

**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		Minimum	Midpoint	Maximum	
	Floater	Hourly	\$8.86	\$11.08	\$13.30
	Office Clerk	187 days	\$13,255	\$16,576	\$19,897
	Teacher Assistant	197 days	\$13,963	\$17,462	\$20,961
		248 days	\$17,578	\$21,983	\$26,387
202		Minimum	Midpoint	Maximum	
	CDA Teacher - Head Start	Hourly	\$10.91	\$13.63	\$16.36
	CDA Teacher - Early Head Start	187 days	\$16,321	\$20,390	\$24,475
	Data Entry/File Clerk	248 days	\$21,645	\$27,042	\$32,458
203		Minimum	Midpoint	Maximum	
	Bookkeeper	Hourly	\$12.22	\$15.27	\$18.32
	Family Service Representative	197 days	\$19,259	\$24,066	\$28,872
		248 days	\$24,244	\$30,296	\$36,347
204		Minimum	Midpoint	Maximum	
	Center Director	Hourly	\$14.41	\$18.01	\$21.61
		248 days	\$28,589	\$35,732	\$42,874
205		Minimum	Midpoint	Maximum	
	Compliance Specialist	Monthly	\$3,439	\$4,299	\$5,159
	ERSEA Specialist	12 months	\$41,268	\$51,588	\$61,908
	Family & Community Engagement Specialist				
	Nutrition Specialist				
206		Minimum	Midpoint	Maximum	
	Assistant Director of Early Head Start/Head Start	Monthly	\$4,335	\$5,419	\$6,502
	Coordinator of Health Services	12 months	\$52,020	\$65,028	\$78,024
207		Minimum	Midpoint	Maximum	
	Director of Early Head Start/Head Start	Monthly	\$4,941	\$6,177	\$7,413
		12 months	\$59,292	\$74,124	\$88,956
20T		Minimum	Midpoint	Maximum	
	Teacher - Degreed, non-certified - 8 positions only	Monthly	\$2,641	\$3,107	\$3,573
		10 months	\$26,410	\$31,070	\$35,730