



ECTOR COUNTY INDEPENDENT
SCHOOL DISTRICT
COMPENSATION RESOURCE MANUAL
2022-2023

Ector County ISD

2022-2023 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$58,750
1	\$59,050
2	\$59,350
3	\$59,650
4	\$60,150
5	\$60,750
6	\$61,350
7	\$61,650
8	\$61,950
9	\$62,250
10	\$62,650
11	\$63,050
12	\$63,450
13	\$63,850
14	\$64,250
15	\$64,750
16	\$65,150
17	\$65,550
18	\$65,950
19	\$66,350
20	\$67,050
21	\$67,450
22	\$67,850
23	\$68,250
24	\$68,650
25	\$69,050
26	\$69,450
27	\$69,850
28	\$70,250
29	\$70,650
30+	\$71,050

\$3,650 Doctorate Degree Stipend

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

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

The salaries listed above are based on 10-month employment for the 2022-2023 school year.

2022-2023 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1

Accountant, Finance	227
Accountant, School Nutrition	227
Bookkeeper, Payroll	227
Manager, Risk Benefits	227
School Nutrition Technology Admin	227
Specialist, Parent & Community Engagement	227
Specialist, Communication	227
Specialist, SAS Homeless	187
Specialist, Social Services	187
Specialist, Substitute & Part-Time	227

Daily	\$239.25	\$290.00	\$340.75
187 Days	44,740	54,230	63,720
227 Days	54,310	65,830	77,350

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Accountant, Payroll Special Projects	227
Accountant, Special Revenue	227
Admin Review/Dismissal Facilitator	197
Buyer, School Nutrition	227
Coordinator, Child Care	227
Coordinator, Community Outreach	207
Coordinator, Instructional Material	227
Coordinator, Purchasing	227
Data Fellow	227
Evaluator, Special Education	197
Grant Writer	227
Guidance Apprentice	187
Social Worker	187
Specialist, Behavior	207
Specialist, Dropout Prevention	187
Specialist, Teen Parent	197
Speech Pathologist, Asst	187
Staff Auditor	227

Daily	\$283.48	\$333.50	\$383.53
187 Days	53,011	62,365	71,720
197 Days	55,846	65,700	75,555
207 Days	58,680	69,035	79,391
227 Days	64,350	75,705	87,061

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Accountant, Payroll	227
Administrative Intern	207
Advisor, College & Career	207
Communications Specialist, Bil/ESL	227
Counselor, AEC	207
Counselor, EEC	197
Counselor, ELEM	197
Counselor, MS	207
Counselor, SAS	207

Daily	\$314.66	\$370.19	\$425.72
197 Days	61,988	72,927	83,867
207 Days	65,135	76,629	88,124
217 Days	68,281	80,331	92,381
227 Days	71,428	84,033	96,638

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Counselor, Secondary Choice HS	217			
	Counselor, SPED	197			
	Dietitian	227			
	Research & Innovation Strategist	227			
	Research Data Analyst Strategist	227			
	Social Worker, Lead	217			
	Specialist, Communication - Bilingual	227			
	Specialist, Recruiting	227			
	Supervisor, COC Grad Lab	227			
	Supervisor, Print Shop/Mail	227			

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Daily	\$320.68	\$388.70	\$456.72
187 Days	59,967	72,687	85,407
197 Days	63,174	76,574	89,974
207 Days	66,381	80,461	94,541
217 Days	69,588	84,348	99,108
227 Days	72,794	88,235	103,675

Asst Principal, EEC	217
Asst Principal, ES	217
Coordinator, HS Testing	217
Coordinator, Staff Pay Budget	227
Counselor, CTE	217
Counselor, HS	217
Counselor, TRAC	217
Dean of Students, MS	207
Diagnostician	197,227
LSSP Intern	197
Speech Pathologist Intern	187
Supervisor, ATC-G Campus	207
Trainer, Athletics	207, 217

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Daily	\$336.72	\$408.14	\$479.56
187 Days	62,967	76,322	89,678
197 Days	66,334	80,404	94,473
217 Days	73,068	88,566	104,065
227 Days	76,435	92,648	108,860

Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academics	227
Coordinator, Autism (Grant)	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
Coordinator, Blended Learning	227
Coordinator, Career & Tech	227
Coordinator, College/Career/Military Readiness	227
Coordinator, Digital Learning	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, Fine Arts	227
Coordinator, Conferencing High Impact Tutor	227
Coordinator, International Teacher	227
Coordinator, Lang Other Than English	227
Coordinator, Math	227
Coordinator, National Board Certification	227
Coordinator, Opportunity Culture	227

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Coordinator, Post Secondary Education	227			
	Coordinator, Science	227			
	Coordinator, Social Studies	227			
	Coordinator, Social/Emotional Learning	227			
	Coordinator, Talent Development	227			
	Coordinator, Teen Pregnancy Services	227			
	Dean of Students-HS	217			
	Director, Choral - HS	197			
	Director, Instructional Service MS	227			
	Director, Mariachi	197			
	Director, Orchestra - HS	197			
	LSSP	197			
	Occupational Therapist	197			
	Physical Therapist	197			
	Specialist, Energy Education	227			
	Speech Pathologist	187,227			
	Supervisor, State Assessment	227			

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Daily	\$356.92	\$432.63	\$508.34
217 Days	77,452	93,881	110,310
227 Days	81,021	98,207	115,393

Asst Director, Athletics	227
Asst Director, Finance	227
Asst Director, School Nutrition	227
Asst Principal, HS	217, 227
Band Director, HS	217
Director, Administrative Services	227
Director, Advanced Academic Services	227
Director, AVID	227
Director, Community Support Services	227
Director, Early Childhood Education	227
Director, Guidance & Counseling	227
Director, Health Services	227
Director, Internal Auditor	227
Director, Leadership	227
Researcher, Harvard Strategic Data Fellow	227
Special Asst to Superintendent	227
Supervisor, Accounting	227
Supervisor, Dyslexia	227
Supervisor, SPED	227
Supervisor, SPED Behavior	227

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Daily	\$381.90	\$462.91	\$543.92
227 Days	86,691	105,081	123,470

Associate Principal, HS	227
Director, Development	227
Director, Energy/Custodial Operations	227
Director, Facilities	227
Director, Payroll	227
Director, Purchasing	227

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Director, RDSPD	227			
	Director, School Nutrition	227			
	Director, Transportation	227			
	Principal, EEC	227			
	Principal, ES	227			

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Daily	\$416.27	\$504.57	\$592.87
227 Days	94,493	114,537	134,581

Coordinator/Head Football Coach	227
Director, Benefits/Risk Management	227
Director, Finance	227
Director, Human Resources	227
Director, Choice and Partnership Schools	227
Director, Professional Learning	227
Director, Talent Development	227
Principal, Alter Center	227
Principal, Choice HS	227
Principal, MS	227

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Daily	\$453.73	\$549.98	\$646.23
227 Days	102,997	124,845	146,694

Chief Communications Officer	227
Chief Innovation Officer	227
Exec Director, Accountability	227
Exec Director, Bil/ESL/Migrant	227
Exec Director, Career & Tech Ed	227
Exec Director, Choice Programs, Access & Support	227
Exec Director, Curriculum & Instruction	227
Exec Director, District Operations	227
Exec Director, Federal & State Programs	227
Exec Director, Fine Arts	227
Exec Director, Guidance, Counseling & Wellness	227
Exec Director, Special Services	227
Exec Director, Talent Development	227
Principal, HS	227

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Daily	\$530.87	\$643.48	\$756.09
227 Days	120,507	146,070	171,632

Chief Technology Officer	227
Exec Director, Athletics	227
Exec Director, Human Resources	227
Exec Director, Leadership	227

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Daily	\$637.05	\$772.18	\$907.31
227 Days	144,610	175,285	205,959

Associate Supt, Athletics, Human Capital & Operations	227
Associate Supt, Curriculum And Instruction	227
Associate Supt, Student & School Support	227
Chief Financial Officer	227
Chief of Schools	227

2022-2023 Proposed Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Hourly	\$21.71	\$26.00	\$30.29
	Technician, Computer	227	227 Days	39,425	47,216	55,007
	Technician, Operations	227				
	Technician, Help Desk/Trainer	227				

2			Hourly	\$22.98	\$27.69	\$32.40
	Technician, Computer - HS	227	227 Days	41,732	50,285	58,838
	Technician, Help Desk	227				
	Trainer, Information Systems Technician	227				

3			Hourly	\$26.43	\$31.84	\$37.25
	Technician, Data Network	227	227 Days	47,997	57,821	67,646
	Technician, Network	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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4			Daily	\$227.27	\$273.82	\$320.37
	Administrator, Secondary Technology	227	227 Days	51,590	62,157	72,724
	Specialist, Inventory	227				
	Supervisor, Help Desk	227				
	Supervisor, Technician	227				

5			Daily	\$267.04	\$321.74	\$376.44
	Administrator, Senior Data Network Systems	227	227 Days	60,618	73,035	85,452
	Instruct Application Analyst, Business	227				
	Instruct Application Analyst, Student	227				
	Web Master	227				

6			Daily	\$297.75	\$358.74	\$419.73
	Administrator, G Suite	227	227 Days	67,589	81,434	95,279
	Administrator, System	227				
	Application Analyst, Senior	227				
	Integration Analyst, Senior	227				
	Manager, WAN Area	227				
	Network Engineer	227				
	Network Specialist	227				
	Programmer, Student	227				

7			Daily	\$327.53	\$394.61	\$461.69
	Administrator, Senior Cybersecurity	227	227 Days	74,349	89,576	104,804
	Administrator, Senior System/Active Directory	227				
	Administrator, Senior System/Development	227				
	Coordinator, Senior Data Compliance	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Coordinator, Technology Services	227			
	Engineer, Senior IT Network	227			
	Manager, Infrastructure	227			
	Manager, Operations	227			

8		Daily	\$355.36	\$428.15	\$500.94
	Manager, Business Application	227	80,667	97,190	113,713
	Manager, Network Hardware	227			
	Manager, Network Software	227			
	Manager, Student Application	227			

9		Daily	\$383.79	\$462.40	\$541.01
	Director, Digital Learning	227	87,120	104,965	122,809
	Director, Information Systems	227			
	Director, Information Technology	227			

2022-2023 Proposed Police Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Telecommunicator I	227	Hourly	\$19.62	\$23.50	\$27.38
			227 Days	35,630	42,676	49,722
2	Telecommunicator II	227	Hourly	\$23.15	\$27.73	\$32.31
			227 Days	42,040	50,358	58,675
3	Police Officer	197, 227	Hourly	\$30.79	\$36.88	\$42.97
			197 Days	48,525	58,123	67,721
			227 Days	55,915	66,974	78,034

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Police Corporal	227	Daily	\$261.14	\$312.74	\$364.34
			227 Days	59,279	70,992	82,705
5	Police Sergeant	227	Daily	\$276.80	\$331.50	\$386.20
			227 Days	62,834	75,251	87,667
6	Police Lieutenant	227	Daily	\$293.41	\$351.39	\$409.37
			227 Days	66,604	79,766	92,927
7	Asst Chief of Police	227	Daily	\$319.82	\$383.02	\$446.22
			227 Days	72,599	86,946	101,292
8	Chief of Police	227	Daily	\$431.76	\$517.08	\$602.40
			227 Days	98,010	117,377	136,745

2022-2023 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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2		Hourly	\$15.00	\$17.50	\$20.00	
	Clerk - ATC	197	187 Days	22,440	26,180	29,920
	Clerk - Audio Visual	187	197 Days	23,640	27,580	31,520
	Clerk - Counselor	207	207 Days	24,840	28,980	33,120
	Clerk - EEC	207	227 Days	27,240	31,780	36,320
	Clerk - Elem	197				
	Clerk - FLEX	187				
	Clerk - HS	187, 197, 207				
	Clerk - Library	187				
	Clerk - MS	187				
	Clerk - Office	187, 207				
	Clerk - Receptionist	207				
	Clerk - SPED	187				
	Clerk - Temporary	227				
	Community Liaison - Visiting	187				
	Receptionist - HS/Truancy	227				

3		Hourly	\$15.27	\$18.29	\$21.31	
	Case Worker	217	187 Days	22,844	27,362	31,880
	Clerk - Athletic	207	197 Days	24,066	28,825	33,585
	Clerk - Attendance/PEIMS, ES, MS, HS, CHOICE HS	197	207 Days	25,287	30,288	35,289
	Clerk - Data Processing	227	217 Days	26,509	31,751	36,994
	Clerk - Data Processing Bilingual	227	227 Days	27,730	33,215	38,699
	Clerk - Data Processing MS	227				
	Clerk - Diagnostician	197				
	Clerk - Office/District	227				
	Clerk - Payroll Utility	227				
	Clerk - Schools of Choice/Student Admissions	227				
	Clerk - Speech	187				
	Clerk - Technology Help Desk	227				
	Court Liaison	197				
	Parent Liaison	187				
	Phone Operator/Receptionist	227				

4		Hourly	\$15.96	\$19.11	\$22.26	
	Bookkeeper - Campus MS	187	187 Days	23,876	28,589	33,301
	Clerk - 504/Dyslexia	227	227 Days	28,983	34,704	40,424
	Clerk - Autism (Grant)	227				
	Clerk - Campus Payroll	227				
	Clerk - Computer SN	227				
	Clerk - Curriculum	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Clerk - Human Capital	227			
	Clerk - Position Control	227			
	Clerk - SPED PEIMS	227			
	Registrar/PEIMS DAEP	227			
	Secretary - ATC	227			

5		Hourly	\$16.67	\$19.97	\$23.27	
	Admin Asst - Bookkeeper/Director	227	197 Days	26,272	31,473	36,674
	Admin Asst- Director Advanced Academic Services	227	227 Days	30,273	36,266	42,258
	Admin Asst- Director of Development	227				
	Admin Asst - Office	227				
	Admin Asst - Principal ALT	227				
	Admin Asst - Principal EEC, ES, MS, HS, Choice HS	227				
	Agent- Fingerprint & Background Enrollment	227				
	Bookkeeper - HS	197				
	Certification Officer - Talent Development	227				
	Clerk - Accounting	227				
	Clerk - Accounts Payable	227				
	Clerk - Inventory Control	227				
	Clerk - Payroll	227				
	Clerk - Purchasing	227				
	Clerk - Special Projects	227				
	Receptionist - Human Capital	227				
	Registrar/PEIMS Clerk	227				
	Registrar/PEIMS HS	227				
	Specialist - Purchasing Contract	227				

6		Hourly	\$18.18	\$21.77	\$25.36	
	Admin Asst - Director	227	227 Days	33,015	39,534	46,054
	Admin Asst - Principal HS	227				
	Admin Asst - RDSPD	227				
	Bookkeeper - Accounts Payable	227				
	Liaison - Records Management	227				
	Specialist - District Testing	227				

7		Hourly	\$19.81	\$23.73	\$27.65	
	Admin Asst - Chief Communication Officer	227	187 Days	29,636	35,500	41,364
	Admin Asst - Exec Director	227	227 Days	35,975	43,094	50,212
	Buyer - P Card, Purchasing	227				
	Specialist - Child Care	187				
	Specialist - Health Benefits	227				
	Specialist - Human Resources	227				
	Specialist - Payroll	227				
	Specialist - Title I Fiscal & Program Comp	227				

8		Hourly	\$21.79	\$26.10	\$30.41	
	Admin Asst - Associate Superintendent of Curr. & Instr.	227	227 Days	39,571	47,398	55,225

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Admin Asst - Associate Superintendent Student & School Supp.	227			
	Admin Asst - Finance	227			
	Admin Asst - Chief Innovation Officer	227			
	Admin Asst - Chief of Schools/Exec Director Leadership	227			
	Admin Asst - Exec Director Human Resources	227			
	Admin Asst - Exec Director Operations	227			
	Admin Asst - Assoc. Supt. Athletics, Human Capital & Operations	227			

9			Hourly	\$23.86	\$28.58	\$33.30
	Specialist - Policy/Procedure/Records	227	227 Days	43,330	51,901	60,473

10			Hourly	\$26.14	\$31.30	\$36.46
	Admin Asst - Superintendent	227	227 Days	47,470	56,841	66,211
	Specialist - Student Admissions	227				

2022-2023 Proposed Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.50	\$20.00
	Aide - Flex	187	187 Days	22,440	26,180	29,920
	Aide - Instructional	187				
	Aide - Montessori	187				
	Aide - Music	187				
	Aide - Physical Ed	187				
	Aide - Pre K	187				
2			Hourly	\$15.27	\$18.29	\$21.31
	Aide - Alter Ed	187	187 Days	22,844	27,362	31,880
	Aide - Bilingual/ESL	187	227 Days	27,730	33,215	38,699
	Aide - Horticulture	227				
	Aide - SP Ed LD	187				
	Aide - Sp Ed PPCD	187				
	Aide - Speech Therapy	187				
	Child Care Provider	187				
	Temporary Child Care Provider	187				
	Temporary Child Care Specialist	187				
3			Hourly	\$15.96	\$19.11	\$22.26
	Aide - Audio Visual	187	187 Days	23,876	28,589	33,301
	Aide - School Health	187				
	Aide - Sped Applied Life Skills	187				
	Aide - Sped Basic Skills	187				
	Aide - Sped Specialized Classroom	187				
	Aide - Temporary Health	187				
	Aide - Virtual Learning	187				
	Certified Nurse Asst	187				
4			Hourly	\$16.67	\$19.97	\$23.27
	Aide - Bilingual Tester	187	187 Days	24,938	29,875	34,812
	Aide - Culinary Arts	187				
	Aide - Graphic Design	187				
	Aide - Sp Ed 18+	187				
	Aide - Sp Ed Behavior Support	187				
5			Hourly	\$17.85	\$21.37	\$24.89
	Opportunity Culture - Reach Associate	187	187 Days	26,704	31,970	37,235
	Opportunity Culture - Teacher Resident	187				
6			Hourly	\$20.07	\$24.04	\$28.01
	Aide - Sp Ed Auditory Impaired (non-certified)	187	187 Days	30,025	35,964	41,903

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Instructional Facilitator 187

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Aide - Sp Ed Auditory Impaired (certified) 187
 LVN 187

Hourly	\$22.07	\$26.44	\$30.81
187 Days	33,017	39,554	46,092

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Occupational Therapist Asst 187
 Physical Therapist Asst 187

Hourly	\$30.91	\$37.02	\$43.13
187 Days	46,241	55,382	64,522

2022-2023 Proposed Auxiliary Pay Plan

Ector County ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2	Bus Monitor	184	Hourly	\$15.00	\$17.50	\$20.00
			184 Days	22,080	25,760	29,440
3	Custodian	247	Hourly	\$15.27	\$18.29	\$21.31
	LIFT Monitor	184	184 Days	22,477	26,922	31,368
	Night Watchman	251	247 Days	30,174	36,141	42,109
			251 Days	30,662	36,726	42,790
4	Custodian - Asst Head	247	Hourly	\$15.96	\$19.11	\$22.26
	Groundskeeper	247	227 Days	28,983	34,704	40,424
	Mechanic - Vehicle Lubrication	227	247 Days	31,537	37,761	43,986
	Specialist - Campus Safety	227				
	Transportation - Bus Washer	227				
5	Asst - Central Receiving Warehouse	227	Hourly	\$16.67	\$19.97	\$23.27
	Asst - Instr Materials Rec Warehouse	227	227 Days	30,273	36,266	42,258
	Clerk - Mail Carrier	227	247 Days	32,940	39,461	45,982
	Custodian - Admin	247				
	Custodian - Head ES	247				
	Custodian - Warehouse	247				
	Technician - Asst Print/Mail Service	227				
	Technician - Bus Servicer	227				
	Transportation - Tire Servicer	227				
6	Apprentice - Carpenter	247	Hourly	\$17.51	\$20.97	\$24.43
	Apprentice - Electrician	247	227 Days	31,798	38,082	44,365
	Apprentice - Plumber	247	247 Days	34,600	41,437	48,274
	Asst. Printer	227				
	Clerk - Parts Room	227				
	Custodian - Head Admin	247				
	Custodian - Head MS	247				
	Technician - Print/Mail Service	227				
	Transportation - Bus Repair	227				
7	Attendant - Maintenance Warehouse	247	Hourly	\$18.39	\$22.02	\$25.65
	Caretaker - AG Farm	227	227 Days	33,396	39,988	46,580
	Caretaker - Stadium	227	247 Days	36,339	43,512	50,684
	Custodian - Head HS	247				
	Maintenance/Groundskeeper Campus	247				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Painter - General	247			
	Roofer	247			
	Stain Finish Worker	247			
	Technician - Irrigation	247			

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Caretaker - Head Stadium	227
Carpenter - General	247
Dispatcher - Transportation	207, 227
Driver Trainer SO	217
Grounds - Cert APP/IMP	247
Masonry	247
Operator - Heavy Equipment	247
Painter - Lead	247
Roofer - Lead	247
Technician - Computer Router Transportation	217
Trip Scheduler	207
Welder - Shop	247

Hourly	\$19.49	\$23.34	\$27.19
207 Days	32,275	38,651	45,027
217 Days	33,835	40,518	47,202
227 Days	35,394	42,385	49,377
247 Days	38,512	46,120	53,727

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Cabinet Maker	247
Electrician - General	247
Foreman - Carpentry	247
Foreman - Custodian	247
Foreman - Grounds	247
Foreman - Painting	247
Mechanic - Sheet Metal	247
Mechanic - Shop	247
Mechanic - Vehicle	227
Plumber	247

Hourly	\$21.76	\$25.91	\$30.06
227 Days	39,516	47,053	54,589
247 Days	42,998	51,198	59,399

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Asst - Instr Materials Rec Warehouse	227
Asst Supervisor - Maintenance Warehouse	247
HVAC Mechanic (Licensed)	247
Lead Tech - Electrical	247
Manager - Transportation Ops	227
Master - Locksmith	247
Master - Plumber	247
Mechanic - Vehicle Lead	227
Supervisor - Driver Magnet	227
Supervisor - Driver Regular	227
Supervisor - Driver Sp Ed	227

Hourly	\$25.46	\$30.31	\$35.16
227 Days	46,235	55,043	63,851
247 Days	50,309	59,893	69,476

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Foreman - Electrician	247
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Hourly	\$29.53	\$35.16	\$40.79
227 Days	53,626	63,851	74,075

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
	Foreman - Plumbing	247	247 Days	58,351	69,476	80,601
	Foreman - Shop	227				
	Supervisor - Construction/Roofing	247				
	Supervisor - Operations/Project	247				
	Supervisor - Warehouse Maintenance	247				

BD			Hourly	\$21.00	\$24.70	\$28.65
	Bus Driver	184	184 Days	30,912	36,358	42,173
	Bus Driver - Sp Ed	184				

2022-2023 Proposed School Nutrition Pay Plan

Ector County ISD

*Annual amounts are based on 7 hours per day for pay grades 2-4.

*Annual amounts are based on 8 hours per day for pay grades 5-10.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	\$15.00	\$17.50	\$20.00
			184 Days	19,320	22,540	25,760
	Cafe Worker	184				
	Cook - Asst	184				
3			Hourly	\$15.27	\$18.29	\$21.31
			184 Days	19,668	23,558	27,447
	Cook - Head	184				
4			Hourly	\$15.96	\$19.11	\$22.26
			184 Days	20,556	24,614	28,671
	Cook - Lead	184				
5			Hourly	\$16.67	\$19.97	\$23.27
			187 Days	24,938	29,875	34,812
	Delivery - Warehouse SN	227				
	Manager - School Nutrition ES	187				
6			Hourly	\$17.51	\$20.97	\$24.43
			187 Days	26,195	31,371	36,547
	Manager - School Nutrition MS	187				
7			Hourly	\$18.38	\$22.02	\$25.66
			187 Days	27,496	32,942	38,387
	Manager - School Nutrition HS	187				
8			Hourly	\$19.49	\$23.34	\$27.19
			187 Days	29,157	34,917	40,676
	Asst Supervisor - Warehouse SN	227				
	Dual Manager - School Nutrition	187				
9			Hourly	\$22.06	\$26.26	\$30.46
			227 Days	40,061	47,688	55,315
	Supervisor - Warehouse School Nutrition	227				
	Technician - School Nutrition Mechanic	227				
10			Hourly	\$25.92	\$30.86	\$35.80
			227 Days	47,071	56,042	65,013
	Supervisor - School Nutrition	227				
	Technician - Lead School Nutrition Mechanic	227				

Group	Stipend	2022-2023	Extra Days	Contract Terms	Limit/Qualifications
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM Bilingual Teacher	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM/MS/HS Special Ed Teacher	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: MS/HS Math, Science, ELAR	2,000			Eligible employees may only receive one time
SIGN ON BONUS	"RISE" and "SOAR" Campus: Teacher, Counselor, Instructional Coach, Media Specialist	1,875			Bonham, Bowie, Burnet (paid on first paycheck, 1/2 for semester hire)
INSTRUCTION	Opportunity Culture: Master Team Reach Teacher MTRT	12,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL I	15,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL II	17,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL III	20,000			
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT I	8,000			
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT II	10,000			
INSTRUCTION	TIA: Master Designated Teacher Tier 1-5	12,000 - 32,000			
INSTRUCTION	TIA: Exemplary Designated Teacher Tier 1-5	6,000 - 18,000			
INSTRUCTION	TIA: Recognized Designated Teacher Tier 1-5	3,000 - 9,000			
INSTRUCTION	TIA: National Board Certified Teacher	3,000 - 32,000			
INSTRUCTION	Doctorate, JD Degree (All Staff)	3,650			
INSTRUCTION	Masters Degree (In Subject Area)	2,500			
INSTRUCTION	Masters Degree (Grandfathered Prior to August 2019)	2,600			Grandfathered employees only
INSTRUCTION	Masters Degree (Not in Subject Area)	1,500			
INSTRUCTION	Masters Degree Incentive Plan (advanced approval required)	1,050			\$350 per successfully completed course in teaching area; maximum \$1,050 per year
INSTRUCTION	Masters Degree Plus 30 Hours (Discontinued in 2014)	3,090			Existing Employees Grandfathered
INSTRUCTION	Mentor - Teacher	750			For each zero year teachers (2 max)
INSTRUCTION	Mentor - Media Specialist	500			Per Person Mentored
INSTRUCTION	Bilingual Certified Teacher	550-2,500			Amount determined by assignment
INSTRUCTION	ESL Certified Teacher	550-2,100			Amount determined by assignment
INSTRUCTION	Bilingual or ESL Certified District Personnel	2,500			As determined by assignment
ELEMENTARY					
ELEMENTARY	ELEM Distance Allowance	1,000			Fly, Cavazos, West, EK Downing
ELEMENTARY	Gifted & Talented Scholars in Progress (SIP) Teacher	2,100			GT Certification Required
ELEMENTARY	"RISE" Teacher, Counselor, Instructional Coach, Media Specialist	3,412			Burnet - paid 1/2 in Aug, 1/2 in Dec (1/2 amt for late hire)
ELEM/SEC	"RISE" / "SOAR" Asst Principal, Dean	5,000			1/2 in Aug, 1/2 in June

Group	Stipend	2022-2023	Extra Days	Contract Terms	Limit/Qualifications
SECONDARY					
SECONDARY	"RISE" / "SOAR" Teacher, Counselor, Instructional Coach, Media Specialist	3,412			Bowie, Bonham - paid 1/2 in Aug, 1/2 in Dec (1/2 amt for late hire)
SECONDARY	HS Counselors Summer Assignment	4,000			3 per HS (OHS/PHS)
SECONDARY	HS AP Coordinator PHS	2,000			1 at PHS
SECONDARY	HS AP/IB Coordinator OHS	2,500			1 at OHS
SECONDARY	HS Cheer Sponsor - Sub varsity	3,150	10	10 Mo	
SECONDARY	HS Cheer Sponsor - Varsity	5,150	10	10 Mo	
SECONDARY	HS Decathlon/Octathlon Coach	1,200			Up to 5 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Decathlon/Octathlon Lead Sponsor	3,200			1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Dept Chair (ELAR, Math, Science, Social Studies, Sped, LOTE, CTE, Fine Arts, ESL)	3,700	10	10 Mo	(OHS/PHS)
SECONDARY	HS Drama NTO	3,150			
SECONDARY	HS Journalism Activities (NTO, OCTECHS, OCA)	1,600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Journalism Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Speech Activities (NTO)	3,150			
SECONDARY	HS Sponsor National Honor Society (OHS, PHS)	800			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Nat'l Honor Society (NTO, OCTECHS, OCA)	600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Speech Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Student Council (NTO, OCTECHS, OCA)	1,100			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Student Council (OHS, PHS)	2,100			1 per HS (OHS,PHS)
SECONDARY	HS UIL Academics Coach	500			Up to 8 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS UIL Academics Lead Sponsor	1,500			1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	MS Cheer Sponsor	2,100			1 per MS
SECONDARY	MS Dept Chair (ELAR, Math, Science, Social Studies, Sped, Electives)	3,150	10	10 Mo	
SECONDARY	MS Sponsor Journalism Activities	1,600			1 per MS
SECONDARY	MS Sponsor National Honor Society	600			1 per MS
SECONDARY	MS Sponsor Student Council	1,100			1 per MS
SECONDARY	MS/HS Campus AVID Coordinator	1,600			
SECONDARY	MS/HS Certified Math Teacher	2,100			
SECONDARY	MS/HS Certified Robotics Teacher	2,100			Classroom Robotics Only
SECONDARY	MS/HS Certified Science Teacher	2,100			

Group	Stipend	2022-2023	Extra Days	Contract Terms	Limit/Qualifications
SPED	SPED Lead Assistive Technology	1,500			
SPED	SPED Lead: Diagnostician, Speech Path, LSSP, Behavior Specialist	3,150			
SPED	SPED Speech Pathologist Assistant	3,000			
SPED	SPED Speech Pathologist (Supervising Speech Path Asst) & LSSP (Supervising LSSP)	1,100			
SPED	SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of the Visual Impaired (VI)	4,000			
SPED	SPED Certified Teacher Orientation & Mobility	2,100			
SPED	SPED Certified Teacher Behavioral Support (BSC / BSCAU)	5,000			
SPED	SPED Certified Teacher Specialized Classroom (SC)	3,000			
SPED	SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, Visual Impaired, and DHH Auditory Impaired,	1,200			
SPED	SPED Special Olympics (adaptive PE)	4,750			
ATHLETICS					
ATHLETICS	Group I (Other) Head Coach Non Football	7,000	10	10 Mo	
ATHLETICS	Group I Varsity Football Coach	7,000	15	10 Mo	2 per HS
ATHLETICS	Group I Varsity Football Coach (Off/Def Coord)	7,000	20	10 Mo	2 per HS
ATHLETICS	Group II Assistant HS Coach	5,750	10	10 Mo	
ATHLETICS	Group II MS Athletics Coordinator	5,500	10	10 Mo	2 per MS
ATHLETICS	Group III MS Coach	4,750		10 Mo	
ATHLETICS	Group IV Coach (Elem. P.E.)	1,300		10 Mo	
ATHLETICS	HS Asst Head Football Coach	3,150			1 per HS
ATHLETICS	HS Dual Sports Coordinator	3,150			1 per HS
ATHLETICS	HS Girls Athletic Coordinator	3,500	5		1 per HS
ATHLETICS	HS Head Athletic Trainer	5,000			1 per HS
ATHLETICS	Asst Athletic Trainer HS	5,000			1 per HS
ATHLETICS	Asst Athletic Trainer HS / MS	5,000			1 per HS
ATHLETICS	HS Head Cross Country Coach	4,500			2 per HS (Boys/Girls)
ATHLETICS	HS Powerlifting Coach	4,500			1 per HS

Group	Stipend	2022-2023	Extra Days	Contract Terms	Limit/Qualifications
FINE ARTS					
FINE ARTS	HS Art Teacher Lead	3,000			1 per HS (OHS,PHS)
FINE ARTS	HS Art VASE	1,500			HS Qualifying per Fine Arts
FINE ARTS	HS Band Asst Director	4,200		11 Mo	
FINE ARTS	HS Band Color Guard	5,000		10 Mo	
FINE ARTS	HS Choir Asst Director	3,700		10 Mo	
FINE ARTS	HS Choir Pop Ensemble Accompanist	1,850			1 per HS (OHS,PHS)
FINE ARTS	HS Dance Asst Director	3,150	10	10 Mo	
FINE ARTS	HS Dance Head Director	5,150	10	10 Mo	
FINE ARTS	HS Guitar	4,000			
FINE ARTS	HS Harp	4,000		10 Mo	
FINE ARTS	HS JROTC Instructor	3,150		12 Mo	2 per HS
FINE ARTS	HS Orchestra Asst Director	3,150		10.5 Mo	
FINE ARTS	HS Sponsor Flag Team/Wildbunch	1,500			
FINE ARTS	HS Theatre Arts Asst Director	2,000		10 Mo	
FINE ARTS	HS Theatre Arts Head Director	4,000	10	10 Mo	
FINE ARTS	MS Art VASE	1,000			MS Qualifying per Fine Arts
FINE ARTS	MS Band Asst Director	3,150		11 Mo	
FINE ARTS	MS Band Head Director	4,200		11 Mo	
FINE ARTS	MS Choir Asst Director	1,600		10 Mo	
FINE ARTS	MS Choir Head Director	3,700		10 Mo	
FINE ARTS	MS Dance Asst Director	1,600			
FINE ARTS	MS Dance Head Director	3,100			
FINE ARTS	MS Guitar Asst	800		10 Mo	MS Qualifying per Fine Arts
FINE ARTS	MS Guitar/Mariachi Head Director	1,050		10 Mo	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Asst Director	1,600		10.5 Mo	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Head Director	3,150		10.5 Mo	
FINE ARTS	MS Piano/Keyboard Teacher	800		10 Mo	MS Qualifying per Fine Arts
FINE ARTS	MS Theatre Arts	2,000		10 Mo	MS Qualifying per Fine Arts

Group	Stipend	2022-2023	Extra Days	Contract Terms	Limit/Qualifications
TECHNOLOGY					
TECHNOLOGY	Information Technology – CCNA	3,150			
OTHER					
OTHER	Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
OTHER	Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
OTHER	College & Career Advisors	2,500			CCMR - paid in June
OTHER	CTE-Education & Training Teacher Stipends - non-dual credit	2,500			One Teacher per CTE approval
OTHER	CTE-Education & Training Teacher Stipends - dual credit	5,000			Two Teachers per CTE approval
OTHER	CTE-Texas College Bridge	100			\$100 per student per Texas College Bridge TSI Prep Curriculum
OTHER	TITLE ONE - Federal & State	\$3,500			Paid 1/2 December 1/2 June - selected grade level lead

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
CURRICULUM & PD				
C & I	Writers/Developers	\$20	Per Hour	Off-Duty
C & I	Attendees	\$17	Per Hour	Off-Duty Teachers
C & I	Attendees	\$10	Per Hour	Off-Duty Non-Exempt
C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
C & I	Presenters, Preparation	\$60	Per Half Day	Off-Duty
Summer	Training - Presenter	\$300	Per Day	
Summer	Training - Participant	\$100	Per Day	
Summer	Nurse	\$20	Per Hour	
Summer	Secretary	OT Rate	Per Hour	
Summer	Clerk	\$14	Per Hour	
Summer	Aide	\$14	Per Hour	
Optional Extended Day and Magnet	Teachers, non-certified, 45 college hours	\$13	Per Hour	
Optional Extended Day and Magnet	Teachers, Certified	\$22	Per Hour	
Optional Extended Day and Magnet	Teachers, non-instructional time	\$17	Per Hour	
Optional Extended Day and Magnet	Teachers, non-certified, expert	\$17	Per Hour	
Optional Extended Day and Magnet	Aides	OT Rate	Per Hour	
Extended Day (High School)	Administrator	\$25	Per Hour	
Extended Day (High School)	Teachers	\$22	Per Hour	
Extended Day (High School)	Clerk	OT Rate	Per Hour	
Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
Credit Recovery	Tutor - certified	\$32	Per Hour	
Credit Recovery	Administrator - certified	\$35	Per Hour	
Credit Recovery	Counselor - certified	\$32	Per Hour	
Credit Recovery	Teachers	\$32	Per Hour	
Credit Recovery	Aides	OT Rate	Per Hour	
Saturday School	Administrator	\$25	Per Hour	
Saturday School	Teachers	\$22	Per Hour	
Saturday School	Media Specialists	\$22	Per Hour	
Summer Learning	Aides: gen ed, sped, bilingual	\$16	Per Hour	
Summer Learning	Clerk	\$16	Per Hour	
Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Other	Detention Supervision	\$22	Per Hour	
Tutoring	Tutoring and Instruction, Certified	\$32	Per Hour	
Tutoring	Tutoring and Instruction, Certified at "F" rated campuses	\$40	Per Hour	"F" rated campuses
Tutoring	Tutoring and Instruction, non-certified	\$17	Per Hour	
Tutoring	Tutor, AVID	\$13	Per Hour	
Tutoring	Regular AT Risk Tutor - TPC	\$22	Per Hour	
Tutoring	Regular AT Risk Tutor - Title 1	\$22	Per Hour	
Distance Learning	Teachers	\$250	Per Stu/Sem.	
Dyslexia Program	Teacher, Part-time	\$22	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
SUMMER LEARNING				
Principal	ELEM Principal (Bil/Mono)	\$480	Per Day	
Principal	Middle School	\$312.50	1/2 Day	
Principal	High School	\$400	Per Day	
Teacher	PK - 5th Gr - Teacher (Bil/Mono)	\$360	Per Day	\$180 per 1/2 day
Teacher	ELEM Enrichment	\$360	Per Day	\$180 per 1/2 day
Camp SIP Teacher (GT)	ELEM/MS	\$200	Per Day	
Teacher	Middle School	\$180	1/2 Day	
Teacher	9-12 EOC	\$360	Per Day	\$180 per 1/2 day
Teacher	TPRS/9-12 Edgenuity/SAT Boot Camp	\$300	Per Day	\$150 per 1/2 day
Counselor	High School / SAS	\$300	Per Day	\$150 per 1/2 day
Nurse	ELEM/MS/HS	\$270	Per Day	\$135 per 1/2 day
Media Specialist	ELEM/MS/HS	\$300	Per Day	\$150 per 1/2 day
Paraprofessional	Instructional Facilitator	\$25	Per Hour	
Instructional Aide	Instructional Aide	\$16	Per Hour	
Clerk	ELEM/MS/HS	\$16	Per Hour	
Nurse Aide	Certified	\$16	Per Hour	
OPT Interns		\$20	Per Hour	
TPRS Child Care Worker		\$16	Per Hour	
Professional Development	SL Teachers	\$300	Per Day	
Testing Administrators	HS/EOC only	\$40	Per Hour	
TALENT DEVELOPMENT				
OPT	OPT Content Tutor	\$40	Per Hour	
OPT	Summer Learning -OPT Apprentice	\$20	Per Hour	
OPT	Summer Learning -OPT Mentor Teachers	\$1,000	Per Year	
TEMPORARY REPLACEMENTS				
Administrators	High School Principal	\$400	Per Day	Contingent upon experience
Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
Administrators	Secondary Assistant Principal	\$325	Per Day	
Administrators	Elementary Assistant Principal	\$300	Per Day	
Administrators	Counselor	\$250	Per Day	
Administrators	Speech Therapists	\$340	Per Day	
Administrators	Diagnosticians	\$300	Per Day	
Classroom Substitutes	Non-Certified	\$120	Per Day	
Classroom Substitutes	Certified (in Texas)	\$150	Per Day	
Classroom Substitute -in the same position for 10 consecutive days or more	Non-Certified	\$198	Per Day	Sub Office approval required
Classroom Substitute -in the same position for 10 consecutive days or more	Certified	\$228	Per Day	Sub Office approval required
Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
ATHLETICS				
ALL DUTIES PAID FOR REGULAR SEASON, NON-ECISD AND PLAYOFF EVENT, GAME OR TOURNAMENT				
High School Football - Out of Town Games	Ticket Seller	\$45	Per Game	
Varsity Football	Nurse	\$30	Per Hour	West-East Side
Varsity Football	Supervisor	\$100	Per Game	
Varsity Football	Scoreboard	\$45	Per Game	
Varsity Football	Timer/Clock/ DownBox	\$45	Per Game	
Varsity Football	Ticket Sellers	\$45	Per Game	
Varsity Football	Announcer	\$120	Per Game	
Varsity Football	Ticket Takers	\$40	Per Game	
Varsity Football	Press box	\$40	Per Game	
Varsity Football	Ramp Workers HS/MS/Elem Sections	\$40	Per Game	
Varsity Football	Gates /-Sideline / Elevator	\$40	Per Game	
Varsity Football	PA Spotter	\$40	Per Game	
Varsity Football	Chain Crew	\$40	Per Game	
Varsity Football	Open Gates Early	\$5	Per Game	
Varsity Football	Filming for Daktronics Board	\$100	Per Game	
Varsity Football	Pre-Production Daktronics	\$100	Per Game	
Varsity Football	Daktronics and Computer	\$100	Per Game	
Varsity Football	STATS	\$65	Per Game	
Junior Varsity Football	Ticket Sellers	\$30	Per Game	
Junior Varsity Football	Ticket Takers	\$30	Per Game	
Junior Varsity Football	Gates	\$30	Per Game	
Junior Varsity Football	PA Spotter	\$30	Per Game	
Junior Varsity Football	Chain Crew	\$30	Per Game	
Junior Varsity Football	Supervisor	\$100	Per Game	
Junior Varsity Football	Announcer	\$45	Per Game	
Junior Varsity Football	Scoreboard	\$35	Per Game	
Junior Varsity Football	Timer / Clock	\$35	Per Game	
Junior Varsity Football	Downbox	\$35	Per Game	
Junior Varsity Football	Filming for Daktronics Board	\$100	Per Game	
Junior Varsity Football	Pre-Production Daktronics	\$100	Per Game	
Junior Varsity Football	Daktronics and Computer	\$80	Per Game	
Middle School Football	Ticket Sellers	\$25	Per Game	
Middle School Football	Ticket Takers	\$25	Per Game	
Middle School Football	Gates	\$25	Per Game	
Middle School Football	Press Box	\$30	Per Game	
Middle School Football	Chain Crew	\$25	Per Game	
Middle School Football	Supervisor	\$100	Per Game	
Middle School Football	Announcer	\$45	Per Game	
Middle School Football	Scoreboard	\$30	Per Game	
Middle School Football	Timer	\$30	Per Game	
Middle School Football	Downbox	\$30	Per Game	
Middle School Football	Daktronics and Computer	\$80	Per Game	
High School Basketball	Ticket Seller	\$25	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
High School Basketball	Ticket Taker	\$25	Per Game	
High School Basketball	Clock	\$25	Per Game	
High School Basketball	Bookkeeper	\$30	Per Game	
High School Basketball	Supervisor	\$100	Per Game	
Middle School Basketball	Ticket Seller	\$20	Per Game	
Middle School Basketball	Ticket Taker	\$20	Per Game	
Middle School Basketball	Clock	\$20	Per Game	
Middle School Basketball	Bookkeeper	\$20	Per Game	
Middle School Basketball	Supervisor	\$100	Per Game	
High School Volleyball	Ticket Seller	\$25	Per Game	
High School Volleyball	Ticket Taker	\$25	Per Game	
High School Volleyball	Clock	\$25	Per Game	
High School Volleyball	Bookkeeper	\$30	Per Game	
High School Volleyball	Libero Tracker	\$25	Per Game	
High School Volleyball	Supervisor	\$100	Per Game	
Middle School Volleyball	Ticket Seller	\$20	Per Game	
Middle School Volleyball	Ticket Taker	\$20	Per Game	
Middle School Volleyball	Clock	\$20	Per Game	
Middle School Volleyball	Bookkeeper	\$20	Per Game	
Middle School Volleyball	Libero Tracker	\$20	Per Game	
Middle School Volleyball	Supervisor	\$100	Per Game	
Baseball	Ticket Seller	\$25	Per Game	
Baseball	Ticket Taker	\$25	Per Game	
Baseball	Scorekeeper	\$25	Per Game	
Baseball	Pitch Count	\$25	Per Game	
Baseball	Announcer	\$45	Per Game	
Baseball	Supervisor	\$100	Per Game	
Softball	Ticket Seller	\$25	Per Game	
Softball	Ticket Taker	\$25	Per Game	
Softball	Scorekeeper	\$25	Per Game	
Softball	Announcer	\$45	Per Game	
Softball	Supervisor	\$100	Per Game	
High School Soccer Varsity & JV	Ticket Seller	\$30	Per Game	
High School Soccer Varsity & JV	Ticket Taker	\$30	Per Game	
High School Soccer Varsity & JV	Gate	\$30	Per Game	
High School Soccer Varsity & JV	Announcer	\$45	Per Game	
High School Soccer Varsity & JV	Supervisor	\$45	Per Game	
High School Soccer Varsity & JV	Filming for Daktronics Board	\$100	Per Game	
High School Soccer Varsity & JV	Pre-Production Daktronics	\$100	Per Game	
High School Soccer Varsity & JV	Daktronics and Computer	\$80	Per Game	
High School Soccer Varsity & JV	Announcer	\$40	Per Game	
High School Soccer Varsity & JV	Scoreboard	\$40	Per Game	
High School Soccer Varsity & JV	Timer	\$40	Per Game	
Middle School Soccer	Ticket Seller	\$20	Per Game	
Middle School Soccer	Ticket Taker	\$20	Per Game	
Middle School Soccer	Gate	\$20	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Middle School Soccer	Supervisor	\$30	Per Game	
Middle School Soccer	Announcer	\$20	Per Game	
Middle School Soccer	Scoreboard	\$20	Per Game	
Middle School Soccer	Timer	\$20	Per Game	
Middle School Track	Certified Referee	Avg \$250	Agreed Amt	
Middle School Track	Assist Dir/Registrar / Data Entry	\$20	Per Hour	
Middle School Track	Gate Keeper/ Ticket Sellers	\$10	Per Hour	
Middle School Track	Starter	\$150	Agreed Amt	
Middle School Track	Announcer	\$120	Per Event	
Gymnastics	Ticket Sellers	\$10	Per Hour	
Gymnastics	Registration Workers	\$10	Per Hour	
Gymnastics	Table Workers	\$10	Per Hour	
Gymnastics	Elementary Meets - Judges	\$10	Per Hour	
Athletics	Game Videographer	\$100	Per Event	
Athletics	Pre-Production Daktronics Board	\$100	Per Event	
Athletics	Filming & Training for Daktronics	\$100	Per Event	
Athletics	Officials (UIL Schedule fee)	TBD		All Sports
Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
Athletics	Drive Bus	\$25	Per Route	
Athletics	Daktronics and Computer	\$80	Per Game	
Athletics	Sub/Part Time Ticket Seller	\$10	Per Hour	
Athletics	Office Ticket Sellers	\$10	Per Hour	Summer/Football Season 8-5pm
Athletics	Assigner Fees (per Chapter Fee Schedule)	TBD		
Cross-Country Meet	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Assistant Director	\$20	Per Hour	
West Texas Relays/District or Area Track	Registrars / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Gate Keeper	\$10	Per Hour	
West Texas Relays/District or Area Track	Clerks	\$10	Per Hour	
West Texas Relays/District or Area Track	Ticket Sellers	\$10	Per Hour	
West Texas Relays/District or Area Track	Ticket Takers	\$10	Per Hour	
West Texas Relays/District or Area Track	Timing System	Avg \$1,000	Per Day	
West Texas Relays/District or Area Track	Press box Attendant	\$10	Per Hour	
West Texas Relays/District or Area Track	Pre-Production Daktronics Board/Filming	\$100	Per Day	
West Texas Relays/District or Area Track	Daktronics and Computer	\$80	Per Day	
West Texas Relays/District or Area Track	Starter	Avg \$150	Agreed Amt	
West Texas Relays/District or Area Track	Announcer	\$120	Per Event	
West Texas Relays/District or Area Track	Certified Referee	Avg \$250	Per Game	Not Held Every Year
Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	
Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	
Graduation	Ramps/Usher/Gates	\$75	Per Event	
Graduation	Nurse/Trainer	\$30	Per Hour	
Football	Gates	\$45	Per Game	
Football	PA Spotter	\$40	Per Game	
Football	Chain Crew	\$40	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Football	Supervisor	\$60	Per Game	
Football	Assistant Supervisor	\$50	Per Game	
Football	Announcer	\$80	Per Game	
Football	Scoreboard	\$50	Per Game	
Football	Timer	\$50	Per Game	
Football	Downbox	\$45	Per Game	
Football	Filming & Training for Daktronics Board	\$100	Per Game	
Football	Pre-Production Daktronics	\$100	Per Game	
Football	Daktronics and Computer	\$85	Per Game	
FINE ARTS				
Fine Arts	Coordinator MS/HS Art Show	\$250	Per Event	
Fine Arts	Organizer Solo-Ensemble Contest	\$250	Per Event	
Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
Piano Accompanist	Accompany Middle School Choir	\$20	Per Hour	
Piano Accompanist	Accompany High School Choir	\$25	Per Hour	
ACADEMIC CONTESTS				
Octathlon	Octathlon Coordinator - Judges	\$300	Per Meet	
Octathlon	Octathlon Essay Judge	\$75	Per Meet	
Octathlon	Octathlon Test Monitor	\$75	Per Meet	
Octathlon	Octathlon Speech Judge	\$75	Per Meet	
Octathlon	Octathlon Computer Staff	\$100	Per Meet	
Octathlon	Octathlon Super Quiz Proctor Coordinator	\$75	Sat PM	
Octathlon	Octathlon Speech Timer	\$50	Per 2.5 hours	
Octathlon	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hours	
Octathlon	Octathlon Exam Runner	\$75	Per 6 hours	
Decathlon	Decathlon Tabulators	\$50	Fri PM	
Decathlon	Decathlon Tabulators	\$100	Sat AM/PM	
Decathlon	Decathlon Computer Staff - Data Entry	\$50	Fri PM	
Decathlon	Decathlon Computer Staff - Data Entry	\$100	Sat AM/PM	
Decathlon	Decathlon Computer Staff Coordinator	\$200	Per Meet	
Decathlon	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
Decathlon	Decathlon Essay Graders	\$75	Fri AM/PM	Training Meeting
Decathlon	Decathlon Super Quiz Proctors	\$50	Sat PM	
Decathlon	Decathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ECISD Administrators	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ECISD Administrators	Awards Manager	\$280	For 14 Hour	
Advanced Academic Services Staff	AAS Secretary & AAS Clerks	OT Rate	Per Hour	
CAMPUS				
Campus Science Liaison (Lamar only)		\$1,600	Per Year	
"Just Say No" Sponsor		\$300	Per Year	
Additional Days Bonham "SOAR"	Select personnel only	\$300	Per Day	
Additional Days	Asst Principal	Daily Rate	Per Day	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
OTHER				
Camp SIP (MS & Elementary)	Teacher	\$2,800	June	Teachers hired for Camp SIP
Bus Driver Secondary AEP Drivers &		\$0.55	Per Hour	added duties only
Bus Driver	Day trips of 5 or more hours	\$2.58	Per Hour	Overnight trips not applicable
Bus Driver Specialist		\$1.00	Per Hour	per hour for supervision duties
College & Career CCMR	Professional Development	\$100	Per Day	
Innovation Architect		\$30	Per Hour	
Nursing	Screeners	\$10	Per Hour	
Nursing	Sub Nurses	\$20	Per Hour	
Deaf Education	Interpreter, Teacher	\$17	Per Hour	
Deaf Education	Interpreter, Aide	\$13	Per Hour	
Special Education Program	Child Care Substitute	\$10	Per Hour	
Special Education Program	In-Home Trainer	\$17	Per Hour	
Special Education Program: Diagnostician	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Special Education Program: Speech Language Pathologist	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Police Department	Holiday Patrol	Hourly Rate of Officer	Per Hour	
Police Department	Transportation Substitute	\$15	Per Hour	
Police Department	Holiday/24 Hour call	\$150	Per Day	
Police Department	Holiday/12 Hour call	\$125	Per Day	
Student Assistance Services	Care Team Trainer	\$45	Per Day	
Substitute and Part-Time Workers	General Part-Time Worker	\$15	Per Hour	
Substitute and Part-Time Workers	Truancy Court Clerk	\$15	Per Hour	
Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$15	Per Hour	
Substitute and Part-Time Workers	Food Service	Food Service Pay Grade Minimum	Per Hour	
Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	
Substitute and Part-Time Workers	Technician	\$15	Per Hour	
Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
Substitute and Part-Time Workers	Diagnosticians	\$60	Per Hour	
Substitute and Part-Time Workers	Substitute Aide/Clerk Secretary	\$15	Per Hour	
Elementary Attendance/PEIMS Clerks	10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Travel - School Nutrition Managers		TBD		Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
Transportation	COC Route	\$25	Per Route	
Transportation	Driver Certification	Hourly Rate		
Graduation	Exempt	\$17	Per Hour	
Graduation	Nurse	\$20	Per Hour	
Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
Other	Document Translation	\$22	Per Hour	
Performing Arts Center (PAC) Supervisor	Open/Close/Monitor/Technical	\$25	Per Hour	Paid by depart/campus budget
Special Education Program (Diagnostician, Speech Language Pathologist)	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Unforeseen Circumstances (Approval Required)	Negotiated, based on appropriate market conditions	TBD		