

**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>
	CN Assistant Cook Floater	<b>185 days</b>	13,690	16,768
	CN PT Helper	<b>186 days</b>	13,764	16,859
	M Custodian - Campus, Floater, Other Sites	<b>260 days</b>	19,240	23,566
	M Laundry Worker			27,893
	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>
	CN Cook	<b>185 days</b>	14,800	18,160
	M Groundskeeper	<b>190 days</b>	15,200	18,650
	M Laborer	<b>248 days</b>	19,840	24,344
	M Lead Custodian - Elementary	<b>260 days</b>	20,800	25,522
	M Lead Laundry Worker			30,222
	M Vacuum Repair Worker			
				\$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>
	HS Child Nutrition Manager - EHS/Head Start	<b>186 days</b>	16,740	20,520
	CN Distribution/Delivery Driver	<b>190 days</b>	17,100	20,961
	M Lead Custodian - Freshman Campus	<b>248 days</b>	22,320	27,359
	M Lead Custodian - Middle School	<b>260 days</b>	23,400	28,683
	M Lead Custodian - Other Sites			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>
	M Painter	<b>186 days</b>	19,344	23,704
	M Plumber	<b>260 days</b>	27,040	33,134
	M Sprinkler Technician			39,229
	TR Bus Driver	<b>Hourly</b>	<b>\$14.00</b>	<b>\$15.93</b>
		<b>186 days</b>	20,832	23,704
	TR Driver/Trainer	<b>Hourly</b>	<b>\$14.50</b>	<b>\$15.93</b>
	TR Driver/Trainer/Dispatcher	<b>186 days</b>	21,576	23,704
	TR Router	<b>260 days</b>	30,160	33,134
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>
	M Carpenter	<b>190 days</b>	21,508	26,357
	M Groundskeeper/Small Engine Mechanic	<b>260 days</b>	29,432	36,067
	M Lead Custodian - High School			42,702
	M Maintenance Clerk - Data Entry			
	M Maintenance Clerk - Dispatch			
	M Maintenance Clerk - Work Orders			
	TR Transportation Specialist			
	M Upholsterer			

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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>
	CN Child Nutrition Manager - Secondary	<b>190 days</b>	24,183	29,640
	CN Equipment Mechanic	<b>260 days</b>	33,093	40,560
	M Assistant Custodial Supervisor			48,027
	M Cabinet Maker Foreman			
	M Construction Worker			
	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			
507		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	M Carpenter Foreman	<b>Hourly</b>	<b>\$17.92</b>	<b>\$21.96</b>
	M Electrician Journeyman	<b>260 days</b>	37,274	45,677
	M Forward Maintenance Foreman			54,080
	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>
	M Electrician Foreman	<b>260 days</b>	46,218	53,144
	M Master Plumber Foreman	<b>Monthly</b>	<b>\$3,851</b>	<b>\$4,429</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>
	M Grounds Supervisor	<b>260 days</b>	48,443	58,427
	TR Service Manager	<b>Monthly</b>	<b>\$4,036</b>	<b>\$4,869</b>
	TR Transportation Manager	<b>12 months</b>	48,443	58,427
				68,432