	<b>\$8.86</b>	<b>\$11.08</b>	<b>\$13.30</b>
	Office Clerk	<b>187 days</b>	\$13,255	\$16,576	\$19,897
	Teacher Assistant	<b>197 days</b>	\$13,963	\$17,462	\$20,961
		<b>248 days</b>	\$17,578	\$21,983	\$26,387
202		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CDA Teacher - Head Start	<b>Hourly</b>	<b>\$10.91</b>	<b>\$13.63</b>	<b>\$16.36</b>
	CDA Teacher - Early Head Start	<b>187 days</b>	\$16,321	\$20,390	\$24,475
	Data Entry/File Clerk	<b>248 days</b>	\$21,645	\$27,042	\$32,458
	Secretary HS/EHS				
203		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Bookkeeper	<b>Hourly</b>	<b>\$12.22</b>	<b>\$15.27</b>	<b>\$18.32</b>
	Family Service Representative	<b>197 days</b>	\$19,259	\$24,066	\$28,872
		<b>248 days</b>	\$24,244	\$30,296	\$36,347
204		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Center Director	<b>Hourly</b>	<b>\$14.41</b>	<b>\$18.01</b>	<b>\$21.61</b>
		<b>248 days</b>	\$28,589	\$35,732	\$42,874
205		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Compliance Specialist	<b>Monthly</b>	<b>\$3,439</b>	<b>\$4,299</b>	<b>\$5,159</b>
	ERSEA Specialist	<b>12 months</b>	\$41,268	\$51,588	\$61,908
	Family & Community Engagement Specialist				
	Nutrition Specialist				
206		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Assistant Director of Early Head Start/Head Start	<b>Monthly</b>	<b>\$4,335</b>	<b>\$5,419</b>	<b>\$6,502</b>
	Coordinator of Health Services	<b>12 months</b>	\$52,020	\$65,028	\$78,024
207		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Director of Early Head Start/Head Start	<b>Monthly</b>	<b>\$4,941</b>	<b>\$6,177</b>	<b>\$7,413</b>
		<b>12 months</b>	\$59,292	\$74,124	\$88,956
20T		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Teacher - Degreed, non-certified - 5 positions only	<b>Monthly</b>	<b>\$2,641</b>	<b>\$3,107</b>	<b>\$3,573</b>
		<b>10 months</b>	\$26,410	\$31,070	\$35,730