

**Ector County Independent School District**

*OUR students... THE future!*

# Compensation

## Resource Manual

**2019-2020**

Updated August 14, 2019



Ector County Independent School District Salary Schedule  
187 Day Salary Schedule - Classroom Teacher, Media Specialist, and Nurse (RN)

Years of Experience	Yearly Salary	Years of Experience	Yearly Salary
0	\$52,000	26	\$65,500
1	\$52,500	27	\$66,000
2	\$53,000	28	\$66,500
3	\$53,500	29	\$67,000
4	\$54,250	30	\$67,500
5	\$55,000	31	\$68,000
6	\$55,500	32	\$68,500
7	\$56,000	33	\$69,000
8	\$56,500	34	\$69,500
9	\$57,000	35	\$70,000
10	\$57,500	36	\$70,500
11	\$58,000	37	\$71,000
12	\$58,500	38	\$71,500
13	\$59,000	39	\$72,000
14	\$59,500	40	\$72,500
15	\$60,000	41	\$73,000
16	\$60,500	42	\$73,500
17	\$61,000	43	\$74,000
18	\$61,500	44	\$74,500
19	\$62,000	45	\$75,000
20	\$62,500	46	\$75,500
21	\$63,000	47	\$76,000
22	\$63,500	48	\$76,500
23	\$64,000	49	\$77,000
24	\$64,500	50	\$77,500
25	\$65,000	51	\$78,000

Effective beginning August 5, 2019:

\$2,500 - Content Area Master's Degree Stipend

\$1,500 - General Master's Degree Stipend

\*Master's Degree Stipends approved prior to August 5, 2019 are grandfathered at \$2,600

## 2019-2020 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1		Daily	\$216.00	\$270.00	\$324.00
Accountant, Finance (non-degreed)	227	187 Days	40,392	50,490	60,588
Bookkeeper/Payroll	227	207 Days	44,712	55,890	67,068
Coordinator, T3M	207	227 Days	49,032	61,290	73,548
Manager, Risk/Benefits	227				
Payroll, Special Projects	227				
School Nutrition, Technology Ad	227				
Social Worker	187				
Specialist, Communication	227				
Specialist, Community Engagment/Partners	227				
Specialist, Community Engagement/Volunt.	207				

2		Daily	\$242.76	\$299.70	\$356.64
Accountant , Special Projects	227	187 Days	45,396	56,044	66,692
Accountant, Payroll	227	197 Days	47,824	59,041	70,258
Admin Review/Dismissal Facility	197	207 Days	50,251	62,038	73,824
Auditor, Staff	227	217 Days	52,679	65,035	77,391
Buyer, School Nutrition	227	227 Days	55,107	68,032	80,957
Coordinator, Child Care	227				
Coordinator, Instructional Materials	227				
Evaluator, Special Education	197				
Social Worker, Ext	217				
Specialist, Advanced Academic Services	227				
Specialist, Behavior	207				
Specialist, Bilingual/ESL Interventionist	217				
Specialist, Drop Out Prevention	187				
Specialist, Teen Parent	197				
Speech Pathologist, Asst	187				
Speech Pathologist, Intern	187				

3		Daily	\$279.84	\$337.16	\$394.48
Advisor, College & Career	207	197 Days	55,128	66,421	77,713
Counselor, Alt	207	207 Days	57,927	69,792	81,657
Counselor, Alt SAS	207	217 Days	60,725	73,164	85,602
Counselor, EEC	197	227 Days	63,524	76,535	89,547
Counselor, ES	197, 207				
Counselor, MS	207				
Counselor, HS/Options	207				
Counselor, SAS	207				
Counselor, Special Education	207				
Dietitian	227				
Research & Innovation Strategies	227				

## 2019-2020 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Supervisor, Print Shop/Mail 227

4		Calendars	Daily	\$295.94	\$360.90	\$425.86
	Asst Principal, EEC	217	197 Days	58,300	71,097	83,894
	Asst Principal, ES	217, 227	207 Days	61,260	74,706	88,153
	Athletic Trainer, HS	197, 207	217 Days	64,219	78,315	92,412
	Coordinator, Staff Pay Budget	227	227 Days	67,178	81,924	96,670

Counselor, Career & Tech 217  
 Counselor, HS 217, 227  
 Counselor, TRAC 217  
 Diagnostician 197  
 LSSP 197  
 Specialist, ES Fine Arts 227  
 Supervisor, ATC-G Campus 207

5		Calendars	Daily	\$319.61	\$389.77	\$459.93
	Assoc Principal, MS	227	187 Days	59,767	72,887	86,007
	Asst Principal, Early College HS	217	197 Days	62,963	76,785	90,606
	Asst Principal, MS	217	207 Days	66,159	80,682	95,206
	Asst Principal, YC-Alt	217	217 Days	69,355	84,580	99,805
	Choral Director, HS	197	227 Days	72,551	88,478	104,404

Coordinator, 2+1 227  
 Coordinator, AVID 227  
 Coordinator, Benefits 217  
 Coordinator, Bilingual 227  
 Coordinator, Career & Tech 227  
 Coordinator, Dyslexia 227  
 Coordinator, ELAR 227  
 Coordinator, ESL 227  
 Coordinator, International Teacher 227  
 Coordinator, Language Other Than English 227  
 Coordinator, Math 227  
 Coordinator, Science 227  
 Coordinator, Secondary ELAR 227  
 Coordinator, Social Studies 227  
 Coordinator, Special Ed 227  
 Coordinator, Special Ed Behavior 227  
 Coordinator, Teen Pregnancy Service 227  
 Coordinator, Testing 227  
 Dean of Students 217  
 Director, Instructional Service MS 227  
 Mariachi Director, HS 197  
 Occupation Therapist 197  
 Orchestra Director, HS 197

## 2019-2020 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Physical Therapist	197			
	Specialist, Energy Management	227			
	Specialist, Speech Pathologist	207, 227			
	Speech Pathologist	187			

6		Daily	\$345.18	\$420.95	\$496.72	
	Assoc Principal, HS	227	217 Days	74,904	91,346	107,788
	Asst Principal, HS	217, 227	227 Days	78,356	95,556	112,755
	Band Director HS	217				
	Director, Advanced Academic Services	227				
	Director, Asst Athletic	227				
	Director, AVID	227				
	Director, Energy/Custodial Operations	227				
	Director, Health Services	227				
	Director, Internal Audit	227				
	Director, Payroll	227				
	Director, School Attendance	227				
	Supervisor, Accounting	227				

7		Daily	\$374.56	\$456.78	\$539.00	
	Director, Development/Education Foundation	227	227 Days	85,025	103,689	122,353
	Director, Facilities	227				
	Director, Finance	227				
	Director, Purchasing	227				
	Director, RDSPD	227				
	Director, School Nutrition	227				
	Director, Strategic Initiatives	227				
	Director, Transportation	227				
	Principal, EEC	227				
	Principal, ES	227				
	Principal, ES AEP	227				

8		Daily	\$408.27	\$497.89	\$587.51	
	Coordinator/Head Football Coach	227	227 Days	92,677	113,021	133,365
	Director, Benefits/Risk Management	227				
	Director, Business Services	227				
	Director, Communication	227				
	Director, Fine Arts	227				
	Director, HR	227				
	Director, Literacy Pk-12	227				
	Director, Professional Development	227				
	Principal, Alt	227				
	Principal, Choice HS	227				

## 2019-2020 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Principal, MS 227

9		Daily	\$445.01	\$542.70	\$640.39	
	Chief Innovation Officer	227	227 Days	101,017	123,193	145,369
	Exec Director, Accountability	227				
	Exec Director, Bilingual/ESL/Migrant	227				
	Exec Director, C&I	227				
	Exec Director, Career & Technology Ed.	227				
	Exec Director, District Operations	227				
	Exec Director, Federal & State Programs	227				
	Exec Director, Fine Arts	227				
	Exec Director, Guidance & Counseling	227				
	Exec Director, Special Svcs	227				
	Principal, HS	227				

10		Daily	\$507.32	\$618.68	\$730.04	
	Asst Superintendent, HR	227	227 Days	115,162	140,440	165,719
	Asst Superintendent, Student/School Support	227				
	Chief Operations Officer	227				
	Chief Technology Officer	227				
	Exec Director, Athletics	227				
	Exec Director, Leadership, Elementary	227				
	Exec Director, Leadership, Secondary	227				

11		Daily	\$578.35	\$705.30	\$832.25	
	Associate Supt, C&I	227	227 Days	131,285	160,103	188,921
	Chief Financial Officer	227				

12		Daily	\$659.31	\$804.04	\$948.77	
	Deputy Superintendent	227	227 Days	149,663	182,517	215,371

## 2019-2020 Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$18.80</b>	<b>\$23.50</b>	<b>\$28.20</b>
	Technician, Computer	227	<b>227 Days</b>	34,141	42,676	51,211
	Technician, Help Desk/Trainer	227				
	Technician, Operations	227				
<b>2</b>			<b>Hourly</b>	<b>\$19.93</b>	<b>\$24.91</b>	<b>\$29.89</b>
	Supervisor, Technician	227	<b>227 Days</b>	36,193	45,237	54,280
	Technician, Help Desk	227				
<b>3</b>			<b>Hourly</b>	<b>\$23.31</b>	<b>\$29.14</b>	<b>\$34.97</b>
	Technician, Network	227	<b>227 Days</b>	42,331	52,918	63,506
<b>4</b>			<b>Daily</b>	<b>\$205.14</b>	<b>\$256.43</b>	<b>\$307.72</b>
	Administrator, NTO Tech	227	<b>227 Days</b>	46,567	58,210	69,852
	Specialist, Inventory	227				
	Supervisor, Help Desk	227				
<b>5</b>			<b>Daily</b>	<b>\$242.07</b>	<b>\$302.59</b>	<b>\$363.11</b>
	Instructional Application Analyst, Business	227	<b>227 Days</b>	54,950	68,688	82,426
	Instructional Application Analyst, Student	227				
	Web Master	227				
<b>6</b>			<b>Daily</b>	<b>\$278.38</b>	<b>\$347.98</b>	<b>\$417.58</b>
	Application Analyst, Senior	227	<b>227 Days</b>	63,192	78,991	94,791
	Manager, WAN Area	227				
	Network Engineer	227				
	Network Specialist	227				
	Network System Administrator	227				
	Programmer, Student	227				
<b>7</b>			<b>Daily</b>	<b>\$297.87</b>	<b>\$372.34</b>	<b>\$446.81</b>
	Administrator, Senior System/Active Directory	227	<b>227 Days</b>	67,616	84,521	101,426
	Manager, Infrastructure	227				
	Manager, Operations	227				
	Programmer/Manager, Business Application	227				
	Programmer/Manager, Student Application	227				
<b>8</b>			<b>Daily</b>	<b>\$330.64</b>	<b>\$413.30</b>	<b>\$495.96</b>
	Administrator, Online Program	227	<b>227 Days</b>	75,055	93,819	112,583
	Manager, Network Hardware	227				
	Manager, Network Software	227				

# 2019-2020 Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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<b>9</b>		
	Director, Information Systems	227
	Director, Information Technology	227
	Director, Instructional Technology	227

<b>Daily</b>	<b>\$363.70</b>	<b>\$454.63</b>	<b>\$545.56</b>
<b>227 Days</b>	82,560	103,201	123,842



## 2019-2020 Police Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Crime Scene Technician	227	<b>Hourly</b>	<b>\$17.74</b>	<b>\$22.17</b>	<b>\$26.60</b>
			<b>227 Days</b>	32,216	40,261	48,306
	Telecommunicator I	227	<b>Hourly</b>	<b>\$20.44</b>	<b>\$26.34</b>	<b>\$31.60</b>
			<b>227 Days</b>	37,119	47,833	57,386
<b>3</b>	Police Officer	187, 227	<b>Daily</b>	<b>\$228.48</b>	<b>\$285.56</b>	<b>\$342.67</b>
			<b>187 Days</b>	42,726	53,400	64,079
			<b>227 Days</b>	51,865	64,822	77,786
			<b>Daily</b>	<b>\$235.28</b>	<b>\$294.48</b>	<b>\$353.12</b>
<b>4</b>	Police Corporal	227	<b>227 Days</b>	53,409	66,847	80,158
			<b>Daily</b>	<b>\$256.39</b>	<b>\$320.88</b>	<b>\$384.85</b>
<b>5</b>	Police Sergeant	227	<b>227 Days</b>	58,201	72,840	87,361
			<b>Daily</b>	<b>\$279.65</b>	<b>\$349.96</b>	<b>\$419.74</b>
<b>6</b>	Police Lieutenant	227	<b>227 Days</b>	63,481	79,441	95,281
			<b>Daily</b>	<b>\$305.02</b>	<b>\$381.67</b>	<b>\$457.80</b>
<b>7</b>	Asst Chief of Police	227	<b>227 Days</b>	69,240	86,639	103,921
			<b>Daily</b>	<b>\$332.51</b>	<b>\$416.04</b>	<b>\$499.03</b>
<b>8</b>	Chief of Police	227	<b>227 Days</b>	75,480	94,441	113,280

## 2019-2020 Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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2	
Clerk, Alamo	227
Clerk, ATC	197
Clerk, Attendance ES	197
Clerk, Attendance HS	197
Clerk, Attendance MS	197
Clerk, Audio Visual	187
Clerk, Counselor	207
Clerk, EEC	207
Clerk, Elementary	187
Clerk, Exchange	187
Clerk, High School	187, 197, 207
Clerk, Library	187
Clerk, Magnet	187
Clerk, Middle School	187
Clerk, Office	187
Clerk, Receptionist	207
Clerk, Secondary	187
Clerk, Sp Ed	187
Clerk, Transfer Affidavit	227
Community Liaison, Visiting	187
Receptionist HS/Truancy	227

Hourly	\$12.00	\$14.50	\$17.00
187 Days	17,952	21,692	25,432
197 Days	18,912	22,852	26,792
207 Days	19,872	24,012	28,152
227 Days	21,792	26,332	30,872

3	
Case Worker	217
CIP Phone Operator	227
Clerk, Adv Adademic Office	227
Clerk, Athletic	207
Clerk, Data Processing	227
Clerk, Data Processing Bilingual	207, 227
Clerk, Data Processing MS	207, 227
Clerk, Diagnostician	197
Clerk, District Office	227
Clerk, Payroll Utility	227
Clerk, Speech	187
Court Liaison	197

Hourly	\$13.00	\$15.79	\$18.58
187 Days	19,448	23,622	27,796
197 Days	20,488	24,885	29,282
207 Days	21,528	26,148	30,768
217 Days	22,568	27,411	32,255
227 Days	23,608	28,675	33,741

4	
Bookkeeper, MS	187
Clerk, Accounting	227
Clerk, Accounting FS	227

Hourly	\$14.00	\$17.13	\$20.26
187 Days	20,944	25,626	30,309
227 Days	25,424	31,108	36,792

## 2019-2020 Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Clerk, CN Office	227			
	Clerk, Computer FS	227			
	Clerk, Curriculum	227			
	Clerk, HR Fingerprinting	227			
	Clerk, Payroll Campus	227			
	Clerk, Position Control	227			
	Clerk, Sec 504/Dyslex	227			
	Clerk, Sp Ed SEMS	227			
	Clerk, Substitute and Recruitment	227			
	Registrar, DAEP	227			
	Registrar, Tech	227			
	Secretary, ATC	227			

<b>5</b>
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Admin Asst, Director/Bookkeeper	227
Admin Asst, Office	227
Admin Asst, Principal Alt	227
Admin Asst, Principal EEC	227
Admin Asst, Principal ES	227
Admin Asst, Principal MS	227
Admin Asst, Principal Choice HS	227
Bookkeeper, HS	197
Clerk, Accounting	227
Clerk, Accounting Fixed Asset	227
Clerk, Payroll	227
Clerk, Purchasing	227
Clerk, Special Projects	227
Receptionist, HR	227
Registrar, HS	227
Registrar/PEIMS Clerk HS	227
Specialist, Purchasing Contracts	227

Hourly	\$15.25	\$18.67	\$22.09
<b>197 Days</b>	24,034	29,424	34,814
<b>227 Days</b>	27,694	33,905	40,115

<b>6</b>
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Admin Asst, Director	227/237
Admin Asst, Principal HS	227
Admin Asst, Reg Deaf	227
Bookkeeper/Account	227
Manager, Sub Services	227
Records Manager Liaison	227
Specialist, District Testing	227

Hourly	\$17.00	\$20.72	\$24.44
<b>227 Days</b>	30,872	37,628	44,383
<b>237 Days</b>	32,232	39,285	46,338

## 2019-2020 Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>7</b>			<b>Hourly</b>	<b>\$18.86</b>	<b>\$23.00</b>	<b>\$27.14</b>
	Admin Asst, Exec Director	227	<b>187 Days</b>	28,215	34,408	40,601
	Purchase Buyer/P-Card	227	<b>227 Days</b>	34,250	41,768	49,286
	Specialist, Child Care	187				
	Specialist, Health Benefits	227				
	Specialist, Payroll	227				
<b>8</b>			<b>Hourly</b>	<b>\$20.93</b>	<b>\$25.53</b>	<b>\$30.13</b>
	Admin Asst, Associate Superintendent	227	<b>227 Days</b>	38,009	46,362	54,716
	Admin Asst, Asst Superintendent	227				
	Admin Asst, Chief Financial Officer	227				
	Admin Asst, Chief Innovation Officer	227				
	Admin Asst, Chief Operations Officer	227				
	Admin Asst, Chief Technology Officer	227				
	Admin Asst, Exec Director, Athletics	227				
	Admin Asst, Exec Director, Leadership, Elem.	227				
	Admin Asst, Exec Director Leadership, Sec.	227				
	Specialist, Policy/Procedure	227				
<b>9</b>			<b>Hourly</b>	<b>\$22.88</b>	<b>\$27.57</b>	<b>\$32.26</b>
	Admin Asst, Deputy Superintendent	227	<b>227 Days</b>	41,550	50,067	58,584
<b>10</b>			<b>Hourly</b>	<b>\$24.72</b>	<b>\$29.78</b>	<b>\$34.84</b>
	Demo Admission, Student Transfer	227	<b>227 Days</b>	44,892	54,080	63,269
	Exec Admin Asst, Superintendent	227				

## 2019-2020 Educational Aides Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$10.50</b>	<b>\$12.50</b>	<b>\$14.50</b>
	Aide, Contingency	187	<b>187 Days</b>	15,708	18,700	21,692
	Aide, Montessori	187				
	Aide, Physical Ed	187				
	Aide, Pre K	187				
<b>2</b>			<b>Hourly</b>	<b>\$11.38</b>	<b>\$13.88</b>	<b>\$16.38</b>
	Aide, Alter Ed	187	<b>187 Days</b>	17,024	20,764	24,504
	Aide, Bilingual	187				
	Aide, ESL	187				
	Aide, Horticulture	227				
	Aide, Sp Ed (LD)	187				
	Aide, Sp Ed PPCD	187				
	Child Care Provider	187				
<b>3</b>			<b>Hourly</b>	<b>\$12.46</b>	<b>\$15.20</b>	<b>\$17.94</b>
	Aide, Audio Visual	187	<b>187 Days</b>	18,640	22,739	26,838
	Aide, ISS	187				
	Aide, School Health	187				
	Aide, Sp Ed (ED)	187				
	Aide, Sp Ed (SCC)	187				
	Aide, Sp ED Adaptive PE	187				
	Aide, Sp Ed Applied Life	187				
	Aide, Sp Ed Basic Skills	187				
	Aide, Sp Ed Behavior Sup	187				
	Aide, Sp Ed Contingency	187				
	Aide, Sp Ed Specialized Classroom	187				
	Certified Nurse Asst	187				
	Parent Liasion, Title 1	187				
<b>4</b>			<b>Hourly</b>	<b>\$13.64</b>	<b>\$16.64</b>	<b>\$19.64</b>
	Aide, Bilingual Tester	187	<b>187 Days</b>	20,405	24,893	29,381
	Aide, Culinary Arts	187				
	Aide, Graphic Design	187				
<b>5</b>			<b>Hourly</b>	<b>\$14.94</b>	<b>\$18.22</b>	<b>\$21.50</b>
	Aide, Sp Ed (VAC)	187	<b>187 Days</b>	22,350	27,257	32,164
<b>6</b>			<b>Hourly</b>	<b>\$16.36</b>	<b>\$19.95</b>	<b>\$23.54</b>
	Aide, Sp Ed Auditory Impaired	187	<b>187 Days</b>	24,475	29,845	35,216

## 2019-2020 Educational Aides Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>7</b>	Aide, Sp Ed Cert Int Auditory Impaired	187				
			<b>Hourly</b>	<b>\$20.08</b>	<b>\$24.34</b>	<b>\$28.60</b>
			<b>187 Days</b>	30,040	36,413	42,786

## 2019-2020 Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Café Worker	170	<b>\$10.00</b>	<b>\$12.50</b>	<b>\$15.00</b>
			<b>170 Days</b>	13,600	17,000
				20,400	
<b>2</b>	Cook, Asst	170	<b>\$10.70</b>	<b>\$13.38</b>	<b>\$16.06</b>
	Monitor, Lift	170	<b>170 Days</b>	14,552	18,197
	Monitor, Regular	170		21,842	
	Monitor, Sp Ed	170			
<b>3</b>	Cook, Head	170	<b>\$11.85</b>	<b>\$14.45</b>	<b>\$17.05</b>
	Custodian	237	<b>170 Days</b>	16,116	19,652
	Mechanic, Vehicle - Lubrication	227	<b>227 Days</b>	21,520	26,241
	Night Watchman	251	<b>237 Days</b>	22,468	27,397
			<b>251 Days</b>	23,795	29,016
				34,236	
<b>4</b>	Bus Washer, Transportation	237	<b>\$12.88</b>	<b>\$15.71</b>	<b>\$18.54</b>
	Café Manager, Trainer	170	<b>170 Days</b>	17,517	21,366
	Cook, Lead	170	<b>227 Days</b>	23,390	28,529
	Custodian, Asst Head	237	<b>237 Days</b>	24,420	29,786
	Groundskeeper	237		35,152	
	Specialist, Campus Safety	237			
<b>5</b>	Bus Servicer, Transportation	237	<b>\$13.83</b>	<b>\$16.86</b>	<b>\$19.89</b>
	Café Manager, ES	180, 194	<b>180 Days</b>	19,915	24,278
	Central Receiving Asst, Warehouse	227	<b>194 Days</b>	21,464	26,167
	Clerk, Mail Carrier	237	<b>217 Days</b>	24,009	29,269
	Custodian, Admin	237	<b>227 Days</b>	25,115	30,618
	Custodian, Head ES	237	<b>237 Days</b>	26,222	31,967
	Custodian, Warehouse	237		37,711	
	Delivery, Warehouse FS	227			
	Driver, Trainer SO	217			
	Groundskeeper/Front	237			
	Print/Mail Service, Asst	227			
	Textbooks, Warehouse	227			
<b>6</b>	Bus Repair, Transportation	237	<b>\$15.11</b>	<b>\$18.21</b>	<b>\$21.31</b>
	Café Manager, MS	180	<b>180 Days</b>	21,758	26,222
	Carpenter, Apprentice	237	<b>227 Days</b>	27,440	33,069
			<b>237 Days</b>	28,649	34,526
				40,404	

## 2019-2020 Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Clerk, Parts Room	227				
	Custodian, Head MS	237				
	Electrician, Apprentice	237				
	Plumber, Apprentice	237				
	Printer, Asst	227				
	Printer/Binder, Asst	227				
	Technician, Print/Mail Service	227				
	Maintenance/Warehouse, Attendance	237				
<b>7</b>						
	Café Manager, HS	180	<b>180 Days</b>	24,149	29,102	34,056
	Caretaker/General Assistant, Ag. Farm	227	<b>207 Days</b>	27,771	33,468	39,164
	Caretaker, Stadium	227	<b>217 Days</b>	29,113	35,085	41,056
	Cert APP/IPM, Grounds	237	<b>227 Days</b>	30,454	36,701	42,948
	Custodian, Head HS	237	<b>237 Days</b>	31,796	38,318	44,840
	Dispatcher, Transportation	207, 227				
	Maintenance/Groundskeeper, Campus	237				
	Painter, General	237				
	Roofer	237				
	Stain Finish Worker	237				
	Technician, Computer Router - Transportation	217				
	Technician, Irrigation	237				
	Trip Scheduler	207				
	Welder, Shop	237				
<b>8</b>						
	Asst Supervisor, Warehouse FS	227	<b>180 Days</b>	26,813	32,299	37,786
	Caretaker, Head - Stadium	227	<b>227 Days</b>	33,814	40,733	47,652
	Carpenter, General	237	<b>237 Days</b>	35,304	42,527	49,751
	Dual Manager	180				
	Masonry	237				
	Operator, Heavy Equipment	237				
	Painter, Lead	237				
	Roofer, Lead	237				
<b>9</b>						
	Cabinet Maker	237	<b>227 Days</b>	38,209	46,036	53,863
	Electrician, General	237	<b>237 Days</b>	39,892	48,064	56,235
	Foreman, Carpentry	237				
	Foreman, Custodian	237				
	Foreman, Driver Magnet	227				
	Foreman, Driver Regular	227				
	Foreman, Driver Sp Ed	227				
	Foreman, Grounds	237				



## 2019-2020 Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Foreman, Painting	237			
	Mechanic, Sheet Metal	237			
	Mechanic, Shop	237			
	Mechanic, Vehicle	227			
	Plumber	237			
	Supervisor, Food Service	227			
	Supervisor, Warehouse FS	237			
	Technician, Food Service	227			

10		Hourly	\$23.78	\$28.65	\$33.52	
	Asst Supervisor, Warehouse Maintenance	237	227 Days	43,184	52,028	60,872
	Electrical, Lead Tech	237	237 Days	45,087	54,320	63,554
	HVAC Mechanic (Licensed)	237				
	Locksmith, Master	237				
	Manager, Transportation Operations	227				
	Mechanic, Lead Vehicle	227				
	Plumber, Master	237				
	Technician, Lead FS	237				

11		Hourly	\$26.87	\$32.37	\$37.87	
	Supervisor, Construction/Roofing	237	237 Days	50,946	61,374	71,802
	Foreman, Electrical	237				
	Foreman, Plumbing	237				
	Supervisor, Operations/Projects	237				
	Supervisor, Shop	237				
	Supervisor, Warehouse Maintenance	237				

BD		Hourly	\$18.50	\$23.14	\$27.78	
	Bus Driver	170	170 Days	25,160	31,470	37,781
	Bus Driver, Sped	170				



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

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	Head Athletic Trainer	3,000			
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	1,000			Fly, Cavazos, West, Downing
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	Decathlon/Octathlon	8,961			Divided equally by each participating staff member with the Decathlon and Octathlon Leaders receiving two (2) shares- (use approved worksheet)
Secondary	UIL Academics	5,974			Divided equally by each participating staff member with the UIL Academics Leader receiving two (2) shares-(use approved worksheet)
Secondary	H.S. Department Head	3,700	10	10 Month Contract	Math, Science, Social Studies, English, SPED, ESL



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
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.
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	10	10 Month Contract	Math, Science, Social Studies, English, SPED, ESL
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, Science, ELAR	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	2,900			
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



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Instructional Staff	Doctorate Degree (All Staff)	3,650			
Instructional Staff	Masters Degree (Grandfathered Prior to August 2019)	2,600			
Instructional Staff	Masters Degree (In Subject Area)	2,500			
Instructional Staff	Masters Degree (Not in Subject Area)	1,500			
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	Teacher Mentor Stipend	1,000			4 per campus. Payment in two equal amounts. Based on completed work.
Instructional Staff	Bilingual Stipend	2,500			Bilingual-certified teachers serving bilingual students in a bilingual classroom.
Instructional Staff	Bilingual Stipend	2,500			Bilingual-certified SPED teachers serving bilingual students in a special education classroom for bilingual services
Instructional Staff	ESL Stipend	2,100			PK-5 ESL-certified elementary teachers in an ESL content-based program serving ESL students in all core contents
Instructional Staff	ESL Stipend	2,100			ESL-certified elementary teachers and ESL-certified SPED elementary teachers in a ESL pull-out program serving ESL students in language arts /writing and reading
Instructional Staff	ESL Stipend	2,100			ESL-certified secondary teachers in a ESL pull-out program serving ESL students in a language arts /writing and reading (ELAR) classroom



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Instructional Staff	ESL Stipend	2,100			ESL-certified secondary SPED teachers in a ESL pull-out program serving ESL students in ELAR/writing resource, specialized, or co-teach classroom
Instructional Staff	Bilingual/ESL-Dyslexia Prior to 2019-20	1,250			Bilingual-certified or ESL-certified Dyslexia teacher serving bilingual or ESL students during 2018-2019 who continues to serve in the same position
Instructional Staff	Bilingual/ESL -Dyslexia	1,250			Bilingual-certified or ESL-certified Dyslexia teacher hired or transferred after 2018-2019
Instructional Staff	Bilingual/ESL- Special Areas Prior to 2019-20	550			Bilingual or ESL-certified GT teachers, secondary ESL-certified math, science and social studies teachers, secondary SPED ESL-certified math, science and social studies resource, specialized, or co-teach teachers of ESL students during 2018-2019 who continue to serve in the same position
Instructional Staff	Bilingual/ESL- Special Areas	550			Bilingual or ESL-certified GT teachers, secondary ESL-certified math, science and social studies teachers, secondary SPED ESL-certified math, science and social studies resource, specialized, or co-teach teachers of ESL students hired or transferred after 2018-2019



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
Instructional Staff	Bilingual/ESL Stipend	2,500			Exceptions to DEA Regulations: Designated Bilingual Diagnostician, Dual Language Specialist, Bilingual-Certified Secondary Dual Language teacher, Designated Bilingual Speech Therapist, Bilingual Reading Coach serving Bilingual/ESL students, Bilingual or ESL Coordinator, Bilingual or ESL Specialist, and Specialist – COC Bilingual/ESL Certified Interventionist
Instructional Staff	ESL Stipend	2,100			Exceptions to DEA Regulations: district traveling ESL teacher, ESL facilitator, ESL-certified secondary dual language teacher
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.
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. Asst. Band Director	3,150		11 Month Contract	
Fine Arts	M.S. Asst. Choir Director	1,600		10 Month Contract	
Fine Arts	M.S. Asst. Guitar (Ector)	800		10 Month Contract	



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
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
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			



**ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT**  
**SCHEDULE OF STIPEND AND ADDITIVES**  
 2019-2020

Group	Additive	Amount	Extra Days	Contract Terms	Limit/Qualifications
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: Assistant Athletic Director	3,600			
Other	Travel: Executive Directors Communications Director Director of Transportation Director of Food Service Athletics Director	4,400			
Other	Travel-Chief Officers	7,500			
Other	Travel-School Nutrition Supervisors	1,350			



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Curriculum & PD	C & I	Writers/Developers	\$20	Per Hour	Off-Duty
Curriculum & PD	C & I	Attendees	\$17	Per Hour	Off-Duty Teachers
Curriculum & PD	C & I	Attendees	\$9.30	Per Hour	Off-Duty Non-Exempt
Curriculum & PD	C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
Curriculum & PD	C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
Curriculum & PD	C & I	Presenters, Preparation	\$60	Per Half Day	Off-Duty
Curriculum & PD	Summer	Training - Presenter	\$300	Per Day	
Curriculum & PD	Summer	Training - Participant	\$100	Per Day	
Curriculum & PD	Summer	School Administrator	TBD		
Curriculum & PD	Summer	Teachers	\$30	Per Hour	
Curriculum & PD	Summer	Nurse	\$20	Per Hour	
Curriculum & PD	Summer	Secretary	OT Rate	Per Hour	
Curriculum & PD	Summer	Clerk	\$14	Per Hour	
Curriculum & PD	Summer	Counselor	\$30	Per Hour	
Curriculum & PD	Summer	Aide	\$14	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, 45 college hours	\$13	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, Certified	\$22	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Aides	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Administrator	\$25	Per Hour	
Curriculum & PD	Extended Day (High School)	Teachers	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Counselor	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Clerk	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Teachers	\$32	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Aides	OT Rate	Per Hour	
Curriculum & PD	Saturday School	Administrator	\$25	Per Hour	
Curriculum & PD	Saturday School	Teachers	\$22	Per Hour	
Curriculum & PD	Saturday School	Media Specialists	\$22	Per Hour	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Curriculum & PD	Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Curriculum & PD	Intersession	Teacher	\$22	Per Hour	
Curriculum & PD	Other	Detention Supervision	\$22	Per Hour	
Curriculum & PD	Tutoring	Tutor, Certified	\$22	Per Hour	
Curriculum & PD	Tutoring	Tutor, non-certified	\$17	Per Hour	
Curriculum & PD	Tutoring	Tutor, AVID	\$13	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - TPC	\$22	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - Title 1	\$22	Per Hour	
Curriculum & PD	Distance Learning	Teachers	\$250	Per Student/Sem.	
Curriculum & PD	Dyslexia Program	Teacher, Part-time	\$22	Per Hour	
Temporary Replacements	Administrators	High School Principal	\$400	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Secondary Assistant Principal	\$325	Per Day	
Temporary Replacements	Administrators	Elementary Assistant Principal	\$300	Per Day	
Temporary Replacements	Administrators	Counselor	\$250	Per Day	
Temporary Replacements	Administrators	Speech Therapists	\$340	Per Day	
Temporary Replacements	Administrators	Diagnosticians	\$300	Per Day	
Temporary Replacements	Classroom Substitutes	Non-Certified	\$100	Per Day	
Temporary Replacements	Classroom Substitutes	Certified	\$120	Per Day	
Temporary Replacements	Long Term Substitute	Non-Certified	\$190	Per Day	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Temporary Replacements	Long Term Substitute	Certified	\$220	Per Day	
Temporary Replacements	Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year
ATHLETICS	High School Football - Out of Town Games	Ticket Seller	\$45	Per Game	Any employee who assumes the task - Booster Meetings
ATHLETICS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS	Varsity Football	Supervisor	\$100	Per Game	
ATHLETICS	Varsity Football	Assistant Supervisor	\$45	Per Game	
ATHLETICS	Varsity Football	Scoreboard	\$45	Per Game	
ATHLETICS	Varsity Football	Timer	\$45	Per Game	
ATHLETICS	Varsity Football	Ticket Sellers	\$45	Per Game	
ATHLETICS	Varsity Football	Announcer	\$100	Per Game	
ATHLETICS	Varsity Football	Ticket Takers	\$40	Per Game	
ATHLETICS	Varsity Football	Press box	\$40	Per Game	
ATHLETICS	Varsity Football	Gates	\$40	Per Game	
ATHLETICS	Varsity Football	Elem, MS & HS Sections	\$40	Per Game	
ATHLETICS	Varsity Football	Ramps	\$40	Per Game	
ATHLETICS	Varsity Football	Down Box	\$40	Per Game	
ATHLETICS	Varsity Football	Parking Supervisor	\$40	Per Game	
ATHLETICS	Varsity Football	Parking	\$35	Per Game	
ATHLETICS	Varsity Football	Press Box Assistant	\$35	Per Game	
ATHLETICS	Varsity Football	Stats	\$50	Per Game	
ATHLETICS	Varsity Football	PA Spotter	\$35	Per Game	
ATHLETICS	Varsity Football	Chain Crew	\$35	Per Game	
ATHLETICS	Varsity Football	Open Gates Early	\$5	Extra Per Game	For eligible employees
ATHLETICS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Varsity Football	Daktronics and Computer	\$100	Per Game	
ATHLETICS	Varsity Football	STATS (ADJUST PAY) should be	\$65	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Sellers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Takers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Gates	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Press Box	\$35	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Junior Varsity Football	Press Box Assistant	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Stats	\$40	Per Game	
ATHLETICS	Junior Varsity Football	PA Spotter	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Chain Crew	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Supervisor	\$40	Per Game	
ATHLETICS	Junior Varsity Football	Assistant Supervisor	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Announcer	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Scoreboard	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Timer	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Downbox	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Junior Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Junior Varsity Football	Daktronics and Computer	\$80	Per Game	
ATHLETICS	Middle School Football	Ticket Sellers	\$25	Per Game	
ATHLETICS	Middle School Football	Ticket Takers	\$25	Per Game	
ATHLETICS	Middle School Football	Gates	\$25	Per Game	
ATHLETICS	Middle School Football	Press Box	\$30	Per Game	
ATHLETICS	Middle School Football	Press Box Assistant	\$25	Per Game	
ATHLETICS	Middle School Football	Stats	\$30	Per Game	
ATHLETICS	Middle School Football	PA Spotter	\$25	Per Game	
ATHLETICS	Middle School Football	Chain Crew	\$25	Per Game	
ATHLETICS	Middle School Football	Supervisor	\$35	Per Game	
ATHLETICS	Middle School Football	Assistant Supervisor	\$30	Per Game	
ATHLETICS	Middle School Football	Announcer	\$30	Per Game	
ATHLETICS	Middle School Football	Scoreboard	\$30	Per Game	
ATHLETICS	Middle School Football	Timer	\$30	Per Game	
ATHLETICS	Middle School Football	Downbox	\$30	Per Game	
ATHLETICS	Middle School Football	Filming for Daktronics Board	\$80	Per Game	
ATHLETICS	Middle School Football	Pre-Production Daktronics	\$80	Per Game	
ATHLETICS	Middle School Football	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Basketball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Basketball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Basketball	Clock	\$25	Per Game	
ATHLETICS	High School Basketball	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Clock	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Bookkeeper	\$25	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	High School Basketball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Middle School Basketball	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Basketball	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Basketball	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Supervisor	\$20	Per Game	
ATHLETICS	High School Volleyball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Supervisor	\$20	Per Game	
ATHLETICS	Baseball	Ticket Seller	\$25	Per Game	
ATHLETICS	Baseball	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Ticket Seller	\$25	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Baseball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Softball	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	High School Soccer	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer	Gate	\$30	Per Game	
ATHLETICS	High School Soccer	PA Spotter	\$30	Per Game	
ATHLETICS	High School Soccer	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	High School Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	High School Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Soccer - JV	Assistant Supervisor	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Announcer	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Scoreboard	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Timer	\$35	Per Game	
ATHLETICS	High School Soccer - Tournament	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Gate	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	PA Spotter	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Timer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Assistant Supervisor	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Timer	\$40	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Middle School Soccer	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer	Scoreboard	\$20	Per Game	
ATHLETICS	Middle School Soccer	PA Spotter	\$20	Per Game	
ATHLETICS	Middle School Soccer	Timer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Scoreboard	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Timer	\$20	Per Game	
ATHLETICS	Middle School Relays	Referee	\$280	Agreed Amt	
ATHLETICS	Middle School Relays	Assitant Director/Registrar	\$10	Per Hour	
ATHLETICS	Middle School Relays	Gate Keeper/ Ticket Sellers	\$10	Per Hour	
ATHLETICS	Middle School Relays	Security/ Press box Attendent/Clerks	\$10	Per Hour	
ATHLETICS	Middle School Relays	Starter	\$150	Agreed Amt	
ATHLETICS	Gymnastics	Ticket Sellers	\$10	Per Hour	
ATHLETICS	Gymnastics	Registration Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Table Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Elementary Meets - Judges	\$10	Per Hour	
ATHLETICS	Athletics	Game Videographer	\$100	Per Game/Event	
ATHLETICS	Athletics	Pre-Production Daktronics Board	\$100	Per Game/Event	
ATHLETICS	Athletics	Filming for Daktronics	\$100	Per Game/Event	
ATHLETICS	Athletics	Officials	UIL Fee Schedule		All Sports
ATHLETICS	Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
ATHLETICS	Athletics	Drive Bus	\$25	Per Route	
ATHLETICS	Athletics	Daktronics and Computer	\$80	Per Game	
ATHLETICS	Athletics	Sub/Part Time Ticket Sellar	\$9.30	Per Hour	
ATHLETICS	Athletics	Office Ticket Sellers	\$10	Per Hour	Summer/Football Season 8-5pm

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Athletics	Assigner Fees	Chapter Fees - Per Sport		
ATHLETICS	Cross-Country Meet	Assistant Director/Registrar	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Referee (agreed amount)	\$280	Per Game	
ATHLETICS	West Texas Relays (2 Days)	Assistant Director/Registrar	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Registrars	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Gate Keeper	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Security	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Clerks	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Ticket Sellers	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Ticket Takers	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Press box Attendant	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Pre-Production Daktronics Board/Filming for Daktronics	\$100	Per Day	
ATHLETICS	West Texas Relays (2 Days)	Daktronics and Computer	\$80	Per Day	
Athletics	West Texas Relays (2Days)	Starter	\$150	Agreed Amt	
ATHLETICS	District Track Meet	Referee (agreed amount)	\$280	Per Game	Not Held Every Year
ATHLETICS	District Track Meet	Registrar	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Gate Keeper	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Security	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Press box Attendant	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Ticket Seller	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Ticket Taker	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Clerks	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Pre-Production Daktronics Board/Filming for Daktronics	\$100	Per Day	Not Held Every Year
ATHLETICS	District Track Meet	Daktronics and Computer	\$80	Per Day	Not Held Every Year



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	\$5,00 Allotment for June \$5,000 Allotment for July
ATHLETICS	Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	\$5,00 Allotment for June \$5,000 Allotment for July
ATHLETICS	Graduation	Ramps/Usher	\$45	Per Event	
ATHLETICS	Graduation	Gates	\$45	Per Event	
ATHLETICS - PLAYOFFS	Varsity Football	Supervisor	\$60	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Announcer	\$75	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Press box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Elem, MS & HS Sections	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Parking Supervisor	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Parking	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS - PLAYOFFS	Varsity Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Chain Crew	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Supervisor	\$30	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - PLAYOFFS	Basketball	Announcer	\$20	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Liberio Tracker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Softball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Ticket Seller	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Gate	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Announcer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Timer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS - UTPB	Football	Gates	\$45	Per Game	
ATHLETICS - UTPB	Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - UTPB	Football	PA Spotter	\$40	Per Game	
ATHLETICS - UTPB	Football	Chain Crew	\$40	Per Game	
ATHLETICS - UTPB	Football	Supervisor	\$60	Per Game	
ATHLETICS - UTPB	Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - UTPB	Football	Announcer	\$80	Per Game	
ATHLETICS - UTPB	Football	Scoreboard	\$50	Per Game	
ATHLETICS - UTPB	Football	Timer	\$50	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - UTPB	Football	Downbox	\$45	Per Game	
ATHLETICS - UTPB	Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - UTPB	Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - UTPB	Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Supervisor	\$60	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Announcer	\$75	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Press box	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Elem, MS & HS Sections	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Parking Supervisor	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Parking	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS - NON ECISD	Varsity Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - NON ECISD	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Chain Crew	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - NON ECISD	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Announcer	\$20	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Libero Tracker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Supervisor	\$30	Per Game	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - NON ECISD	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Softball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Seller	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Gate	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - NON ECISD	Soccer	Announcer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Timer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Daktronics and Computer	\$85	Per Game	
Fine Arts	Fine Arts	Coordinator of Jr High/Sr High Art Show	\$17	Per Hour	
Fine Arts	Fine Arts	Solo-Ensemble Contest Organizer	\$17	Per Hour	
Fine Arts	Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
Fine Arts	Music Program	Selected Teachers, in lieu of travel funds to TMEA	\$250	Per Year	
Fine Arts	Music Program	High School Band Directors - July 4th Parade	\$250	Per Director	
Fine Arts	Piano Accompanist	Accompany Junior High & High School Choirs	\$15	Per Hour	
Fine Arts	Piano Accompanist	Accompany Junior High & High School Choirs	\$22	Per Hour	
ACADEMIC CONTESTS	Octathlon	Octathlon Coordinator - Judges	\$300	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Essay Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Test Monitor	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Computer Staff	\$100	Per Meet	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$75	Saturday afternoon/procuring personnel	
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Timer	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Exam Runner	\$75	Per 6 hours	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$50	Friday Evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$100	Saturday morning & afternoon	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$50	Friday Evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$100	Saturday Morning & Evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff Coordinator	\$200	Per Meet	
ACADEMIC CONTESTS	Decathlon	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
ACADEMIC CONTESTS	Decathlon	Decathlon Essay Graders	\$75	Training meeting, Friday afternoon & evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctors	\$50	Saturday Afternoon	
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctor Coordinator	\$75	Saturday afternoon/procuring personnel	
ACADEMIC CONTESTS	ECISD Administrators	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ACADEMIC CONTESTS	ECISD Administrators	Awards Manager	\$280	For 14 Hour	
ACADEMIC CONTESTS	Advanced Academic Services Staff	AAS Secretary	OT Rate	Per Hour	
Innovation	Innovation Architect		\$30	Per Hour	
OTHER	Nursing	Screeners	\$8.91	Per Hour	
OTHER	Nursing	Sub Nurses	\$20	Per Hour	
OTHER	Deaf Education	Interpreter, Teacher	\$17	Per Hour	
OTHER	Deaf Education	Interpreter, Aide	\$13	Per Hour	

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF SUPPLEMENTAL PAY  
2019-2020

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
OTHER	Special Education Program	Child Care Substitute	\$8.91	Per Hour	
OTHER	Special Education Program	In-Home Trainer	\$17	Per Hour	
OTHER	Police Department	Holiday Patrol	Hourly rate of officer	Per Hour	
OTHER	Police Department	Transportation Substitute	\$15	Per Hour	
OTHER	Police Department	Holiday/24 Hour call	\$150	Per Day	
OTHER	Police Department	Holiday/12 Hour call	\$125	Per Day	
OTHER	Student Assistance Services	Care Team Trainer	\$45	Per Day	
OTHER	Substitute and Part-Time Workers	General Part-Time Worker	\$8.91	Per Hour	
OTHER	Substitute and Part-Time Workers	Truancy Court Clerk	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$9.88	Per Hour	
OTHER	Substitute and Part-Time Workers	Food Service Manager	\$9.50	Per Hour	
OTHER	Substitute and Part-Time Workers	Food Service Cashier	\$9.30	Per Hour	Plus .10 for every year of experience not to exceed midpoint
OTHER	Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	Plus .10 for every year of bus driving experience not to exceed midpoint
OTHER	Substitute and Part-Time Workers	Technician	\$15	Per Hour	
OTHER	Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
OTHER	Substitute and Part-Time Workers	Diagnosticians	\$60	Per Hour	
OTHER	Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
OTHER	Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
OTHER	Transportation	COC Route	\$25	Per Route	
OTHER	Graduation	Exempt	\$17	Per Hour	
OTHER	Graduation	Nurse	\$20	Per Hour	
OTHER	Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
OTHER	Other	Document Translation	\$22	Per Hour	
OTHER	Unforeseen Circumstances (Approved by Asst. Superintendent)	TBD	Negotiated, based on appropriate market conditions		

ECISD Teacher Enhancement Pay Scale for Additional Instructional Duties

Years of Experience	Regular Salary	Enhancement - per semester course (max 30 yrs.)
0	\$52,000	\$3,250.00
1	\$52,500	\$3,281.25
2	\$53,000	\$3,312.50
3	\$53,500	\$3,343.75
4	\$54,250	\$3,390.63
5	\$55,000	\$3,437.50
6	\$55,500	\$3,468.75
7	\$56,000	\$3,500.00
8	\$56,500	\$3,531.25
9	\$57,000	\$3,562.50
10	\$57,500	\$3,593.75
11	\$58,000	\$3,625.00
12	\$58,500	\$3,656.25
13	\$59,000	\$3,687.50
14	\$59,500	\$3,718.75
15	\$60,000	\$3,750.00
16	\$60,500	\$3,781.25
17	\$61,000	\$3,812.50
18	\$61,500	\$3,843.75
19	\$62,000	\$3,875.00
20	\$62,500	\$3,906.25
21	\$63,000	\$3,937.50
22	\$63,500	\$3,968.75
23	\$64,000	\$4,000.00
24	\$64,500	\$4,031.25
25	\$65,000	\$4,062.50
26	\$65,500	\$4,093.75
27	\$66,000	\$4,125.00
28	\$66,500	\$4,156.25
29	\$67,000	\$4,187.50
30	\$67,500	\$4,218.75