

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

**Clerical / Paraprofessional**

*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			
401		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Child Care Aide	<b>Hourly</b>	<b>\$9.25</b>	<b>\$11.56</b>	<b>\$13.88</b>
	ESL/Bilingual Instructional Aide	<b>187 days</b>	13,838	17,294	20,764
	In School Suspension Aide	<b>248 days</b>	18,352	22,935	27,538
	Instructional Aide				
	Library Aide 1				
	Mail & Inventory Clerk Title 1 Aide				
402		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Bachelor Degreed Aide	<b>Hourly</b>	<b>\$10.03</b>	<b>\$12.55</b>	<b>\$15.04</b>
	Campus Office Aide	<b>187 days</b>	15,005	18,775	22,500
	Campus Receptionist	<b>192 days</b>	15,406	19,277	23,101
	Career & Technical Education Aide	<b>207 days</b>	16,610	20,783	24,906
	Library Aide 2	<b>248 days</b>	19,900	24,899	29,839
	Receptionist - Administration Special Education Aide (BMT, Inclusion, PPCD, RDS, SS) Vision/Hearing Screener				
403		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Accounts Payable Clerk - Child Nutrition	<b>Hourly</b>	<b>\$10.88</b>	<b>\$13.60</b>	<b>\$16.34</b>
	Accts Rec/Application Clerk - Child Nutrition	<b>187 days</b>	16,276	20,346	24,445
	Asst Principal Secretary - Secondary	<b>202 days</b>	17,582	21,978	26,405
	Attendance Clerk - Secondary	<b>207 days</b>	18,017	22,522	27,059
	Campus Clerk	<b>248 days</b>	21,586	26,982	32,419
	Counselor Secretary				
	Data Clerk - Freshman Campus				
	Data Clerk - Middle School				
	Data Clerk - Maintenance				
	Interpreter - Non-Certified				
	Inventory Clerk - Child Nutrition Principal Secretary - Alternative School Purchasing Clerk				
404		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
	Accounting Clerk	<b>Hourly</b>	<b>\$11.82</b>	<b>\$14.77</b>	<b>\$17.70</b>
	Accounts Payable Clerk	<b>187 days</b>	17,683	22,096	26,479
	Campus Bookkeeper	<b>202 days</b>	19,101	23,868	28,603
	Cash Receipts/Bank Reconciliation Clerk	<b>207 days</b>	19,574	24,459	29,311
	Data Clerk - High School	<b>248 days</b>	23,451	29,304	35,117
	Interpreter - Level 1 Certified				
	Inventory/Textbook Specialist				
	Migrant Clerk / Recruiter				
	Principal Secretary - Elementary				
	Registrar - High School				
	Secretary - Athletics				
	Secretary - Director of Assessment & Counselors Secretary - Director of Child Nutrition Secretary - Director of Maintenance Secretary - Director of Student Services Secretary - Director of Transportation				

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405		Minimum	Midpoint	Maximum	
	Benefits & Leave Clerk	<b>Hourly</b>	<b>\$12.82</b>	<b>\$16.02</b>	<b>\$19.21</b>
	Bookkeeper - Child Nutrition	<b>187 days</b>	19,179	23,966	28,738
	Human Resources Specialist	<b>202 days</b>	20,717	25,888	31,043
	Interpreter - Level 2 Certified	<b>207 days</b>	21,230	26,529	31,812
	Payroll Clerk	<b>248 days</b>	25,435	31,784	38,113
	Position Control Specialist				
	Principal Secretary - Freshman Campus				
	Principal Secretary - Middle School				
	Secretary - Director of Career & Technical Education				
	Secretary - Director of Purchasing				
	Secretary - Executive Director of Athletics				
	Secretary - Special Education				
	Secretary - Technology				
	Secretary - Title 1-ESL-Bilingual-Migrant Specialist				
406		Minimum	Midpoint	Maximum	
	Child Care Director	<b>Hourly</b>	<b>\$13.93</b>	<b>\$17.39</b>	<b>\$20.84</b>
	Interpreter - Level 3 Certified	<b>187 days</b>	20,839	26,015	31,177
	Licensed Vocational Nurse	<b>202 days</b>	22,511	28,102	33,677
	Principal Secretary - High School	<b>248 days</b>	27,637	34,502	41,347
	Secretary - Executive Director of Special Programs				
	Secretary - Director of Technology				
	Secretary - Director of Communications				
	Secretary - Special Education Data				
407		Minimum	Midpoint	Maximum	
	Secretary - Assistant Superintendent of Business & Support Services	<b>Hourly</b>	<b>\$15.08</b>	<b>\$18.86</b>	<b>\$22.64</b>
	Secretary - Assistant Superintendent of Curriculum & Instruction	<b>248 days</b>	29,919	37,418	44,918
	Secretary - Executive Director of Schools				
408		Minimum	Midpoint	Maximum	
	Compensation Specialist	<b>Hourly</b>	<b>\$17.02</b>	<b>\$21.30</b>	<b>\$25.60</b>
		<b>248 days</b>	33,768	42,259	50,790
409		Minimum	Midpoint	Maximum	
	Secretary - Deputy Superintendent of Administrative Services & Board of Trustees	<b>Hourly</b>	<b>\$19.29</b>	<b>\$24.09</b>	<b>\$28.88</b>
	Executive Administrative Assistant	<b>248 days</b>	38,271	47,795	57,298

Abbreviations

- BMT - Behavior Management Transition
- PPCD - Preschool Program for Children with Disabilities
- RDS - Regional Day School
- SS - Specialized Support