

**San Angelo ISD  
2018-2019 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>\$9.04</b>   | <b>\$11.30</b> | <b>\$13.57</b> |
|           | Office Clerk  | <b>187 days</b>  | \$13,524        | \$16,905       | \$20,301       |
|           | Teacher Assistant   | <b>197 days</b>  | \$14,247        | \$17,809       | \$21,386       |
|           |   | <b>248 days</b>  | \$17,935        | \$22,419       | \$26,923       |
| 202       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | CDA Teacher - Head Start  | <b>Hourly</b>    | <b>\$11.13</b>  | <b>\$13.90</b> | <b>\$16.69</b> |
|           | CDA Teacher - Early Head Start  | <b>187 days</b>  | \$16,650        | \$20,794       | \$24,968       |
|           | Student Data Clerk  | <b>248 days</b>  | \$22,082        | \$27,578       | \$33,113       |
| 203       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Bookkeeper  | <b>Hourly</b>    | <b>\$12.46</b>  | <b>\$15.58</b> | <b>\$18.69</b> |
|           | Family Service Representative   | <b>197 days</b>  | \$19,637        | \$24,554       | \$29,455       |
|           |   | <b>248 days</b>  | \$24,721        | \$30,911       | \$37,081       |
| 204       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Center Director   | <b>Hourly</b>    | <b>\$14.70</b>  | <b>\$18.37</b> | <b>\$22.04</b> |
|           |   | <b>248 days</b>  | \$29,165        | \$36,446       | \$43,727       |
| 205       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Compliance Specialist   | <b>Monthly</b>   | <b>\$3,508</b>  | <b>\$4,385</b> | <b>\$5,262</b> |
|           | ERSEA Specialist  | <b>12 months</b> | \$42,096        | \$52,620       | \$63,144       |
|           | Family & Community Engagement Specialist  |                  |                 |                |                |
|           | Nutrition Specialist  |                  |                 |                |                |
| 206       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Assistant Director of Early Head Start/Head Start<br>Coordinator of Health Services | <b>Monthly</b>   | <b>\$4,422</b>  | <b>\$5,527</b> | <b>\$6,632</b> |
|           |   | <b>12 months</b> | \$53,064        | \$66,324       | \$79,584       |
| 207       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Director of Early Head Start/Head Start   | <b>Monthly</b>   | <b>\$5,040</b>  | <b>\$6,301</b> | <b>\$7,561</b> |
|           |   | <b>12 months</b> | \$60,480        | \$75,612       | \$90,732       |
| 20T       |   | <b>Minimum</b>   | <b>Midpoint</b> | <b>Maximum</b> |                |
|           | Teacher - Degreed, non-certified - 8 positions only                                 | <b>Monthly</b>   | <b>\$2,694</b>  | <b>\$3,169</b> | <b>\$3,644</b> |
|           |   | <b>10 months</b> | \$26,940        | \$31,690       | \$36,440       |