



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF STIPEND AND ADDITIVES
 2018-2019

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Athletics	Group I Varsity Football Coach	6,400	15	10 Month Contract	2 per H.S.
Athletics	Group I Varsity Football Coach (Offensive & Defensive Coordinator)	6,400	20	10 Month Contract	2 per H.S.
Athletics	Group I Coach (other sports)	6,400	10	10 Month Contract	
Athletics	Group II Assistant H.S. Coach	5,250	10	10 Month Contract	
Athletics	Group II M.S. Coordinator	5,250	10	10 Month Contract	2 per M.S.
Athletics	Group III Coach (includes Adaptive PE)	3,700		10 Month Contract	
Athletics	Group IV Coach (Elem. P.E.)	1,300		10 Month Contract	
Athletics	H.S. Assistant Head Football Coach	3,150			1 per H.S.
Athletics	H.S. Dual Sports Coordinator	3,150			1 per H.S.
Athletics	H.S. Girls Athletic Coordinator	3,150	5		1 per H.S.
Athletics	H.S. Head Cross Country Coach	4,200			2 per H.S.
Athletics	H.S. Powerlifting Coach	4,200			1 per H.S.
Athletics	M.S. Golf Coach (Group III)	3,700			2 per District
Athletics	M.S. Gymnastics Coach (Group III)	3,700			4 per District
Elementary	Distance Allowance	500			Fly, Cavazos, West, Downing. Paid in 2 payments.
Elementary	Gifted & Talented Scholars in Progress (SIP) Teacher (with SBEC Certification)	2,100			
Elementary	New Hire Sign-On Bonus - Elementary Bilingual Teacher	1,500			Eligible employees may only receive one time
Secondary	Campus AVID Coordinator	1,600			
Secondary	Certified Math Teacher	2,100			
Secondary	Certified Robotics Teacher	2,100			Classroom Robotics Only
Secondary	Certified Science Teacher	2,100			
Secondary	H.S. JV Cheerleader Sponsor	3,150	10	10 Month Contract	
Secondary	H.S. Varsity Cheerleader Sponsor	5,150	10	10 Month Contract	
Secondary	H.S. Academic Coaching	10,300			OHS, PHS, NTO
Secondary	H.S. Academic Coaching - OCTECHS, Falcon	5,150			OC Tech, Falcon
Secondary	H.S. Academic Octathlon	1,545			
Secondary	H.S. Department Head	3,700	4	10 Month Contract	
Secondary	H.S. Drama NTO	3,150			
Secondary	H.S. Freshman Cheerleader Sponsor	3,150	10	10 Month Contract	
Secondary	H.S. Journalism Activities NTO, OCTECHS, Falcon	1,600			1 per H.S.
Secondary	H.S. Journalism Activities OHS, PHS	3,150			1 per H.S.
Secondary	H.S. National Honor Society NTO, OCTECHS, Falcon	600			1 per H.S.



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF STIPEND AND ADDITIVES
 2018-2019

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Secondary	H.S. National Honor Society OHS, PHS	800			1 per H.S.
Secondary	H.S. Speech Activities NTO	3,150			
Secondary	H.S. Speech Activities OHS, PHS	3,150			1 per H.S.
Secondary	H.S. Student Council Sponsor NTO, OCTECHS, Falcon	1,100			1 per H.S.
Secondary	H.S. Student Council Sponsor OHS, PHS	2,100			1 per H.S.
Secondary	M.S. Cheerleader Sponsor	2,100			
Secondary	M.S. Department Head	3,150	4	10 Month Contract	
Secondary	M.S. Journalism Activities	1,600			1 per M.S.
Secondary	M.S. National Honor Society Sponsor	600			1 per M.S.
Secondary	M.S. Student Council Sponsor	1,100			1 per M.S.
Secondary	New Hire Sign-On Bonus - Certified Math or Science Teacher	2,000			Eligible employees may only receive one time
Special Ed	Assistive Technology Teacher - Lead	1,500			
Special Ed	Diagnostician or Speech Path - Lead	3,150			
Special Ed	New Hire Sign-On Bonus - Special Ed Teacher	1,500			Eligible employees may only receive one time
Special Ed	Special Olympics Coach	3,700			
Special Ed	SPED Lead Speech Teacher	3,100			
Special Ed	SPED Teacher (Auditory Impaired)	2,100			
Special Ed	SPED Teacher (Orientation & Mobility Certified)	2,000			
Special Ed	SPED Teacher (Visually Impaired Certified)	4,000			
Special Ed	SPED Teacher in Specialized Classroom	2,100			
Special Ed	SPED Teacher or Deaf, Resource, Inclusion, Co-teach, Adaptive PE	1,100			
Special Ed	Speech Pathologist (For Supervising Speech Pathologist Asst.)	1,100			
Instructional Staff	"Just Say No" Sponsor	300			1 per School
Instructional Staff	Campus Science Liaison	1,600			1 per EE (Carver, Lamar) Subject to Eligibility
Instructional Staff	Doctorate Degree (All Staff)	3,650			
Instructional Staff	Masters Degree (Teachers - if not a job requirement)	2,600			



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF STIPEND AND ADDITIVES
 2018-2019

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Instructional Staff	Masters Degree Incentive Plan (Advanced approval required)	1,050			\$350 per successfully completed course in teaching area; maximum \$1,050 per year
Instructional Staff	Masters Degree Plus 30 Hours [Discontinued in 2014]	3,090			Existing Employees Grandfathered
Instructional Staff	Media Specialist Mentor	500			Per Person Mentored
Instructional Staff	Bilingual certified teachers serving bilingual students[see DEA-R]	2,100			\$2,100 (>50% of total enrollment of students taught are bilingual or ESL) \$1,100 (<50%>15% of total enrollment of students taught are bilingual or ESL) \$300 (<15% of total enrollment of students taught are bilingual or ESL). Payment in two equal amounts
Instructional Staff	ESL Teachers with ESL certification or endorsement serving ESL students. [see DEA-R]	2,100			\$2,100 (>50% of total enrollment of students taught are bilingual or ESL) \$1,100 (<50%>15% of total enrollment of students taught are bilingual or ESL) \$300 (<15% of total enrollment of students taught are bilingual or ESL). Payment in two equal amounts
Fine Arts	H.S. Assistant Orchestra Director	3,150			
Fine Arts	H.S. Asst. Theater Arts	2,000		10 Month Contract	
Fine Arts	H.S. Asst. Band Director	4,200		11 Month Contract	
Fine Arts	H.S. Asst. Choral Director	3,700		10 Month Contract	
Fine Arts	H.S. Asst. Dance Team Sponsor	3,150	10	10 Month Contract	
Fine Arts	H.S. Color Guard	5,000		10 Month Contract	
Fine Arts	H.S. Dance Team Sponsor	5,150	10	10 Month Contract	
Fine Arts	H.S. Flag Team Sponsor	550			1 per H.S.
Fine Arts	H.S. Guitar	4,000			
Fine Arts	H.S. Head Theater Arts	4,000	10	10 Month Contract	
Fine Arts	H.S. JROTC Instructor	3,150			2 per H.S.
Fine Arts	H.S. Pop Ensemble Accompanist	1,850			1 per H.S.



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF STIPEND AND ADDITIVES
 2018-2019

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Fine Arts	H.S. VASE	1,500			H.S. Qualifying Employee per Fine Arts
Fine Arts	Harp	4,000		10 Month Contract	
Fine Arts	JR VASE	1,000			M.S. Qualifying Employee per Fine Arts
Fine Arts	M.S. Asst. Orchestra Director (Qualifying Middle Schools)	1,600		10 1/2 Month Contract	
Fine Arts	M.S. Assistant Band Director	3,150		11 Month Contract	
Fine Arts	M.S. Assistant Choir Director	1,600		10 Month Contract	
Fine Arts	M.S. Assistant Guitar (Ector)	800		10 Month Contract	
Fine Arts	M.S. Band Director	4,200		11 Month Contract	
Fine Arts	M.S. Dance	1,600			
Fine Arts	M.S. Head Choral Director	3,700		10 Month Contract	
Fine Arts	M.S. Head Guitar/Mariachi Teacher	1,050		10 Month Contract	
Fine Arts	M.S. Head Orchestra Director	3,150		10 1/2 Month Contract	
Fine Arts	M.S. Piano/Keyboard Teacher	800		10 Month Contract	
Fine Arts	M.S. Theater Arts	2,000		10 Month Contract	
Other	Bus Driver	2.58			Per hour travel allowance for day trips of 5 or more hours (overnight trips not applicable)
Other	Bus Driver - New Hire Sign On Bonus	500			250 after 60 days, 250 after 120 days
Other	Bus Driver Secondary AEP Drivers	0.55			per hour for added duties
Other	Bus Driver Supervisor	0.55			per hour for supervision duties
Other	Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
Other	Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
Other	CDL Certification	3,000			Transportation shop & Office Employees Only
Other	Driver Certification				Hourly Rate of Pay
Other	ESL Cluster [Grandfathered Employees]	1,030			Grandfathered employees only
Other	Information Technology – CCNA	3,150			
Other	Microsoft Cert. Technology Specialist	1,100			
Other	Microsoft Certified IT Professional	2,600			
Other	Police Department - SWAT	150			per month for active member
Other	Police Department - Field Training Officer - Certified	100			per month
Other	Police Department - Internal Affairs Officer Pay	100			per month



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF STIPEND AND ADDITIVES
 2018-2019

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Other	Retention Incentive: Employees on the teacher schedule. (DEA-R)	3,000			Paid in 2 payments. Prorated based on hire date. Do not receive if exit before end of semester.
Other	Retention Incentive: Instructional Aides	800			Paid in 2 payments. Prorated based on hire date. Do not receive if exit before end of semester.
Other	Retention Incentive: Para-Professionals (non-instructional Aides)	300			Paid in 2 payments. Prorated based on hire date. Do not receive if exit before end of semester.
Other	School Nutrition Certification 1	250			
Other	School Nutrition Certification 2	300			
Other	School Nutrition Certification 3	350			
Other	School Nutrition Managers				Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
Other	Travel - H.S. Head Football Coaches	7,200			OHS & PHS
Other	Travel - H.S. Principals	4,325			OHS & PHS
Other	Travel - Principals at Fly and Downing [grandfathered employees]	1,680			Existing Employees Grandfathered (Fly & Downing)
Other	Travel - Superintendent & Assistant Superintendent	7,500			
Other	Travel: Director of State and Federal Director of Accountability & School Improvement	3,600			
Other	Travel: Executive Directors Communications Director Director of Transportation Director of Food Service Athletics Director Compliance Officer	4,400			
Other	Travel-Chief Officers	7,500			
Other	Travel-School Nutrition Supervisors	1,350			