

**San Angelo ISD  
2018-2019 Compensation Plan**

**Manual Trades**

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

CN = Child Nutrition   HS = Head Start/Early Head Start   M = Maintenance   TR = Transportation

Pay Grade	Position	Pay Rate			
501		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Assistant Cook	<b>Hourly</b>	<b>\$9.25</b>	<b>\$11.33</b>	<b>\$13.41</b>
	CN Assistant Cook Floater	<b>185 days</b>	13,690	16,768	19,847
	CN PT Helper	<b>186 days</b>	13,764	16,859	19,954
	M Custodian - Campus, Floater, Other Sites	<b>260 days</b>	19,240	23,566	27,893
	M Laundry Worker TR Bus Monitor				
502		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Assistant Manager	<b>Hourly</b>	<b>\$10.00</b>	<b>\$12.27</b>	<b>\$14.53</b>
	CN Cook	<b>185 days</b>	14,800	18,160	21,504
	M Groundskeeper	<b>190 days</b>	15,200	18,650	22,086
	M Laborer	<b>248 days</b>	19,840	24,344	28,828
	M Lead Custodian - Elementary M Lead Laundry Worker M Vacuum Repair Worker	<b>260 days</b>	20,800	25,522	30,222
		\$10.75/hr entry Assistant Child Nutrition Manager			
503		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Child Nutrition Manager - Elem A <500 ADP	<b>Hourly</b>	<b>\$11.25</b>	<b>\$13.79</b>	<b>\$16.32</b>
	HS Child Nutrition Manager - EHS/Head Start	<b>186 days</b>	16,740	20,520	24,284
	CN Distribution/Delivery Driver	<b>190 days</b>	17,100	20,961	24,806
	M Lead Custodian - Freshman Campus	<b>248 days</b>	22,320	27,359	32,379
	M Lead Custodian - Middle School M Lead Custodian - Other Sites	<b>260 days</b>	23,400	28,683	33,946
504		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	M Heavy Equipment Operator	<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.93</b>	<b>\$18.86</b>
	M Painter	<b>186 days</b>	19,344	23,704	28,064
	M Plumber	<b>260 days</b>	27,040	33,134	39,229
	M Sprinkler Technician		\$13.50/hr entry Driver/Trainer		
	TR Bus Driver		\$13.50/hr entry Driver/Trainer/Dispatcher		
TR Driver/Trainer		\$13.50/hr entry Router/Driver			
TR Driver/Trainer/Dispatcher					
TR Router/Driver					
505		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Child Nutrition Manager - Elem B >500 ADP	<b>Hourly</b>	<b>\$14.15</b>	<b>\$17.34</b>	<b>\$20.53</b>
	M Carpenter	<b>190 days</b>	21,508	26,357	31,206
	M Groundskeeper/Small Engine Mechanic	<b>260 days</b>	29,432	36,067	42,702
	M Lead Custodian - High School M Upholsterer M Work Order Clerk				

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506		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Child Nutrition Manager - Goliad Elementary	<b>Hourly</b>	<b>\$15.91</b>	<b>\$19.50</b>	<b>\$23.09</b>
	CN Child Nutrition Manager - Secondary	<b>190 days</b>	24,183	29,640	35,097
	CN Equipment Mechanic	<b>260 days</b>	33,093	40,560	48,027
	M Assistant Custodial Supervisor				
	M Cabinet Maker Foreman				
	M Construction Worker				
	M Dispatcher/Energy Control Tech				
	M Electrician Apprentice				
	M Herbicide Applicator & Grounds Foreman				
	M HVAC Mechanic				
	M Paint Foreman				
	M Pest Applicator				
	M Plumber Journeyman				
	M Welder Foreman				
	TR Mechanic				
	TR Parts/Trip Manager				
507		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	M Carpenter Foreman	<b>Hourly</b>	<b>\$17.92</b>	<b>\$21.96</b>	<b>\$26.00</b>
	M Electrician Journeyman	<b>260 days</b>	37,274	45,677	54,080
	M Forward Maintenance Foreman				
	M HVAC Foreman				
M Master Plumber					
TR Diesel Mechanic					
508		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	CN Child Nutrition Supervisor	<b>Hourly</b>	<b>\$22.22</b>	<b>\$25.55</b>	<b>\$28.32</b>
	M Electrician Foreman	<b>260 days</b>	46,218	53,144	58,906
	M Master Plumber Foreman	<b>Monthly</b>	<b>\$3,851</b>	<b>\$4,429</b>	<b>\$5,007</b>
CN Warehouse Supervisor	<b>12 months</b>	46,218	53,144	58,906	
509		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	M Custodian Supervisor	<b>Hourly</b>	<b>\$23.29</b>	<b>\$28.09</b>	<b>\$32.90</b>
	M Grounds Supervisor	<b>260 days</b>	48,443	58,427	68,432
	TR Service Manager	<b>Monthly</b>	<b>\$4,036</b>	<b>\$4,869</b>	<b>\$5,700</b>
TR Special Education Transportation Manager	<b>12 months</b>	48,443	58,427	68,432	