

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

Extra Duty Stipends

NOTE: All new and returning employees whose assignments have changed will utilize this Extra Duty Stipend schedule.

HOLD HARMLESS PROVISION: Contract employees in the 2007-2008 school year with extra duty assignments that did not change, receive the greater of: the amount calculated from this Extra Duty Stipend Schedule or the total extra duty compensation generated by the 2007-2008 plan.

Extra Duty Assignment	Supplement	Days as Add'l Supplement
Academics		
Behavior Specialist	\$1,500	
Bilingual Teacher	\$1,000	teaching bilingual students \$500/semester
Dual Credit Counselor (1 per campus)	\$1,000	
Dual Credit Teacher - Core Courses	*	
* \$50 per enrolled student - maximum \$1,000 per section, per enrolled college semester, paid at end of semester		
* A teacher does not receive both Dual Credit and Science/Math Incentive Stipend for the same class.		
Dual Credit CTE Course	\$1,500	
Dyslexia Lead Teacher	\$1,500	
Elementary Lead Librarian	\$1,500	
ESL Teacher	\$500	
Math (High School only)	\$500	per class maximum \$2,000
Science (High School only)	\$500	per class maximum \$2,000
Special Education Assessment Lead	\$1,500	
Department Head, West Texas Training Center	\$3,000	
Department Head, High School	\$1,500	add'l planning period in lieu of stipend at principal discretion
Department Head, CFC	\$1,500	
Department Head, Middle School	\$1,000	
Athletics		
Athletic Facility Coordinator	\$4,000	
Stadium Coordinator	\$4,000	
High School		
Academic Coordinator (serves secondary schools)	\$3,000	
Assistant Athletic Coordinator	\$2,400	5
Athletic Trainer	\$7,000	20
Baseball, Head High School	\$5,900	5
Baseball, Varsity Assistant	\$2,800	5
Baseball, JV Assistant	\$2,400	5
Baseball, 9th Grade Assistant	\$2,200	5
Basketball, Head High School	\$5,700	10
Basketball, Varsity Assistant	\$2,800	10
Basketball, JV Assistant	\$2,400	10
Basketball, 9th Grade Assistant	\$2,200	10
Cheerleader, Varsity	\$4,250	5
Cheerleader, Junior Varsity	\$2,000	
Cheerleader, 9th Grade	\$1,500	
Cheerleader, Middle School	\$1,500	
Cross Country, Head High School - Boys & Girls	\$3,700	10
Cross Country, Assistant High School - Boys & Girls	\$1,400	10
Football, Coordinator	\$6,000	15
Football, Varsity / JV Assistant	\$5,500	10
Football, 9th Grade Assistant	\$5,200	10
Golf, Head High School	\$4,900	5
Golf, Assistant High School - 1 season	\$1,400	5
Golf, Assistant High School - 2 seasons	\$2,000	5

Gymnastics, Head High School	\$7,500	
Gymnastics, Head After School	\$7,500	
Gymnastics, Assistant High School	\$5,250	
Gymnastics, Assistant After School	\$5,000	
Power Lifting, Head High School	\$4,000	
Power Lifting, Assistant High School	\$2,500	
Soccer, Head High School	\$4,900	10
Soccer, Assistant High School	\$1,900	10
Softball, Head High School	\$5,900	5
Softball, Varsity Assistant	\$2,800	5
Softball, JV Assistant	\$2,400	5
Softball, 9th Grade Assistant	\$2,200	5
Swimming, Head High School	\$6,300	5
Swimming, Head After School	\$7,500	
Swimming, Assistant High School	\$4,100	5
Swimming, Assistant After School	\$2,500	
Swimming, Pool Maintenance	\$1,500	
Tennis, Head High School	\$5,900	10
Tennis, Assistant High School	\$2,700	10
Track, Head High School	\$4,900	5
Track, Assistant High School	\$2,400	5
Volleyball, Head High School	\$5,700	10
Volleyball, Varsity Assistant	\$2,800	10
Volleyball, JV Assistant	\$2,400	10
Volleyball, 9th Grade Assistant	\$2,200	10
<u>Middle School</u>		
Boys and/or Girls Coordinator (limited to 2 sports)	\$2,500	
Basketball, Middle School	\$2,000	
Cross Country, Middle School	\$2,000	
Football, Middle School	\$2,000	5
Tennis, Middle School	\$2,000	
Track, Middle School	\$2,000	
Volleyball, Middle School	\$2,000	5
<u>Performing Arts</u>		
Band, Director High School 6A	Market Rate	*
Band, Director High School 4A	\$5,300	*
Band, Assistant High School	\$4,000	*
Band, Color Guard High School 6A	\$4,000	*
Band, Director 9th Grade	\$4,000	*
Band, Director Middle School	\$5,500	
Band, Assistant Middle School	\$3,000	
Band, Director & Assistant Middle School	\$1,250	after school marching duties w/ high school band
Choir, Director High School 6A	\$4,500	5
Choir, Director High School 4A	\$4,000	
Choir, Director 9th Grade	\$2,500	
Choir, Director Middle School	\$2,500	
Mariachi, Director High School	\$4,500	*
Mariachi, Director Middle School	\$2,500	
Orchestra, Director High School 6A	\$3,500	*
Orchestra, Director High School 4A	\$2,000	*
Orchestra, Assistant High School 6A	\$2,000	
Orchestra, Director Middle School	\$2,000	
Theatre Arts	\$2,500	

* Teachers have a standard 10-month contract. The * indicates contracts for 10%, 11 or 12 months.

Sponsors

Drill Team	\$3,000
Drill Team, Assistant (Squads of 30+)	\$1,500
Key Club	\$500
National Honor Society, High School	\$900
National Honor Society, Middle School	\$600
Newspaper, High School	\$1,500
Newspaper, Middle School	\$750
Student Council, High School	\$2,000
Student Council, 9th Grade	\$1,500
Student Council, Middle School	\$1,500
Texas Association of Future Educators	\$500
Yearbook, High School	\$2,000
Yearbook, 9th Grade	\$1,500
Yearbook, Middle School	\$1,500

UIL

Speech	\$2,000
Debate	\$2,000
UIL Academic Contest	\$750
UIL One Act Play	\$800
UIL Sponsor, Middle School	\$600

Signing Bonus

Assistant Speech Pathologist - paid one time	\$2,000
Bilingual Teacher - paid one time	\$4,000
High School Chemistry/Physics Teacher - paid one time	\$2,000
High School Composite Science Teacher - paid one time	\$2,000
High School Math Teacher - paid one time	\$2,000
Speech Pathologist - paid one time	\$3,000

Note: signing bonuses are not subject to TRS contribution

Other

Career Ladder - paid to current eligible teachers	
Child Nutrition - supervise Manager Training Program	\$1,000
Child Nutrition - supervise Extra-Curricular Events	\$1,000
Bilingual Reimbursement-current teachers adding Bilingual certification	\$500
ESL Reimbursement - current teachers adding ESL certification	\$250
Master's Degree - paid to employees in Teacher Job Family	\$500
Mentor Teacher	\$200 paid at end of school year
Nurse with Administrative Duties	\$10,000
Speech Pathologist - supervise 25 hour practicum	\$500 per student
Speech Pathologist - supervise Intern/Clinical Fellowship Year	\$1,000 per assistant
Speech Pathologist - supervise Speech Assistant	\$1,000 per assistant
Speech Pathologist - supervise Masters/Graduate Assistant	\$2,000 per assistant
Teacher of the Visually Impaired	\$2,000
Transportation - Safety Response	\$2,000
Transportation - Bus Driver Hiring Incentive	\$500 paid in two \$250 installments as stated in incentive plan
Transportation - Bus Driver Recruitment Incentive	\$500 paid in two \$250 installments as stated in incentive plan