



Ector County Independent School District

SCHEDULE OF STIPENDS AND ADDITIVES

2017-2018

ATHLETICS	
POSITION	ADDITIVE
Group 1 Coach (other sports)	\$6,400 special additive; 10 month contract + 10 extra days
Group 1 Varsity Football Coach	\$6,400 special additive; 10 month contract + 15 extra days (two per H.S.)
Group I Varsity Football Coach (Offensive & Defensive Coordinator)	\$6,400 special additive; 10 month contract + 20 extra days (two per H.S.)
Group II Asst. Swimming Coach	\$5,250 special additive; 10 month contract + 10 extra days (max 2 per M.S.)
Group II Coach	\$5,250 special additive; 10 month contract + 10 extra days
Group II M.S. Coordinator	\$5,250 special additive; 10 month contract + 10 extra days (max 2 per M.S.)
Group III Coach	\$3,700 special additive; 10-month contract
Group IV Coach (Elem. P.E.)	\$1,300 special additive; 10-month contract
H.S. Asst. Head Coach	\$3,150 over scheduled annual pay (one allocation per H.S.)
H.S. Dual Sports Coordinator	\$3,150 over scheduled annual pay (one allocation per H.S.)
H.S. Girls Athletic Coordinator	\$3,150 over scheduled annual pay + 5 extra days (one per H.S.)
H.S. Head Cross Country Coach	\$4,200 over scheduled annual pay (two allocations per H.S.)
H.S. Powerlifting Coach	\$4,200 over scheduled annual pay (one allocation per H.S.)
M.S. Golf Coach (Group III)	\$3,700 over scheduled annual pay (maximum of 2 in district)
M.S. Gymnastics Coach (Group III)	\$3,700 over scheduled annual pay (maximum of 4 in district)
ELEMENTARY	
POSITION	ADDITIVE
All Employees at Fly, Cavazos, West & E.K. Downing	\$250 per semester travel allowance
Bilingual New Hire Sign-On Bonus	\$1,500 One-time payment
Gifted & Talented Scholars in Progress (SIP) Teacher (with SBEC Certification)	\$2,100 over scheduled annual pay
SECONDARY	
POSITION	ADDITIVE
AVID Coordinator	\$1,600 added to annual pay
Certified Math or Science Teacher Sign-On Bonus (New Hires)	\$2,000 (Math or Science) One-time payment
Certified Math, Science, or Robotics (Bonham) Teacher	\$2,100 (Math or Science) added to annual pay
H.S. Varsity Cheerleader Sponsor	\$5,150 special additive; 10 month contract + 10 extra days
H.S. JV Cheerleader Sponsor	\$3,150 special additive; 10 month contract + 10 extra days
H.S. Freshman Cheerleader Sponsor	\$3,150 special additive; 10 month contract + 10 extra days
H.S. PEP Squad Sponsor	\$3,150 Special Additive; 10 month contract + 10 extra days
H.S. Department Head	\$3,700 added to annual pay 10-mo. contract + 4 extra days
H.S. Drama Coach	\$3,150 over scheduled annual pay (one allocation per H.S.)
H.S. Journalism Activities	\$3,150 over scheduled annual pay (one allocation per H.S.)
H.S. Journalism Activities (NTO, Falcon & OCTECHS)	\$1,600 over scheduled annual pay (one allocation per H.S.)
H.S. Nat'l Honor Society	\$800 over scheduled annual pay (one allocation per H.S.)
H.S. Nat'l Honor Society (NTO, Falcon & OCTECHS)	\$600 over scheduled annual pay (one allocation per H.S.)
H.S. Speech Activities	\$3,150 over scheduled annual pay (one allocation per H.S.)
H.S. Student Council Sponsor	\$2,100 over scheduled annual pay (one allocation per H.S.)
H.S. Student Council Sponsor (NTO, Falcon & OCTECHS)	\$1,100 over scheduled annual pay (one allocation per H.S.)
M.S. Cheerleader Sponsor	\$2,100 over scheduled annual pay (one allocation per M.S.)
M.S. Department Head	\$3,150 over scheduled annual pay 10 month contract + 4 extra days

M.S. Journalism Activities	\$1,600 over scheduled annual pay (one allocation per M.S.)
M.S. Nat'l Honor Society Sponsor	\$600 over scheduled annual pay (one allocation per M.S.)

M.S. Student Council Sponsor	\$1,100 over scheduled annual pay (one allocation per M.S.)
SPECIAL EDUCATION	
POSITION	ADDITIVE
Adaptive P.E. Teacher / Special Olympics Coach	\$4,000 (\$3,700 coaching, \$300 special education) over scheduled annual pay
Assistive Technology Teacher-Lead	\$1,500 added to annual pay
Diagnostician or Speech Path -Lead	\$3,150 added to annual pay
Diagnostician or Speech Pathologist w/Bilingual Certification	\$2,100 over scheduled annual pay
New Hire Sign-On Bonus	\$1,500 One-time payment (classroom teachers only)
SPED Lead Speech Teacher	\$3,100 added to annual pay
SPED Teacher (Auditory Impaired)	\$2,100 added to annual pay
SPED Teacher (Orientation & Mobility Certified)	\$2,000 added to annual pay
SPED Teacher (Visually Impaired Certified)	\$4,000 added to annual pay
SPED Teacher in Specialized Classroom	\$2,100 added to annual pay
SPED Teacher or Deaf, Resource, Inclusion, Co-teach	\$1,100 added to annual pay
Speech Pathologist (For Supervising Speech Pathologist Asst.)	\$1,100 added to annual pay
INSTRUCTIONAL STAFF	
POSITION	ADDITIVE
"Just Say No" Sponsor	\$300 over scheduled annual pay (one allocation per school)
Bilingual certified teachers serving bilingual students or ESL Teachers with ESL certification or endorsement serving ESL students. [see DEA-R]	\$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
Campus Science Liaison (Subject to eligibility)	\$1,600 over scheduled annual pay (one allocation per school)
Doctorate Degree (All Staff)	\$3,650 over scheduled Bachelors annual pay
Masters Degree (Teachers - if not a job requirement)	\$2,600 over scheduled Bachelors annual pay
Masters Degree Incentive Plan (Advanced approval)	\$350 per successfully completed course in teaching area; maximum \$1,100 per
Masters Degree Plus 30 Hours [Discontinued in 2014]	\$3,090 over scheduled Bachelors annual pay (existing employees grandfathered)
Retention Incentive: Instructional Aides	\$800 paid in two equal payments. (First in December the second in May)
Media Specialist Mentor	\$500 per person mentored
FINE ARTS	
POSITION	ADDITIVE
H.S. Asst. Band Director	\$4,200 special additive; 11-mo. contract
H.S. Asst. Choral	\$3,700 special additive; 10-mo. contract
H.S. Asst. Dance Team Sponsor	\$3,150 special additive; 10 month contract + 10 extra days
H.S. Asst. Theater Arts	\$2,000 special additive; 10-mo. Contract
H.S. Color Guard	\$5,000 special additive; 10-mo. Contract
H.S. Dance Team Sponsor	\$5,150 special additive; 10 month contract + 10 extra days
H.S. Flag Team Sponsor	\$550 special additive (one allocation per H.S.)
H.S. Head Theater Arts	\$4,000 special additive; 10 month contract + 10 days
H.S. JROTC Instructor	\$3,150 over scheduled annual pay (2 per H.S.)
H.S. Pop Ensemble Accompanist	\$3,700 special additive (one allocation per H.S.)
Harp (Ector and OHS)	\$4,000 special additive; 10-mo. Contract
M.S. Asst. Band Director	\$3,150 special additive; 11-mo. contract;
M.S. Asst. Choir Director	\$1,600 special additive; 10-mo. contract
M.S. Asst. Guitar/Mariachi Teacher (Ector)	\$800 special additive; 10-mo. Contract
M.S. Asst. Orchestra Director (Qualifying Middle Schools)	\$1,600 special additive; 10 ½-mo. contract
M.S. Band Director	\$4,200 special additive; 11-mo. contract

M.S. Head Choral Director	\$3,700 special additive; 10-mo. contract
M.S. Head Guitar/Mariachi Teacher (Ector)	\$1,050 special additive; 10-mo. contract
M.S. Head Orchestra Director	\$3,150 special additive; 10 ½-mo. contract
M.S. Piano/Keyboard Teacher (Ector)	\$800 special additive; 10-mo. contract
M.S. Theater Arts	\$2,000 special additive; 10-mo. Contract
M.S. Theater Arts (2), Technical Theater, Dance Teacher (Ector)	\$1,600 over scheduled annual pay (four total allocations)
OTHER ADDITIVES	
POSITION	ADDITIVE
Bus Driver	\$2.58 per hour travel allowance for day trips of 5 or more hours (overnight trips not applicable)
Bus Driver Secondary AEP Drivers	Extra \$.55 per hour for added duties
Bus Driver Supervisor	Extra \$.55 per hour for supervision duties
CDL Certification	\$3,000 (Transportation Shop & Office employees only)
Emergency Response Team	\$150 per month per active member
Information Technology – CCNA	\$3,150 added to annual pay
Microsoft Cert. Technology Specialist	\$1,100 added to annual pay
Microsoft Certified IT Professional	\$2,600 added to annual pay
Retention Incentive - employees on the teacher schedule. (DEA-R)	\$3,000 to be paid in two equal payments. The first in December & the second in
Retention Incentive: Administrative Assistants	\$300 paid in two equal payments. (First in December the second in May)
School Nutrition Managers	Standard mileage reimbursement based on distance from assigned campus to
Sign-On Bonus: New Hires (Bus Drivers Only)	\$500 (Paid in two equal payments: \$250 after 60 days & \$250 after 120 days)
Travel-Asst. Sups and Chiefs	\$7,500 added to annual pay
Travel-Executive Directors & Dir.Trans.	\$4,400 added to annual pay
Travel - H.S. Head Football Coaches (OHS and PHS)	\$7,200 added to annual pay
Travel - H.S. Principals (OHS and PHS)	\$4,325 added to annual pay
Travel-Director of State and Federal, Director of Accountability & School Improvement	\$3,600 added annual pay
Travel-School Nutrition Supervisors	\$1,350 added annual pay
Travel- Principals at Fly and Downing	\$1,680 added annual pay
Travel- Principals at Cavazos and West	\$1,125 added annual pay