



ECTOR COUNTY INDEPENDENT  
SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL  
2024-2025

Adopted 5/21/2024

# Ector County ISD

## 2024-2025 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$60,600 starting

| Years of Experience | New Hire Salary |
|---------------------|-----------------|
| 0                   | \$60,600        |
| 1                   | \$60,600        |
| 2                   | \$60,750        |
| 3                   | \$61,050        |
| 4                   | \$61,350        |
| 5                   | \$61,650        |
| 6                   | \$62,150        |
| 7                   | \$62,750        |
| 8                   | \$63,350        |
| 9                   | \$63,650        |
| 10                  | \$63,950        |
| 11                  | \$64,250        |
| 12                  | \$64,650        |
| 13                  | \$65,050        |
| 14                  | \$65,450        |
| 15                  | \$65,850        |
| 16                  | \$66,250        |
| 17                  | \$66,750        |
| 18                  | \$67,150        |
| 19                  | \$67,550        |
| 20                  | \$67,950        |
| 21                  | \$68,350        |
| 22                  | \$69,050        |
| 23                  | \$69,450        |
| 24                  | \$69,850        |
| 25                  | \$70,250        |
| 26                  | \$70,650        |
| 27                  | \$71,050        |
| 28                  | \$71,450        |
| 29                  | \$71,850        |
| 30+                 | \$72,250        |

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,500 Master's Degree - General Stipend**  
**\$2,500 Master's Degree - Subject-Area Stipend**  
**\$3,650 Doctorate Degree Stipend**

# Ector County ISD

## 2024-2025 New Hire Guide for Teacher with Resident Enhanced Certification \$61,500 starting

| Years of Experience | New Hire Salary |
|---------------------|-----------------|
| 0                   | \$61,500        |
| 1                   | \$62,350        |
| 2                   | \$63,200        |
| 3                   | \$64,050        |
| 4                   | \$64,900        |
| 5                   | \$65,750        |
| 6                   | \$66,600        |
| 7                   | \$67,450        |
| 8                   | \$68,300        |
| 9                   | \$69,150        |
| 10                  | \$70,000        |
| 11                  | \$70,500        |
| 12                  | \$71,000        |
| 13                  | \$71,500        |
| 14                  | \$72,000        |
| 15                  | \$72,500        |
| 16                  | \$73,000        |
| 17                  | \$73,500        |
| 18                  | \$74,000        |
| 19                  | \$74,500        |
| 20                  | \$75,000        |
| 21                  | \$75,500        |
| 22                  | \$76,000        |
| 23                  | \$76,500        |
| 24                  | \$77,000        |
| 25                  | \$77,500        |
| 26                  | \$78,000        |
| 27                  | \$78,500        |
| 28                  | \$79,000        |
| 29                  | \$79,500        |
| 30+                 | \$80,000        |

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,500 Master's Degree - General Stipend**  
**\$2,500 Master's Degree - Subject-Area Stipend**  
**\$3,650 Doctorate Degree Stipend**

## 2024-2025 Administrative Professional Pay Plan

Ector County ISD

| Pay Grade | Job Title                                  | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|-----------|--|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>1</b>  |  |           | <b>Daily</b>    | <b>\$243.38</b> | <b>\$295.00</b> | <b>\$346.63</b> |
|           | Accountant - Finance                       | 227       | <b>187 Days</b> | 45,512          | 55,165          | 64,820          |
|           | Accountant - School Nutrition              | 227       | <b>227 Days</b> | 55,247          | 66,965          | 78,685          |
|           | Bookkeeper, Payroll                        | 227       |                 |                 |                 |                 |
|           | Manager - Instructional Material           | 227       |                 |                 |                 |                 |
|           | Manager - Risk Benefits                    | 227       |                 |                 |                 |                 |
|           | School Nutrition Technology Admin          | 227       |                 |                 |                 |                 |
|           | Specialist - Communication                 | 227       |                 |                 |                 |                 |
|           | Specialist - Parent/Community Engagement   | 227       |                 |                 |                 |                 |
|           | Specialist - SAS Homeless                  | 187       |                 |                 |                 |                 |
|           | Specialist - School Nutrition              | 227       |                 |                 |                 |                 |
|           | Specialist - Social Service                | 187       |                 |                 |                 |                 |
|           | Specialist - Substitute & Part-Time        | 227       |                 |                 |                 |                 |
| <b>2</b>  |  |           | <b>Daily</b>    | <b>\$289.62</b> | <b>\$340.73</b> | <b>\$391.84</b> |
|           | Accountant - Payroll Special Projects      | 227       | <b>187 Days</b> | 54,159          | 63,717          | 73,274          |
|           | Accountant - Special Revenue               | 227       | <b>197 Days</b> | 57,055          | 67,124          | 77,192          |
|           | Adm Review/Dismissal Facilitator           | 197       | <b>207 Days</b> | 59,951          | 70,531          | 81,111          |
|           | Buyer-School Nutrition                     | 227       | <b>227 Days</b> | 65,744          | 77,346          | 88,948          |
|           | Communication Specialist - Content Creator | 227       |                 |                 |                 |                 |
|           | Coordinator - Child Care                   | 227       |                 |                 |                 |                 |
|           | Coordinator - Community Outreach           | 207       |                 |                 |                 |                 |
|           | Grant Writer                               | 227       |                 |                 |                 |                 |
|           | Guidance Apprentice                        | 187       |                 |                 |                 |                 |
|           | Social Worker                              | 187       |                 |                 |                 |                 |
|           | Specialist - Dropout Prevention            | 187       |                 |                 |                 |                 |
|           | Specialist - Teen Parent                   | 197       |                 |                 |                 |                 |
|           | Speech Language Pathologist - Assistant    | 187       |                 |                 |                 |                 |
|           | Staff Auditor                              | 227       |                 |                 |                 |                 |
| <b>3</b>  |  |           | <b>Daily</b>    | <b>\$324.38</b> | <b>\$381.62</b> | <b>\$438.86</b> |
|           | Accountant - Payroll                       | 227       | <b>197 Days</b> | 63,903          | 75,179          | 86,455          |
|           | Administrative Intern                      | 207       | <b>207 Days</b> | 67,147          | 78,995          | 90,844          |
|           | Communication Specialist-Bilingual & ESL   | 227       | <b>217 Days</b> | 70,390          | 82,812          | 95,233          |
|           | Counselor - Alt Ed Center                  | 207       | <b>227 Days</b> | 73,634          | 86,628          | 99,621          |
|           | Counselor - Elementary & ECC               | 197       |                 |                 |                 |                 |
|           | Counselor - Elementary, MS & HS SAS        | 207       |                 |                 |                 |                 |
|           | Counselor - Middle School                  | 207       |                 |                 |                 |                 |
|           | Counselor - Special ED                     | 197       |                 |                 |                 |                 |
|           | Diagnostician (Virtual)                    | 197       |                 |                 |                 |                 |
|           | Dietitian                                  | 227       |                 |                 |                 |                 |

|   |     |
|---|-----|
| Social Worker - Lead                      | 217 |
| Specialist - Behavior                     | 207 |
| Specialist - Communication/Bilingual      | 227 |
| Specialist - Recruiting                   | 227 |
| Supervisor - COC Grad Lab                 | 227 |
| Supervisor - Business Operation Warehouse | 227 |
| Supervisor -Purchasing                    |     |

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| Asst Principal - Elementary & EEC                  | 217      |
| Athletics Trainer                                  | 207, 217 |
| Coordinator - High School Testing                  | 217      |
| Coordinator - IB Middle Years Programme            | 207      |
| Coordinator - IB Primary Years Programme           | 207      |
| Coordinator - Post-Secondary Advising & Assessment | 217      |
| Counselor - Career & Tech                          | 217      |
| Counselor - Choice High Schools                    | 217      |
| Counselor - High School                            | 217      |
| Counselor - TRAC                                   | 217      |
| Dean of Students - Secondary                       | 207      |
| Diagnostician                                      | 197, 227 |
| LSSP Intern  | 197      |
| Speech Language Pathologist (Virtual)              | 187      |
| Speech Language Pathologist - Intern               | 187      |
| Supervisor - ATC-G Campus                          | 207      |

| Daily           | \$330.58 | \$400.70 | \$470.82 |
|-----------------|----------|----------|----------|
| <b>187 Days</b> | 61,818   | 74,931   | 88,043   |
| <b>197 Days</b> | 65,124   | 78,938   | 92,752   |
| <b>207 Days</b> | 68,430   | 82,945   | 97,460   |
| <b>217 Days</b> | 71,736   | 86,952   | 102,168  |
| <b>227 Days</b> | 75,042   | 90,959   | 106,876  |

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|---|-----|
| Asst Principal - Alt Center & Middle School | 217 |
| Coordinator - Advanced Academics            | 227 |
| Coordinator - Autism                        | 227 |
| Coordinator - AVID                          | 227 |
| Coordinator - Benefits                      | 227 |
| Coordinator - Bilingual                     | 227 |
| Coordinator - Blended Learning              | 227 |
| Coordinator - Digital Learning              | 227 |
| Coordinator - ELAR                          | 227 |
| Coordinator - ESL                           | 227 |
| Coordinator - Fine Arts                     | 227 |
| Coordinator - International Teacher         | 227 |
| Coordinator - Lang Other Than English       | 227 |
| Coordinator - Math                          | 227 |
| Coordinator - MTSS                          | 227 |
| Coordinator - Science                       | 227 |
| Coordinator - Social Studies                | 227 |
| Coordinator - Social & Emotional Learning   | 227 |
| Coordinator - State Assessment              | 227 |

| Daily           | \$347.11 | \$420.74 | \$494.37 |
|-----------------|----------|----------|----------|
| <b>187 Days</b> | 64,910   | 78,678   | 92,447   |
| <b>197 Days</b> | 68,381   | 82,886   | 97,391   |
| <b>217 Days</b> | 75,323   | 91,301   | 107,278  |
| <b>227 Days</b> | 78,794   | 95,508   | 112,222  |

|                                      |          |
|--------------------------------------|----------|
| Coordinator - Talent Development     | 227      |
| Coordinator - Teen Pregnancy Service | 227      |
| Dean of Students - NTO               | 217      |
| Director - District Data Analytics   | 227      |
| Director - Choral High School        | 197      |
| Director - Mariachi High School      | 197      |
| Director - Orchestra High School     | 197      |
| LSSP                                 | 197      |
| Occupational Therapist               | 197      |
| Physical Therapist                   | 197      |
| Principal Intern                     | 227      |
| Specialist - Energy Education        | 227      |
| Speech Language Pathologist          | 187, 227 |

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| Asst Director - Finance                          | 227      |
| Asst Director - School Nutrition                 | 227      |
| Asst Principal - High School                     | 217, 227 |
| Dean - Career & Tech Education                   | 227      |
| Chief of Staff                                   | 227      |
| Director - Advanced Academic Services            | 227      |
| Director - Assessments & Accountability          | 227      |
| Director - Athletics                             | 227      |
| Director - Attendance                            | 227      |
| Director - Band High School                      | 217      |
| Director - Bilingual                             | 227      |
| Director - CCMR & Post Secondary Ed              | 227      |
| Director - Community Support Services            | 227      |
| Director - District AVID                         | 227      |
| Director - Dual Credit Development               | 227      |
| Director - Early Childhood Education             | 227      |
| Director - Guidance & Counseling                 | 227      |
| Director - Health Services                       | 227      |
| Director - Leadership                            | 227      |
| Director - Position Control                      | 227      |
| Director - Steam Initiative and Special Projects | 227      |
| Internal Auditor                                 | 227      |
| Supervisor - Accounting                          | 227      |
| Supervisor - Dyslexia                            | 227      |
| Supervisor - Special Ed Behavior                 | 227      |
| Supervisor - Special Ed                          | 227      |

| Daily           | \$367.93 | \$445.98 | \$524.03 |
|-----------------|----------|----------|----------|
| <b>217 Days</b> | 79,841   | 96,778   | 113,715  |
| <b>227 Days</b> | 83,520   | 101,237  | 118,955  |

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| Associate Principal - High School      | 227 |
| Director - Administrative Services     | 227 |
| Director - Construction                | 227 |
| Director - Energy/Custodial Operations | 227 |

| Daily           | \$390.01 | \$472.74 | \$555.47 |
|-----------------|----------|----------|----------|
| <b>227 Days</b> | 88,532   | 107,312  | 126,092  |

|                                    |     |
|------------------------------------|-----|
| Director - Facilities              | 227 |
| Director - Purchasing              | 227 |
| Director - RDSPD                   | 227 |
| Director - School Nutrition        | 227 |
| Director - Transportation          | 227 |
| Principal - Early Education Center | 227 |
| Principal - Elementary             | 227 |

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|                                       |     |
|---------------------------------------|-----|
| Coordinator/Head Football Coach       | 227 |
| Director - Benefits/Risk Management   | 227 |
| Director - District Operations        | 227 |
| Director - Federal and State Programs | 227 |
| Director - Human Resources            | 227 |
| Director - Payroll                    | 227 |
| Director - Planning & School Choice   | 227 |
| Director - Professional Learning      | 227 |
| Director - Talent Development         | 227 |
| Principal - Alter Center              | 227 |
| Principal - Choice High School        | 227 |
| Principal - Middle School             | 227 |
| Principal - New Tech High School      | 227 |

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$425.11</b> | <b>\$515.29</b> | <b>\$605.47</b> |
| <b>227 Days</b> | 96,500          | 116,971         | 137,442         |

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| 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 - Development Office             | 227 |
| Exec Director - Fine Arts                      | 227 |
| Exec Director - Special Services               | 227 |
| Principal - High School                        | 227 |

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$463.38</b> | <b>\$561.67</b> | <b>\$659.96</b> |
| <b>227 Days</b> | 105,200         | 128,000         | 150,800         |

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|   |     |
|---|-----|
| Chief Communications Officer                        | 227 |
| Chief Technology Officer                            | 227 |
| Exec Director - Accountability & School Improvement | 227 |
| Exec Director - Athletics                           | 227 |
| Exec Director - District Operations                 | 227 |
| Exec Director - Finance, Budget & Accounting        | 227 |
| Exec Director - Guidance/Counseling/Wellness        | 227 |
| Exec Director - Human Resources                     | 227 |
| Exec Director - Leadership                          | 227 |
| Exec Director - Talent Development                  | 227 |

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$542.15</b> | <b>\$657.15</b> | <b>\$772.15</b> |
| <b>227 Days</b> | 123,068         | 149,173         | 175,278         |

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|---|-----|
| Associate Supt - Curriculum & Instruction | 227 |
|---|-----|

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$650.58</b> | <b>\$788.58</b> | <b>\$926.58</b> |
| <b>227 Days</b> | 147,682         | 179,008         | 210,334         |

|   |     |
|---|-----|
| Associate Supt - Athletics/Human Capital/Operations | 227 |
| Associate Supt - Student & School Support           | 227 |
| Chief Financial Officer                             | 227 |
| Chief of Schools                                    | 227 |



## 2024-2025 Technology Pay Plan

Ector County ISD

| Pay Grade | Job Title                           | Calendars | Minimum                                       | Midpoint        | Maximum         |                 |  |
|-----------|-------------------------------------|-----------|---|-----------------|-----------------|-----------------|--|
| <b>1</b>  | Technician - Computer               | 227       | <b>Hourly</b>                                 | <b>\$21.92</b>  | <b>\$26.25</b>  | <b>\$30.58</b>  |  |
|           |                                     |           | <b>227 Days</b>                               | 39,807          | 47,670          | 55,533          |  |
| <b>2</b>  | Technician - Computer (High School) | 227       | <b>Hourly</b>                                 | <b>\$23.35</b>  | <b>\$27.96</b>  | <b>\$32.57</b>  |  |
|           |                                     |           | <b>227 Days</b>                               | 42,404          | 50,775          | 59,147          |  |
|           |                                     |           | Technician - Help Desk                        | 227             |                 |                 |  |
|           |                                     |           | Trainer Technician - Information Systems      | 227             |                 |                 |  |
| <b>3</b>  | Senior Technician - Help Desk       | 227       | <b>Hourly</b>                                 | <b>\$26.85</b>  | <b>\$32.15</b>  | <b>\$37.45</b>  |  |
|           |                                     |           | <b>227 Days</b>                               | 48,760          | 58,384          | 68,009          |  |
|           |                                     |           | Technician - Data Network                     | 227             |                 |                 |  |
| <b>4</b>  | Specialist - Inventory              | 227       | <b>Daily</b>                                  | <b>\$230.87</b> | <b>\$276.49</b> | <b>\$322.11</b> |  |
|           |                                     |           | <b>227 Days</b>                               | 52,407          | 62,763          | 73,119          |  |
|           |                                     |           | Specialist - PEIMS                            | 227             |                 |                 |  |
|           |                                     |           | Specialist - Intergration Support             | 227             |                 |                 |  |
| <b>5</b>  | Instructional Analyst - Application | 227       | <b>Daily</b>                                  | <b>\$272.43</b> | <b>\$326.26</b> | <b>\$380.09</b> |  |
|           |                                     |           | <b>227 Days</b>                               | 61,842          | 74,061          | 86,280          |  |
|           |                                     |           | Instructional Analyst - Student Application   | 227             |                 |                 |  |
|           |                                     |           | Senior Administrator - Data Network System    | 227             |                 |                 |  |
|           |                                     |           | Web Master                                    | 227             |                 |                 |  |
| <b>6</b>  | Administrator - G Suite             | 227       | <b>Daily</b>                                  | <b>\$302.40</b> | <b>\$362.15</b> | <b>\$421.90</b> |  |
|           |                                     |           | <b>227 Days</b>                               | 68,645          | 82,208          | 95,771          |  |
|           |                                     |           | Administrator - System                        | 227             |                 |                 |  |
|           |                                     |           | Manager - Technology Area Support             | 227             |                 |                 |  |
|           |                                     |           | Manager - Technology Support                  | 227             |                 |                 |  |
|           |                                     |           | Manager - WAN Area                            | 227             |                 |                 |  |
|           |                                     |           | Network Engineer                              | 227             |                 |                 |  |
|           |                                     |           | Network Specialist                            | 227             |                 |                 |  |
|           |                                     |           | Senior Analyst - Business                     | 227             |                 |                 |  |
|           |                                     |           | Senior Analyst - Student                      | 227             |                 |                 |  |
|           |                                     |           | Senior Analyst - Integration                  | 227             |                 |                 |  |
| <b>7</b>  | Coordinator - Data                  | 227       | <b>Daily</b>                                  | <b>\$331.12</b> | <b>\$396.55</b> | <b>\$461.98</b> |  |
|           |                                     |           | <b>227 Days</b>                               | 75,164          | 90,017          | 104,869         |  |
|           |                                     |           | Coordinator - Technology Services             | 227             |                 |                 |  |
|           |                                     |           | Senior Administrator - Cybersecurity          | 227             |                 |                 |  |
|           |                                     |           | Senior Administrator - System Development     | 227             |                 |                 |  |
|           |                                     |           | Senior Administrator - System/Active Director | 227             |                 |                 |  |

Senior Coordinator - Data Compliance 227  
 Senior Engineer - IT Network 227

**8**

Manager - Business Application 227  
 Manager - Network Hardware 227  
 Manager - Network Software 227  
 Manager - Student Application 227

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$362.57</b> | <b>\$434.22</b> | <b>\$505.87</b> |
| <b>227 Days</b> | 82,303          | 98,568          | 114,832         |

**9**

Director - Digital Learning 227  
 Director - Information Systems 227  
 Director - Information Technology 227  
 Director - Technology Services 227

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$387.96</b> | <b>\$464.62</b> | <b>\$541.28</b> |
| <b>227 Days</b> | 88,067          | 105,469         | 122,871         |

## 2024-2025 Police Pay Plan

Ector County ISD

| Pay Grade | Job Title            | Calendars | Minimum         | Midpoint        | Maximum         |
|-----------|----------------------|-----------|-----------------|-----------------|-----------------|
| <b>1</b>  | Telecommunicator I   | 227       | <b>\$20.00</b>  | <b>\$23.75</b>  | <b>\$27.50</b>  |
|           |                      |           | <b>227 Days</b> | 36,320          | 49,940          |
| <b>2</b>  | Telecommunicator II  | 227       | <b>\$23.41</b>  | <b>\$28.03</b>  | <b>\$32.65</b>  |
|           |                      |           | <b>227 Days</b> | 42,513          | 59,292          |
| <b>3</b>  | Police Officer       | 197 ,227  | <b>\$30.89</b>  | <b>\$37.00</b>  | <b>\$43.11</b>  |
|           |                      |           | <b>197 Days</b> | 48,683          | 67,941          |
|           |                      |           | <b>227 Days</b> | 56,096          | 78,288          |
| <b>4</b>  | Police Corporal      | 227       | <b>\$261.99</b> | <b>\$313.76</b> | <b>\$365.53</b> |
|           |                      |           | <b>227 Days</b> | 59,472          | 82,975          |
| <b>5</b>  | Police Sergeant      | 227       | <b>\$277.71</b> | <b>\$332.59</b> | <b>\$387.47</b> |
|           |                      |           | <b>227 Days</b> | 63,040          | 87,956          |
| <b>6</b>  | Police Lieutenant    | 227       | <b>\$297.15</b> | <b>\$355.87</b> | <b>\$414.59</b> |
|           |                      |           | <b>227 Days</b> | 67,453          | 94,112          |
| <b>7</b>  | Asst Chief of Police | 227       | <b>\$329.84</b> | <b>\$395.02</b> | <b>\$460.20</b> |
|           |                      |           | <b>227 Days</b> | 74,874          | 104,465         |
| <b>8</b>  | Chief Police         | 227       | <b>\$445.29</b> | <b>\$533.28</b> | <b>\$621.27</b> |
|           |                      |           | <b>227 Days</b> | 101,081         | 141,028         |

## 2024-2025 Clerical Support Pay Plan

Ector County ISD

| Pay Grade | Job Title                                      | Calendars     | Minimum         | Midpoint       | Maximum        |                |
|-----------|--|---------------|-----------------|----------------|----------------|----------------|
| <b>2</b>  |  |               |                 |                |                |                |
|           |  |               | <b>Hourly</b>   | <b>\$15.15</b> | <b>\$18.00</b> | <b>\$20.85</b> |
|           | Clerk - ATC                                    | 197           | <b>187 Days</b> | 22,664         | 26,928         | 31,192         |
|           | Clerk - Audio Visual                           | 187           | <b>197 Days</b> | 23,876         | 28,368         | 32,860         |
|           | Clerk - Counselor                              | 207           | <b>207 Days</b> | 25,088         | 29,808         | 34,528         |
|           | Clerk - COVID                                  | 227           | <b>227 Days</b> | 27,512         | 32,688         | 37,864         |
|           | Clerk - Building EEC                           | 207           |                 |                |                |                |
|           | Clerk - High School                            | 207           |                 |                |                |                |
|           | Clerk - Library                                | 187           |                 |                |                |                |
|           | Clerk - Middle School                          | 187           |                 |                |                |                |
|           | Clerk - Office                                 | 187, 197, 207 |                 |                |                |                |
|           | Clerk - Special Ed                             | 187           |                 |                |                |                |
|           | Community Liaison - Visiting                   | 187           |                 |                |                |                |
|           | Receptionist/Truancy - High School             | 227           |                 |                |                |                |
| <b>3</b>  |  |               |                 |                |                |                |
|           |  |               | <b>Hourly</b>   | <b>\$15.70</b> | <b>\$18.81</b> | <b>\$21.92</b> |
|           | Case Worker                                    | 217           | <b>187 Days</b> | 23,487         | 28,140         | 32,792         |
|           | Clerk - Athletic                               | 207           | <b>197 Days</b> | 24,743         | 29,645         | 34,546         |
|           | Clerk - Building Elementary                    | 197           | <b>207 Days</b> | 25,999         | 31,149         | 36,300         |
|           | Clerk - Attendance/PEIMS High School/Choice HS | 197           | <b>217 Days</b> | 27,255         | 32,654         | 38,053         |
|           | Clerk - Attendance/PEIMS Middle School         | 197           | <b>227 Days</b> | 28,511         | 34,159         | 39,807         |
|           | Clerk - Data Processing Bilingual              | 227           |                 |                |                |                |
|           | Clerk - Data Processing HS & MS                | 227           |                 |                |                |                |
|           | Clerk - Diagnostician                          | 197           |                 |                |                |                |
|           | Clerk - Help Desk (IT)                         | 227           |                 |                |                |                |
|           | Clerk - Office/District                        | 227           |                 |                |                |                |
|           | Clerk - Payroll Utility                        | 227           |                 |                |                |                |
|           | Clerk - School of Choice/Student Admissions    | 227           |                 |                |                |                |
|           | Clerk- Special ED Speech                       | 187,227       |                 |                |                |                |
|           | Clerk - Transitional Learning Center           | 227           |                 |                |                |                |
| <b>4</b>  |  |               |                 |                |                |                |
|           |  |               | <b>Hourly</b>   | <b>\$16.41</b> | <b>\$19.65</b> | <b>\$22.89</b> |
|           | Bookkeeper - Middle School                     | 187           | <b>187 Days</b> | 24,549         | 29,396         | 34,243         |
|           | Clerk - Autism                                 | 227           | <b>227 Days</b> | 29,801         | 35,684         | 41,568         |
|           | Clerk - 504/Dyslexia                           | 227           |                 |                |                |                |
|           | Clerk - Campus Payroll                         | 227           |                 |                |                |                |
|           | Clerk - Computer SN                            | 227           |                 |                |                |                |
|           | Clerk - Curriculum                             | 227           |                 |                |                |                |
|           | Clerk - Human Capital                          | 227           |                 |                |                |                |
|           | Clerk - Special Ed PEIMS                       | 227           |                 |                |                |                |
|           | Registrar/PEIMS DAEP                           | 227           |                 |                |                |                |
|           | Registrar/PEIMS NTO                            | 227           |                 |                |                |                |

Secretary - ATC

227

**5**

|   |     |
|---|-----|
| Admin Asst - Director/Bookkeeper          | 227 |
| Admin Asst - Office                       | 227 |
| Admin Asst - Principal Alt Center         | 227 |
| Admin Asst - Principal Choice Schools     | 227 |
| Admin Asst - Principal Elementary & EEC   | 227 |
| Admin Asst - Principal Middle School      | 227 |
| Admin Asst - Principal NTO                | 227 |
| Agent - Fingerprint/Background Enrollment | 227 |
| Bookkeeper - High School                  | 217 |
| Bookkeeper - Special Ed                   | 227 |
| Clerk - Inventory Control                 | 227 |
| Registrar/PEIMS High School               | 227 |

| Hourly          | \$17.14 | \$20.53 | \$23.92 |
|-----------------|---------|---------|---------|
| <b>217 Days</b> | 29,755  | 35,640  | 41,525  |
| <b>227 Days</b> | 31,126  | 37,282  | 43,439  |

**6**

|   |     |
|---|-----|
| Admin Asst - Director                           | 227 |
| Admin Asst - Principal High School              | 227 |
| Admin Asst - RDSPD                              | 227 |
| Bookkeeper - Account Payable                    | 227 |
| Certification Officer - HR & Talent Development | 227 |
| Clerk - Accounting                              | 227 |
| Clerk - Accounts Payable                        | 227 |
| Clerk - Payroll                                 | 227 |
| Clerk - Position Control                        | 227 |
| Clerk - Purchasing                              | 227 |
| Clerk - Special Projects                        | 227 |
| Liaison - Records Management                    | 227 |
| Specialist - Purchasing Contract                | 227 |

| Hourly          | \$18.69 | \$22.38 | \$26.07 |
|-----------------|---------|---------|---------|
| <b>227 Days</b> | 33,941  | 40,642  | 47,343  |

**7**

|  |     |
|--|-----|
| Admin Asst - Exec Director                 | 227 |
| Buyer - P-Card Administrator - Purchasing  | 227 |
| Specialist - Bond Finance                  | 227 |
| Specialist - Child Care                    | 187 |
| Specialist - Health Benefits               | 227 |
| Specialist - Human Resources               | 227 |
| Specialist - Payroll                       | 227 |
| Specialist - Title I Fiscal & Program Comp | 227 |

| Hourly          | \$20.36 | \$24.39 | \$28.42 |
|-----------------|---------|---------|---------|
| <b>187 Days</b> | 30,459  | 36,487  | 42,516  |
| <b>227 Days</b> | 36,974  | 44,292  | 51,611  |

**8**

|  |     |
|--|-----|
| Admin Asst - Chief Communications Officer  | 227 |
| Admin Asst - Chief Technology Officer      | 227 |
| Admin Asst - Exec Director Human Resources | 227 |
| Admin Asst - Exec Director Operations      | 227 |
| Specialist - International Certification   | 227 |

| Hourly          | \$22.40 | \$26.83 | \$31.26 |
|-----------------|---------|---------|---------|
| <b>227 Days</b> | 40,678  | 48,723  | 56,768  |

**9**

|                                       |     |
|---------------------------------------|-----|
| Admin Asst - Associate Supt           | 227 |
| Admin Asst - Finance                  | 227 |
| Specialist - Policy/Procedure/Records | 227 |

|                 |                |                |                |
|-----------------|----------------|----------------|----------------|
| <b>Hourly</b>   | <b>\$24.64</b> | <b>\$29.51</b> | <b>\$34.38</b> |
| <b>227 Days</b> | 44,746         | 53,590         | 62,434         |

**10**

|   |     |
|---|-----|
| Admin Asst - Supt                             | 227 |
| Specialist - Community Engagement Partnership | 227 |
| Specialist - Student Admissions               | 227 |

|                 |                |                |                |
|-----------------|----------------|----------------|----------------|
| <b>Hourly</b>   | <b>\$27.73</b> | <b>\$33.20</b> | <b>\$38.67</b> |
| <b>227 Days</b> | 50,358         | 60,291         | 70,225         |

## 2024-2025 Instructional Support Pay Plan

Ector County ISD

| Pay Grade | Job Title                             | Calendars | Minimum         | Midpoint       | Maximum        |                |
|-----------|---------------------------------------|-----------|-----------------|----------------|----------------|----------------|
| <b>1</b>  |                                       |           | <b>Hourly</b>   | <b>\$15.15</b> | <b>\$17.75</b> | <b>\$20.35</b> |
|           | Aide - Instructional                  | 187       | <b>187 Days</b> | 22,664         | 26,554         | 30,444         |
|           | Aide - Montessori                     | 187       |                 |                |                |                |
|           | Aide - Music                          | 187       |                 |                |                |                |
|           | Aide - Physical Ed                    | 187       |                 |                |                |                |
|           | Aide - Pre K                          | 187       |                 |                |                |                |
|           | Aide - Title 1                        | 187       |                 |                |                |                |
| <b>2</b>  |                                       |           | <b>Hourly</b>   | <b>\$15.50</b> | <b>\$18.55</b> | <b>\$21.60</b> |
|           | Aide - Alter Ed                       | 187       | <b>187 Days</b> | 23,188         | 27,751         | 32,314         |
|           | Aide - Bilingual/ESL                  | 187       | <b>227 Days</b> | 28,148         | 33,687         | 39,226         |
|           | Aide - Bilingual Pre-K                | 187       |                 |                |                |                |
|           | Aide - Horticulture                   | 227       |                 |                |                |                |
|           | Aide - Sp Ed Inclusion                | 187       |                 |                |                |                |
|           | Aide - Sp Ed PCCD                     | 187       |                 |                |                |                |
|           | Aide - Sp Ed Speech Therapy           | 187       |                 |                |                |                |
|           | Child Care Provider                   | 187       |                 |                |                |                |
| <b>3</b>  |                                       |           | <b>Hourly</b>   | <b>\$16.20</b> | <b>\$19.38</b> | <b>\$22.56</b> |
|           | Aide- Audio Visual                    | 187       | <b>187 Days</b> | 24,235         | 28,992         | 33,750         |
|           | Aide - School Health                  | 187       |                 |                |                |                |
|           | Aide - Sp Ed (SCC)                    | 187       |                 |                |                |                |
|           | Aide - Sp Ed Applied Life Skills      | 187       |                 |                |                |                |
|           | Aide - Sp Ed Basic Skills             | 187       |                 |                |                |                |
|           | Aide - Sp Ed Specialized Classroom    | 187       |                 |                |                |                |
|           | Certified Nurse Asst                  | 187       |                 |                |                |                |
| <b>4</b>  |                                       |           | <b>Hourly</b>   | <b>\$16.90</b> | <b>\$20.25</b> | <b>\$23.60</b> |
|           | Aide - Bilingual Tester               | 187       | <b>187 Days</b> | 25,282         | 30,294         | 35,306         |
|           | Aide - Culinary Arts                  | 187       |                 |                |                |                |
|           | Aide - Graphic Design                 | 187       |                 |                |                |                |
|           | Aide - Sp Ed 18+ Program              | 187       |                 |                |                |                |
|           | Aide - Sp Ed Behavior Support         | 187       |                 |                |                |                |
| <b>5</b>  |                                       |           | <b>Hourly</b>   | <b>\$18.00</b> | <b>\$21.57</b> | <b>\$25.14</b> |
|           | Opportunity Culture - Reach Associate | 187       | <b>187 Days</b> | 26,928         | 32,269         | 37,609         |
| <b>6</b>  |                                       |           | <b>Hourly</b>   | <b>\$20.25</b> | <b>\$24.26</b> | <b>\$28.27</b> |
|           | Aide - Sp Ed Auditory Impaired        | 187       | <b>187 Days</b> | 30,294         | 36,293         | 42,292         |
|           | Instructional Facilitator             | 187       |                 |                |                |                |
|           | Opportunity Culture -Teacher Resident | 187       |                 |                |                |                |

|  |     |
|--|-----|
| <b>7</b>                                   |     |
| Aide - Sp Ed Auditory Impaired (certified) | 187 |
| Licensed Vocational Nurse                  | 187 |

|                 |                |                |                |
|-----------------|----------------|----------------|----------------|
| <b>Hourly</b>   | <b>\$22.25</b> | <b>\$26.68</b> | <b>\$31.11</b> |
| <b>187 Days</b> | 33,286         | 39,913         | 46,541         |

|                             |     |
|-----------------------------|-----|
| <b>8</b>                    |     |
| Occupational Therapist Asst | 187 |
| Physical Therapist Asst     | 187 |

|                 |                |                |                |
|-----------------|----------------|----------------|----------------|
| <b>Hourly</b>   | <b>\$31.20</b> | <b>\$37.36</b> | <b>\$43.52</b> |
| <b>187 Days</b> | 46,675         | 55,891         | 65,106         |



## 2024-2025 Auxiliary Pay Plan

Ector County ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade           | Job Title                                  | Calendars | Minimum         | Midpoint       | Maximum        |                |
|---------------------|--|-----------|-----------------|----------------|----------------|----------------|
| <b>2</b>            |  |           | <b>Hourly</b>   | <b>\$15.15</b> | <b>\$17.75</b> | <b>\$20.35</b> |
|                     | Bus Monitor                                | 179       | <b>179 Days</b> | 21,695         | 25,418         | 29,141         |
|                     | Bus Monitor - Sped                         | 179       |                 |                |                |                |
| <b>3</b>            |  |           | <b>Hourly</b>   | <b>\$15.50</b> | <b>\$18.55</b> | <b>\$21.60</b> |
|                     | Custodian                                  | 247       | <b>179 Days</b> | 22,196         | 26,564         | 30,931         |
|                     | LIFT Monitor                               | 179       | <b>247 Days</b> | 30,628         | 36,655         | 42,682         |
|                     | Night Watchman                             | 251       | <b>251 Days</b> | 31,124         | 37,248         | 43,373         |
| <b>4</b>            |  |           | <b>Hourly</b>   | <b>\$16.20</b> | <b>\$19.38</b> | <b>\$22.56</b> |
|                     | Custodian - Asst Head                      | 247       | <b>227 Days</b> | 29,419         | 35,194         | 40,969         |
|                     | Groundskeeper                              | 247       | <b>247 Days</b> | 32,011         | 38,295         | 44,579         |
|                     | Mechanic - Vehicle Lubrication             | 227       |                 |                |                |                |
|                     | Specialist-Campus Safety                   | 227       |                 |                |                |                |
|                     | Transportation - Bus Washer                | 227       |                 |                |                |                |
| <b>5</b>            |  |           | <b>Hourly</b>   | <b>\$16.90</b> | <b>\$20.25</b> | <b>\$23.60</b> |
|                     | Asst - Central Receiving Warehouse         | 227       | <b>227 Days</b> | 30,690         | 37,682         | 42,857         |
|                     | Asst - IM Receiving Warehouse              | 227       | <b>247 Days</b> | 33,394         | 40,014         | 46,634         |
|                     | Clerk- Mail Carrier                        | 227       |                 |                |                |                |
|                     | Custodian - Admin                          | 247       |                 |                |                |                |
|                     | Custodian - Head ES                        | 247       |                 |                |                |                |
|                     | Custodian - Warehouse                      | 247       |                 |                |                |                |
|                     | Technician - Bus Servicer                  | 227       |                 |                |                |                |
|                     | Transportation - Tire Servicer             | 227       |                 |                |                |                |
| <b>6</b>            |  |           | <b>Hourly</b>   | <b>\$17.75</b> | <b>\$21.26</b> | <b>\$24.77</b> |
|                     | Apprentice - Carpenter                     | 247       | <b>227 Days</b> | 32,234         | 38,608         | 44,982         |
|                     | Apprentice - Electrician                   | 247       | <b>247 Days</b> | 35,074         | 42,010         | 48,946         |
|                     | Apprentice - Plumber                       | 247       |                 |                |                |                |
|                     | Clerk - Parts Room                         | 227       |                 |                |                |                |
|                     | Custodian - Head Admin                     | 247       |                 |                |                |                |
|                     | Custodian - Head MS                        | 247       |                 |                |                |                |
|                     | Technician - Business Operations Warehouse | 227       |                 |                |                |                |
|                     | Transportation - Bus Repair                | 227       |                 |                |                |                |
|                     | <b>7</b>                                   |           |                 | <b>Hourly</b>  | <b>\$18.65</b> | <b>\$22.33</b> |
| Caretaker - AG Farm |  | 227       | <b>227 Days</b> | 33,868         | 40,551         | 47,234         |
| Caretaker - Stadium |  | 227       | <b>247 Days</b> | 36,852         | 44,124         | 51,396         |
| Custodian - Head HS |  | 247       |                 |                |                |                |
| General - Painter   |  | 247       |                 |                |                |                |

|                                   |     |
|-----------------------------------|-----|
| Maintenance/Groundskeeper         | 247 |
| Roofer                            | 247 |
| Stain Finish Worker               | 247 |
| Technician - Irrigation           | 247 |
| Warehouse Attendant - Maintenance | 247 |

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| <b>8</b> |
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|                             |     |
|-----------------------------|-----|
| Caretaker - Head Stadium    | 227 |
| Dispatcher - Transportation | 207 |
| General - Carpenter         | 247 |
| Lead - Painter              | 247 |
| Lead - Roofer               | 247 |
| Masonry                     | 247 |
| Operator - Heavy Equipment  | 247 |
| Welder - Shop               | 247 |

| Hourly          | \$20.00 | \$23.78 | \$27.56 |
|-----------------|---------|---------|---------|
| <b>207 Days</b> | 33,120  | 39,380  | 45,639  |
| <b>217 Days</b> | 34,720  | 41,282  | 47,844  |
| <b>227 Days</b> | 36,320  | 43,184  | 50,049  |
| <b>247 Days</b> | 39,520  | 46,989  | 54,459  |

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| <b>9</b> |
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|  |     |
|--|-----|
| Cabinet Maker                            | 247 |
| Electrician - General                    | 247 |
| Field Trip Scheduler                     | 207 |
| Foreman - Carpentry                      | 247 |
| Foreman - Certified Applicator of Record | 247 |
| Foreman - Grounds                        | 247 |
| Foreman - Painting                       | 247 |
| Lead Dispatcher                          | 227 |
| Mechanic - Sheet Metal                   | 247 |
| Mechanic - Shop                          | 247 |
| Mechanic - Vehicle                       | 227 |
| Plumber                                  | 247 |

| Hourly          | \$22.17 | \$26.40 | \$30.63 |
|-----------------|---------|---------|---------|
| <b>207 Days</b> | 36,713  | 43,718  | 50,723  |
| <b>217 Days</b> | 38,487  | 45,830  | 53,174  |
| <b>227 Days</b> | 40,261  | 47,942  | 55,624  |
| <b>247 Days</b> | 43,808  | 52,166  | 60,525  |

|           |
|-----------|
| <b>10</b> |
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|   |     |
|---|-----|
| Asst - IM Receiving Warehouse           | 227 |
| Asst Supervisor - Warehouse Maintenance | 247 |
| HVAC Mechanic (licensed)                | 247 |
| Lead Tech - Electrical                  | 247 |
| Master - Locksmith                      | 247 |
| Master - Plumber                        | 247 |
| Mechanic - Vehicle Lead                 | 227 |
| Operations Mgr. - Finance & Compliance  | 227 |
| Operations Mgr. - Public Relations      | 227 |
| Operations Mgr. - Routing               | 227 |
| Operations Mgr. - Safety                | 227 |
| Supervisor - Custodian                  | 247 |
| Supervisor - Drivers                    | 227 |

| Hourly          | \$25.84 | \$30.76 | \$35.68 |
|-----------------|---------|---------|---------|
| <b>227 Days</b> | 46,925  | 55,860  | 64,795  |
| <b>247 Days</b> | 51,060  | 60,782  | 70,504  |

|           |
|-----------|
| <b>11</b> |
|-----------|

|                       |     |
|-----------------------|-----|
| Foreman - Electrician | 247 |
|-----------------------|-----|

| Hourly          | \$30.00 | \$35.72 | \$41.44 |
|-----------------|---------|---------|---------|
| <b>227 Days</b> | 54,480  | 64,868  | 75,255  |

|  |     |
|--|-----|
| Foreman - Plumbing                     | 247 |
| Supervisor - Construction/Roofing      | 247 |
| Supervisor - Operations/Project        | 247 |
| Supervisor - Transportation Shop       | 227 |
| Supervisor - Transportation Operations | 227 |
| Supervisor - Warehouse Maintenance     | 247 |

|                 |        |        |        |
|-----------------|--------|--------|--------|
| <b>247 Days</b> | 59,280 | 70,583 | 81,885 |
|-----------------|--------|--------|--------|

|                   |     |
|-------------------|-----|
| <b>BD</b>         |     |
| Bus Driver        | 179 |
| Bus Driver - Sped | 179 |

|                 |                |                |                |
|-----------------|----------------|----------------|----------------|
| <b>Hourly</b>   | <b>\$21.25</b> | <b>\$25.29</b> | <b>\$29.33</b> |
| <b>179 Days</b> | 30,430         | 36,215         | 42,001         |

## 2024-2025 School Nutrition Pay Plan

Ector County ISD

\*Annual amounts are based on 7 hours per day for pay grade 2-3

\*Annual amounts are based on 8 hours per day for pay grade 4-10

| Pay Grade | Job Title                                   | Calendars | Minimum                         | Midpoint       | Maximum        |        |
|-----------|---|-----------|---------------------------------|----------------|----------------|--------|
| <b>2</b>  | Cafe Worker                                 | 179       | <b>Hourly</b><br><b>\$15.15</b> | <b>\$17.75</b> | <b>\$20.35</b> |        |
|           | Cook - Asst                                 | 179       | <b>179 Days</b>                 | 18,983         | 22,241         | 25,499 |
| <b>3</b>  |   |           | <b>Hourly</b>                   |                |                |        |
|           |   |           |                                 |                |                |        |
| <b>4</b>  | Cook - Lead                                 | 179       | <b>Hourly</b><br><b>\$16.20</b> | <b>\$19.38</b> | <b>\$22.56</b> |        |
|           | Cook - Head                                 | 179       | <b>179 Days</b>                 | 23,198         | 27,752         | 32,306 |
| <b>5</b>  | Delivery - Warehouse SN                     | 227       | <b>Hourly</b><br><b>\$16.90</b> | <b>\$20.25</b> | <b>\$23.60</b> |        |
|           | Manager - School Nutrition ES               | 181       | <b>181 Days</b>                 | 24,471         | 29,322         | 34,173 |
| <b>6</b>  | Manager - School Nutrition MS               | 181       | <b>181 Days</b>                 | 30,690         | 36,774         | 42,857 |
|           |   |           | <b>Hourly</b><br><b>\$17.75</b> | <b>\$21.26</b> | <b>\$24.77</b> |        |
| <b>7</b>  | Manager - School Nutrition HS               | 181       | <b>181 Days</b>                 | 25,702         | 30,784         | 35,867 |
|           |   |           | <b>Hourly</b><br><b>\$18.65</b> | <b>\$22.32</b> | <b>\$25.99</b> |        |
| <b>8</b>  | Asst Supervisor - Warehouse SN              | 227       | <b>181 Days</b>                 | 27,005         | 32,319         | 37,634 |
|           | Dual Manager - School Nutrition             | 181       | <b>Hourly</b><br><b>\$19.76</b> | <b>\$23.66</b> | <b>\$27.56</b> |        |
| <b>9</b>  | Technician - School Nutrition Mechanic      | 227       | <b>181 Days</b>                 | 28,612         | 34,260         | 39,907 |
|           |   |           | <b>227 Days</b>                 | 33,884         | 42,966         | 50,048 |
| <b>10</b> | Supervisor - School Nutrition               | 227       | <b>Hourly</b><br><b>\$22.46</b> | <b>\$26.74</b> | <b>\$31.02</b> |        |
|           | Supervisor - Warehouse School Nutrition     | 227       | <b>227 Days</b>                 | 40,787         | 48,559         | 56,332 |
| <b>10</b> | Technician Lead - School Nutrition Mechanic | 227       | <b>Hourly</b><br><b>\$26.16</b> | <b>\$31.15</b> | <b>\$36.14</b> |        |
|           |   |           | <b>227 Days</b>                 | 47,057         | 56,568         | 65,630 |

| Group                          | Stipend  | 2024-2025<br>CURRENT | Extra<br>Day | Contract<br>Terms | Limit/Qualifications  |
|--------------------------------|--|----------------------|--------------|-------------------|---|
| <b>SIGN ON BONUS/RETENTION</b> |  |                      |              |                   |   |
| 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                          |
| RETENTION BONUS                | New Hire / Retention: SLP, DIAG, LSSP, Sped Counselor            | 4,000                |              |                   | Eligible employees receive 1/2 in September, 1/2 in June. IDEA funds. |
| RETENTION BONUS                | ECISD Returning Employee Retention Stipend                       | TBD                  |              |                   | 1-time retention stipend for returning 2023-2024 ECISD FT Employees   |
| <b>INSTRUCTION</b>             |  |                      |              |                   |   |
| 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                                   | 12,000 - 32,000      |              |                   |   |
| INSTRUCTION                    | TIA: Exemplary Designated Teacher                                | 6,000 - 18,000       |              |                   |   |
| INSTRUCTION                    | TIA: Recognized Designated Teacher                               | 3,000 - 9,000        |              |                   |   |
| INSTRUCTION                    | TIA: National Board Certified Teacher                            | 3,000 - 9,000        |              |                   |   |
| INSTRUCTION                    | PIA: Principal Incentive Allotment                               | 5,000 - 25,000       |              |                   | Qualifying principals per PIA Handbook                                |
| INSTRUCTION                    | LEAP A-ILT/ATLA Teachers   | 5,000                |              |                   | Two installments per HR approval - TSL funded                         |
| INSTRUCTION                    | LEAP Principals  | 5,000 - 20,000       |              |                   | Qualifying per TSL LEAP guidelines- TSL funded                        |
| INSTRUCTION                    | LEAP Teachers  | 2,000 -12,000        |              |                   | Qualifying per TSL LEAP guidelines- TSL funded                        |
| INSTRUCTION                    | LEAP Principal Recruitment Bonus                                 | 5,000 - 20,000       |              |                   | Qualifying per TSL LEAP guidelines- TSL funded                        |
| INSTRUCTION                    | Doctorate, JD Degree (All Staff)                                 | 3,650                |              |                   |   |
| INSTRUCTION                    | Masters Degree (In Subject Area TOR)                             | 2,500                |              |                   |   |
| INSTRUCTION                    | Masters Degree (Grandfathered Prior to August 2019)              | 2,600                |              |                   | Grandfathered employees only  |
| INSTRUCTION                    | Masters Degree (Not in Subject Area TOR)                         | 1,500                |              |                   |   |
| INSTRUCTION                    | Masters Degree Incentive Plan (advanced approval required)       | up to 1050           |              |                   | Advanced approval required  |
| INSTRUCTION                    | Masters Degree Plus 30 Hours (Discon't in 2014)                  | 3,090                |              |                   | Existing Employees Grandfathered                                      |
| INSTRUCTION                    | Mentor - Teacher   | 1000                 |              |                   | for 0-3 year teachers (2 max)   |
| INSTRUCTION                    | Mentor - Media Specialist  | 500                  |              |                   | Per Person Mentored   |
| INSTRUCTION                    | Bilingual Certified TOR in Elem Bilingual Classroom              | 3,500                |              |                   |   |
| INSTRUCTION                    | Bilingual Certified -Student Support Personnel (Diag, LSSP, SLP) | 2,500                |              |                   | Determined by assignment  |
| INSTRUCTION                    | ESL Certified TOR ELAR   | 2,100                |              |                   |   |
| INSTRUCTION                    | ESL Certified TOR Science, Social Studies, Math                  | 550                  |              |                   |   |
| INSTRUCTION                    | STEM Stipend (STEM Academy campus only)                          | 500-5000             |              |                   | Determined by STEM  |
| <b>ELEMENTARY</b>              |  |                      |              |                   |   |
| ELEMENTARY                     | ELEM Distance Allowance  | 1,000                |              |                   | Fly, Cavazos, West, EK Downing  |
| ELEMENTARY                     | ELEM Esports   | 1,100                |              |                   | Up to 10 coaches approved by C&I                                      |
| <b>SECONDARY</b>               |  |                      |              |                   |   |

|                         |   |       |    |          |  |
|-------------------------|---|-------|----|----------|--|
| 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 Month |  |
| SECONDARY               | HS Cheer Sponsor - Varsity  | 5,150 | 10 | 10 Month |  |
| 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, Sci, Soc St, Sped, LOTE, CTE, Fine Arts, ESL)  | 3,700 | 10 | 10 Month | (OHS/PHS)                                  |
| SECONDARY               | HS Drama NTO  | 3,150 |    |          |  |
| SECONDARY               | HS Esports Coach  | 1,500 |    |          | 1 per campus                               |
| 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, Sci, Soc St, Sped, Elec)                       | 3,150 | 10 | 10 Month |  |
| SECONDARY               | MS Esports Coach  | 1,100 |    |          | 1 per campus                               |
| 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 |    |          |  |
| <b>SPECIAL EDUCATOR</b> |   |       |    |          |  |
| SPECIAL EDUC            | SPED Lead Assistive Technology  | 1,500 |    |          |  |
| SPECIAL EDUC            | SPED Lead: Diag, Speech Path, LSSP, Behavior Specialist                   | 3,500 |    |          | Diags (2), SLP(2), LSSP(1), Beh Spclst (1) |
| SPECIAL EDUC            | SPED Speech Pathologist Assistant   | 3,000 |    |          |  |
| SPECIAL EDUC            | SPED SLP (Supervising SLPA) & LSSP (Supervising LSSP intern), Diag        | 1,500 |    |          | Paid if funds available per SPED Dept      |
| SPECIAL EDUC            | SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of     | 4,000 |    |          |  |
| SPECIAL EDUC            | SPED Certified Teacher Orientation & Mobility                             | 2,500 |    |          |  |
| SPECIAL EDUC            | SPED Certified Teacher Behavioral Support (BSC/BSCAU)                     | 6,000 |    |          |  |
| SPECIAL EDUC            | SPED Certified Teacher Specialized Classroom (SC)                         | 3,000 |    |          |  |
| SPECIAL EDUC            | SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, | 1,200 |    |          |  |
| SPECIAL EDUC            | SPED Special Olympics (adaptive PE)                                       | 4,750 |    |          |  |

|                  |  |       |    |            |                             |
|------------------|--|-------|----|------------|-----------------------------|
| SPECIAL EDUC     | Take Flight Teacher                            | 1,200 |    |            |                             |
| SPECIAL EDUC     | Academic Language Therapist-Certified          | 1,500 |    |            |                             |
| SPECIAL EDUC     | Licensed Dyslexia Therapist                    | 2,100 |    |            |                             |
| <b>ATHLETICS</b> |  |       |    |            |                             |
| ATHLETICS        | Group I (Other) Head Coach Non Football        | 7,000 | 10 | 10 Month   |                             |
| ATHLETICS        | Group I Varsity Football Coach                 | 7,000 | 15 | 10 Month   | 2 per HS                    |
| ATHLETICS        | Group I Varsity Football Coach (Off/Def Coord) | 7,000 | 20 | 10 Month   | 2 per HS                    |
| ATHLETICS        | Group II Assistant HS Coach                    | 5,750 | 10 | 10 Month   |                             |
| ATHLETICS        | Group II MS Athletics Coordinator              | 5,500 | 10 | 10 Month   | 2 per MS                    |
| ATHLETICS        | Group III MS Coach                             | 4,750 |    | 10 Month   |                             |
| ATHLETICS        | Group IV Coach (Elem. P.E.)                    | 1,300 |    | 10 Month   |                             |
| 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                    |
| <b>FINE ARTS</b> |  |       |    |            |                             |
| FINE ARTS        | HS Art Teacher Lead                            | 3,000 |    |            | 2-assigned by Fine Arts     |
| FINE ARTS        | HS Art VASE                                    | 1,500 |    |            | HS Qualifying per Fine Arts |
| FINE ARTS        | HS Band Asst Director                          | 4,200 |    | 11 Month   |                             |
| FINE ARTS        | HS Band Color Guard                            | 5,000 | 10 | 10 Month   |                             |
| FINE ARTS        | HS Choir Asst Director                         | 3,700 |    | 10 Month   |                             |
| FINE ARTS        | HS Choir Pop Ensemble Accompanist              | 1,850 |    |            | 1 per HS (OHS,PHS)          |
| FINE ARTS        | HS Dance Asst Director                         | 3,150 | 10 | 10 Month   |                             |
| FINE ARTS        | HS Dance Head Director                         | 5,150 | 10 | 10 Month   |                             |
| FINE ARTS        | HS Guitar                                      | 4,000 |    |            |                             |
| FINE ARTS        | HS Harp  | 4,000 |    | 10 Month   |                             |
| FINE ARTS        | HS JROTC Instructor                            | 3,150 |    | 12 Month   | 2 per HS                    |
| FINE ARTS        | HS Orchestra Asst Director                     | 3,150 |    | 10.5 Month |                             |
| FINE ARTS        | HS Sponsor Flag Team/Wild bunch                | 1,500 |    |            |                             |
| FINE ARTS        | HS Technical Theatre Arts Director             | 3,000 |    | 10 Month   |                             |
| FINE ARTS        | HS Theatre Arts Head Director                  | 4,000 | 10 | 10 Month   |                             |
| FINE ARTS        | MS Art VASE                                    | 1,000 |    |            | MS Qualifying per Fine Arts |
| FINE ARTS        | MS Band Asst Director                          | 3,150 |    | 11 Month   |                             |
| FINE ARTS        | MS Band Head Director                          | 4,200 |    | 11 Month   |                             |
| FINE ARTS        | MS Choir Asst Director                         | 1,600 |    | 10 Month   |                             |
| FINE ARTS        | MS Choir Head Director                         | 3,700 |    | 10 Month   |                             |
| FINE ARTS        | MS Dance Asst Director                         | 1,600 |    |            |                             |

|   |  |               |  |            |  |
|---|--|---------------|--|------------|--|
| FINE ARTS                               | MS Dance Head Director   | 3,100         |  |            |  |
| FINE ARTS                               | MS Guitar Asst   | 800           |  | 10 Month   | MS Qualifying per Fine Arts                        |
| FINE ARTS                               | MS Guitar/Mariachi Head Director   | 1,050         |  | 10 Month   | MS Qualifying per Fine Arts                        |
| FINE ARTS                               | MS Orchestra Asst Director   | 1,600         |  | 10.5 Month | MS Qualifying per Fine Arts                        |
| FINE ARTS                               | MS Orchestra Head Director   | 3,150         |  | 10.5 Month |  |
| FINE ARTS                               | MS Theatre Arts  | 2,000         |  | 10 Month   | MS Qualifying per Fine Arts                        |
| <b>CAREER &amp; TECHNICAL EDUCATION</b> |  |               |  |            |  |
| CTE                                     | HS Culinary Arts Catering Lead   | 2,000         |  |            |  |
| CTE                                     | HS CTSO Advisors   | 500           |  |            | CTE Department approval up to 22 teachers          |
| CTE                                     | Education & Training/Grow Your Own Teacher                                       | 2,750 - 5,500 |  |            | GYO Cycle 6 Grant Funded per CTE                   |
| <b>OTHER</b>                            |  |               |  |            |  |
| 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 Office Staff                        |
| OTHER                                   | Information Technology – CCNA  | 3,150         |  |            |  |
| OTHER                                   | Information Technology – CISSP   | 3,150         |  |            |  |
| OTHER                                   | Information Technology – GISP  | 3,150         |  |            |  |
| OTHER                                   | Police Department - Field Training Officer - Certified                           | 100           |  |            | per month/per department approval                  |
| OTHER                                   | Police Department - Internal Affairs Officer Pay                                 | 100           |  |            | per month/per department approval                  |
| OTHER                                   | Police Department - SWAT   | 150           |  |            | per month for active member                        |
| OTHER                                   | School Action Fund Planning Fellow   | 20,000        |  |            | Superintendent approval                            |
| OTHER                                   | School Nutrition Certification 1   | 500           |  |            |  |
| OTHER                                   | School Nutrition Certification 2   | 800           |  |            |  |
| OTHER                                   | School Nutrition Certification 3   | 1,000         |  |            |  |
| OTHER                                   | School Nutrition Certification 4   | 1,200         |  |            |  |
| OTHER                                   | School Nutrition Certification 5   | 1,500         |  |            |  |
| OTHER                                   | Strategic Administrative/Teacher Appointment as designated by the Superintendent | 1,250-10,000  |  |            | 1/2 December 1/2 in June                           |
| OTHER                                   | Title One Stipend  | 3,500         |  |            | 1/2 December 1/2 June                              |
| OTHER                                   | Travel - HS Head Football Coach/Exec Dir & Dir of Athletics                      | 7,200         |  |            | OHS & PHS/ATHLETICS                                |
| OTHER                                   | Travel - HS Principals   | 4,325         |  |            | OHS & PHS  |
| OTHER                                   | Travel-Executive Directors, Directors of Transportation, Food Service, RDSPD     | 4,400         |  |            |  |
| OTHER                                   | Travel-School Nutrition Assistant Directors, Dietitian, Supervisors              | 1,750         |  |            | Paid out of federal funds                          |
| OTHER                                   | Travel-Superintendent, Cabinet, Principal Supervisors (EDL)                      | 7,500         |  |            |  |
| OTHER                                   | Unforeseen Circumstances (approval required)                                     | TBD           |  |            | Negotiated, based on appropriate market conditions |



| Supplemental Area of Responsibility                             | Supplemental Duties Performed                | 2024-2025 | Pay Basis   | Limit/Qualifications      |
|---|--|-----------|-------------|---------------------------|
| <b>CURRICULUM &amp; INSTRUCTION &amp; PROFESSIONAL LEARNING</b> |  |           |             |                           |
| C & I   | Writers/Developers                           | \$40      | Per Hour    | Off-Duty                  |
| C & I   | Attendees - Teachers                         | \$17      | Per Hour    | Off-Duty Teachers         |
| C & I   | Attendees - Paraprofessionals                | \$15      | Per Hour    | Off-Duty Non-Exempt       |
| C & I   | Attendees - Administrators                   | \$100     | Per Day     | Off-Duty Admin            |
| 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 1/2 Day | Off-Duty                  |
| Summer  | Training - Presenter                         | \$300     | Per Day     | Off-Contract              |
| Summer  | Training - Participant                       | \$100     | Per Day     | Off-Contract Exempt       |
| Summer  | Training -Nurse                              | \$20      | Per Hour    | Off-Contract              |
| Summer  | Training-Clerk                               | \$15      | Per Hour    | Off-Contract              |
| Summer  | Training-Aide                                | \$15      | Per Hour    | Off-Contract              |
| Optional Extended Day Magnet Programs                           | Teachers, non-certified, 45 college hours    | \$15      | Per Hour    |                           |
| Opt.Ext Day Magnet Programs                                     | Teachers, Certified                          | \$22      | Per Hour    |                           |
| Opt.Ext Day Magnet Programs                                     | Teachers, non-instructional time (Op.Ex.Dy.) | \$17      | Per Hour    |                           |
| Opt.Ext Day Magnet Programs                                     | Teachers, non-certified, expert              | \$17      | Per Hour    |                           |
| Optional Extended Day and Magnet Programs                       | 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    |                           |
| After School Credit Recovery                                    | Teachers                                     | \$32      | Per Hour    |                           |
| After School 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    |                           |
| Bilingual   | ELD ACADEMY TEACHER                          | \$30      | Per Hour    |                           |
| Other   | Detention Supervision                        | \$22      | Per Hour    |                           |
| Tutoring  | Student Tutor, AVID                          | \$15      | Per Hour    | Federal, State and Local  |
| Tutoring  | Regular AT Risk Tutor - TPC,Title 1          | \$32      | Per Hour    |                           |

|                                |   |         |             |                          |
|--------------------------------|---|---------|-------------|--------------------------|
| Distance Learning              | Teacher                                 | \$250   | Per Stu/Sem |                          |
| Tutoring/Credit Recovery       | Teacher                                 | \$32    | Per Hour    | Federal, State and Local |
| Tutoring/Credit Recovery       | Teacher for Unrated Campuses            | \$40    | Per Hour    | Federal, State and Local |
| Tutoring/Credit Recovery       | Paraprofessional                        | OT Rate |             | Federal, State and Local |
| Tutoring/Credit Recovery       | Certified Administrator                 | \$35    | Per Hour    | Federal, State and Local |
| Tutoring/Credit Recovery       | Certified Counselor                     | \$32    | Per Hour    | Federal, State and Local |
| Bilingual                      | ELD ACADEMY TEACHER                     | \$30    | Per Hour    |                          |
| Bilingual                      | ELD ACADEMY Childcare Provider          | \$15    | Per Hour    |                          |
| Bilingual                      | Writers/Developers                      | \$40    | Per Hour    |                          |
| Bilingual                      | Translator/Interpreter                  | \$40    | Per Hour    |                          |
| Bilingual                      | Counselor                               | \$40    | Per Hour    |                          |
| Bilingual                      | Tester                                  | \$16    | Per Hour    |                          |
| <b>C&amp;I SUMMER LEARNING</b> |   |         |             |                          |
| Principal                      | ELEM Principal (Bil/Mono)               | \$480   | Per Day     |                          |
| Principal                      | Middle School                           | \$256   | 1/2 Day     |                          |
| Principal                      | High School                             | \$480   | Per Day     |                          |
| Teacher/Diags, LSSPs           | 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                                 | \$300   | Per Day     |                          |
| Teacher                        | Middle School                           | \$187   | 1/2 Day     |                          |
| Teacher                        | 9-12 EOC / 18+                          | \$360   | Per Day     | \$180 per 1/2 day        |
| Teacher                        | TPRS/9-12 Edgenuity                     | \$300   | Per Day     | \$150 per 1/2 day        |
| Teacher                        | Special Education Self-Contained        | \$210   | 1/2 Day     |                          |
| Counselor                      | High School / SAS                       | \$300   | Per Day     | \$150 per 1/2 day        |
| Nurse                          | ELEM/MS/HS                              | \$300   | Per Day     | \$135 per 1/2 day        |
| Media Specialist               | ELEM/MS/HS                              | \$300   | Per Day     | \$150 per 1/2 day        |
| Paraprofessional               | Instructional Facilitator/ Reach Assoc. | \$25    | Per Hour    |                          |
| Instructional Aide             | Instructional Aide                      | \$18    | Per Hour    |                          |
| Instructional Aide             | Special Education Self-Contained        | \$19    | Per Hour    |                          |
| Clerk                          | ELEM/MS/HS                              | \$18    | Per Hour    |                          |
| Nurse Aide                     | Certified                               | \$18    | Per Hour    |                          |
| OPT Interns                    |   | \$20    | Per Hour    |                          |
| TPRS Child Care Worker         |   | \$18    | Per Hour    |                          |
| Professional Development       | SL Teachers                             | \$300   | Per Day     |                          |

|  |                                     |         |          |                                 |
|--|-------------------------------------|---------|----------|---------------------------------|
| Testing Administrators   | HS/EOC only                         | \$40    | Per Hour |                                 |
| <b>HUMAN CAPITAL</b>   |                                     |         |          |                                 |
| Odessa Pathways to Teaching  | OPT Content Tutor                   | \$40    | Per Hour |                                 |
| Summer School  | OPT Apprentice                      | \$20    | Per Hour | Must be an OPT Apprentice       |
| Summer School  | OPT Mentor Teachers                 | \$1,000 | Per Year |                                 |
| Principals   | Assigned Principal Fellows          | \$1,500 | Per Year |                                 |
| MCL  | Assigned Teacher Resident           | \$750   | Per Sem  |                                 |
| Teacher Incentive Allotment  | Teacher Focus Group                 | \$500   | Per Year | Approved by Human Capital       |
| <b>TEMPORARY REPLACEMENTS / SUBSTITUTE and PART-TIME WORKERS</b>                           |                                     |         |          |                                 |
| 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 Substitute -in the same position   | Non-Certified                       | \$198   | Per Day  | Sub Office approval required    |
| Classroom Substitute -in the same position   | Certified                           | \$228   | Per Day  | Sub Office approval required    |
| Classroom Substitutes  | Non-Certified                       | \$120   | Per Day  |                                 |
| Classroom Substitutes  | Certified (in Texas)                | \$150   | Per Day  |                                 |
| Substitute and Part-Time   | Diagnosticians                      | \$75    | Per Hour |                                 |
| Substitute and Part-Time   | Food Service                        | TBD     | Per Hour | Food Service Pay Grade Minimum  |
| Substitute and Part-Time   | General Part-Time Worker            | \$15    | Per Hour | includes summer maint/custodial |
| Substitute and Part-Time   | Maintenance Worker - Retired/Former | \$15    | Per Hour |                                 |
| Substitute and Part-Time   | Speech Pathologist                  | \$75    | Per Hour |                                 |
| Substitute and Part-Time   | Substitute Aide/Clerk Secretary     | \$15    | Per Hour |                                 |
| Substitute and Part-Time   | Technician                          | \$15    | Per Hour |                                 |
| Substitute and Part-Time   | Transportation Worker               | TBD     | Per Hour | Bus Driver Minimum              |
| Substitute and Part-Time   | Truancy Court Clerk                 | \$15    | Per Hour |                                 |
| Substitute Nurse   |                                     | \$20    | Per Hour |                                 |
| Technology   | Web Page Development (HS only)      | \$17    | Per Hour | Max 1,000 Per Year              |
| <b>ATHLETICS</b>   |                                     |         |          |                                 |
| <b>ALL DUTIES PAID FOR REGULAR SEASON, NON-ECISD AND PLAYOFF EVENT, GAME OR TOURNAMENT</b> |                                     |         |          |                                 |

|                         |  |       |          |  |
|-------------------------|--|-------|----------|--|
| Varsity Football        | Supervisor                               | \$100 | Per Game |  |
| Varsity Football        | Scoreboard                               | \$45  | Per Game |  |
| Varsity Football        | Timer/Clock/ DownBox                     | \$45  | Per Game |  |
| Varsity Football        | Announcer                                | \$120 | Per Game |  |
| Varsity Football        | Ticket Takers/Scanners/Bag Check/Sellers | \$45  | 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                               | \$45  | Per Game |  |
| Varsity Football        | Downbox                                  | \$50  | 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 Takers/Scanners/Bag Check/Sellers | \$35  | 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                               | \$70  | Per Game |  |
| Junior Varsity Football | Announcer                                | \$50  | 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 | Daktronics and Computer                  | \$50  | Per Game |  |
| Middle School Football  | Ticket Takers/Scanners/Bag Check/Sellers | \$30  | Per Game |  |
| Middle School Football  | Gates                                    | \$30  | Per Game |  |
| Middle School Football  | Press Box                                | \$30  | Per Game |  |
| Middle School Football  | Chain Crew                               | \$25  | Per Game |  |
| Middle School Football  | Supervisor                               | \$50  | Per Game |  |
| Middle School Football  | Announcer                                | \$50  | 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 | \$60 | 2 Events |                              |
| High School Basketball   | Ticket Seller           | \$25 | Per Game |                              |
| 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              | \$70 | Per Game | per Athletic Dept Approval   |
| Middle School Basketball | Ticket Seller           | \$25 | Per Game |                              |
| Middle School Basketball | Ticket Taker            | \$25 | Per Game |                              |
| Middle School Basketball | Clock                   | \$25 | Per Game |                              |
| Middle School Basketball | Bookkeeper              | \$25 | Per Game |                              |
| Middle School Basketball | Supervisor              | \$70 | Per Game | per Athletic Dept Approval   |
| 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 er               | \$20 | Per Game |                              |
| High School Volleyball   | Supervisor              | \$80 | Per Day  | Tournament                   |
| Middle School Volleyball | Ticket Seller           | \$25 | Per Game |                              |
| Middle School Volleyball | Ticket Taker            | \$25 | Per Game |                              |
| Middle School Volleyball | Clock                   | \$25 | Per Game |                              |
| Middle School Volleyball | Bookkeeper              | \$25 | Per Game |                              |
| Middle School Volleyball | Libero er               | \$20 | Per Game |                              |
| Middle School Volleyball | Supervisor              | \$80 | Per Day  | Tournament                   |
| Baseball                 | Ticket Seller           | \$30 | Per Game |                              |
| Baseball                 | Ticket Taker            | \$30 | Per Game |                              |
| Baseball                 | Scorekeeper             | \$30 | Per Game |                              |
| Baseball                 | Pitch Count             | \$25 | Per Game |                              |
| Baseball                 | Announcer               | \$50 | Per Game |                              |
| Baseball                 | Supervisor              | \$80 | Per Day  | Tourn/Playoffs Approval only |
| Softball                 | Ticket Seller           | \$30 | Per Game |                              |
| Softball                 | Ticket Taker            | \$30 | Per Game |                              |
| Softball                 | Scorekeeper             | \$30 | Per Game |                              |
| Softball                 | Announcer               | \$30 | Per Game |                              |

|                              |   |         |            |                              |
|------------------------------|---|---------|------------|------------------------------|
| Softball                     | Supervisor                                | \$80    | Per Day    | Tourn/Playoffs Approval only |
| High School Soccer Var & JV  | Ticket Seller                             | \$30    | Per Game   |                              |
| High School Soccer Var & JV  | Ticket Taker                              | \$30    | Per Game   |                              |
| High School Soccer Var & JV  | Gate                                      | \$30    | Per Game   |                              |
| High School Soccer Var & JV  | Announcer                                 | \$30    | Per Game   |                              |
| High School Soccer Var & JV  | Supervisor                                | \$45    | Per Game   |                              |
| High School Soccer JV        | Daktronics and Computer                   | \$60    | Per Game   |                              |
| High School Soccer Varsity   | Daktronics and Computer                   | \$80    | Per Game   |                              |
| High School Soccer Varsity   | Scoreboard                                | \$40    | Per Game   |                              |
| High School Soccer Varsity   | Timer                                     | \$40    | Per Game   |                              |
| Middle School Soccer & HS JV | Ticket Seller                             | \$30    | Per Game   |                              |
| Middle School Soccer & HS JV | Ticket Taker                              | \$30    | Per Game   |                              |
| Middle School Soccer & HS JV | Gate                                      | \$30    | Per Game   |                              |
| Middle School Soccer         | Supervisor                                | \$30    | Per Game   |                              |
| Middle School Soccer         | Announcer                                 | \$30    | Per Game   |                              |
| Middle School Soccer & HS JV | Scoreboard                                | \$30    | Per Game   |                              |
| Middle School Soccer & HS JV | Timer                                     | \$30    | Per Game   |                              |
| Middle School Track          | Certified Referee                         | \$150   | Agreed Amt | per Athletic Dept Approval   |
| Middle School Track          | Assistant Director/Registrar / Data Entry | \$20    | Per Hour   |                              |
| Middle School Track          | Gate Keeper/ Ticket Sellers               | \$15    | Per Hour   |                              |
| Middle School Track          | Starter                                   | \$150   | Agreed Amt |                              |
| Middle School Track          | Announcer                                 | \$120   | Per Event  |                              |
| Gymnastics                   | Ticket Sellers                            | \$15    | Per Hour   |                              |
| Gymnastics                   | Registration Workers                      | \$15    | Per Hour   |                              |
| Gymnastics                   | Table Workers                             | \$15    | Per Hour   |                              |
| Gymnastics                   | Elementary Meets - Judges                 | \$15    | Per Hour   |                              |
| Gymnastics                   | Elementary - After School PE Aides        | OT Rate | 8 Weeks    | All Schools included         |
| 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 Hour   |                              |
| Athletics                    | Sub/Part Time Ticket Seller               | \$15    | Per Hour   |                              |
| Athletics                    | Office Ticket Sellers                     | \$15    | 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   |                     |
| W.TX Relays/Dist/Area Track  | Assistant Director                        | \$20        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Registrars / Data Entry                   | \$20        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Gate Keeper                               | \$15        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Clerks                                    | \$15        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Ticket Sellers                            | \$15        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Ticket Takers                             | \$15        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Timing System                             | Avg \$1,000 | Per Day    |                     |
| W.TX Relays/Dist/Area Track  | Press box Attendant                       | \$15        | Per Hour   |                     |
| W.TX Relays/Dist/Area Track  | Pre-Production Daktronics Board/Filming   | \$100       | Per Day    |                     |
| W.TX Relays/Dist/Area Track  | Daktronics and Computer                   | \$80        | Per Day    |                     |
| W.TX Relays/Dist/Area Track  | Starter                                   | Avg \$150   | Agreed Amt |                     |
| W.TX Relays/Dist/Area Track  | Announcer                                 | \$120       | Per Event  |                     |
| W.TX Relays/Dist/Area Track  | Certified Referee                         | Avg \$250   | Per Game   | Not Held Every Year |
| Summer Strength & Cond.(UIL) | Director/Athletic Trainer                 | \$25        | Per Hour   |                     |
| Summer Strength & Cond.(UIL) | Instructors                               | \$22        | Per Hour   |                     |
| Graduation                   | Ramps/Usher/Gates                         | \$75        | Per Event  |                     |
| Graduation                   | Nurse/Trainer                             | \$30        | Per Hour   |                     |
| UTPB Football                | Gates                                     | \$45        | Per Game   |                     |
| UTPB Football                | PA Spotter                                | \$40        | Per Game   |                     |
| UTPB Football                | Chain Crew                                | \$40        | Per Game   |                     |
| UTPB Football                | Supervisor                                | \$60        | Per Game   |                     |
| UTPB Football                | Assistant Supervisor                      | \$50        | Per Game   |                     |
| UTPB Football                | Announcer                                 | \$120       | Per Game   |                     |
| UTPB Football                | Scoreboard                                | \$50        | Per Game   |                     |
| UTPB Football                | Timer                                     | \$50        | Per Game   |                     |
| UTPB Football                | Downbox                                   | \$45        | Per Game   |                     |
| UTPB Football                | Filming & Training for Daktronics Board   | \$100       | Per Game   |                     |
| UTPB Football                | Pre-Production Daktronics                 | \$100       | Per Game   |                     |
| UTPB Football                | Daktronics and Computer                   | \$85        | Per Game   |                     |
| <b>FINE ARTS</b>             |   |             |            |                     |
| Fine Arts                    | Coordinator District Fine Arts Event      | \$350       | Per Event  |                     |
| Music Judges                 | Judge Student Solos and Ensembles         | \$15        | Per Hour   |                     |

|                                |  |         |             |                                 |
|--------------------------------|--|---------|-------------|---------------------------------|
| Piano Accompanist              | ECISD Music Ensembles                    | \$40    | Per Hour    |                                 |
| <b>ACADEMIC CONTESTS</b>       |  |         |             |                                 |
| ACADEMIC CONTESTS              | Octathlon Coordinator - Judges           | \$300   | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Octathlon Essay Judge                    | \$75    | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Octathlon Test Monitor                   | \$75    | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Octathlon Speech Judge                   | \$75    | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Octathlon Computer Staff                 | \$100   | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Octathlon Super Quiz Proctor Coordinator | \$75    | Sat PM      | For procuring personnel         |
| ACADEMIC CONTESTS              | Octathlon Speech Timer                   | \$50    | Per 2.5 hr  |                                 |
| ACADEMIC CONTESTS              | Octathlon Super Quiz Proctor Coordinator | \$50    | Per 2.5 hr  |                                 |
| ACADEMIC CONTESTS              | Octathlon Exam Runner                    | \$75    | Per 6 hours |                                 |
| ACADEMIC CONTESTS              | Decathlon Tabulators                     | \$50    | Fri PM      |                                 |
| ACADEMIC CONTESTS              | Decathlon Tabulators                     | \$100   | Sat AM/PM   |                                 |
| ACADEMIC CONTESTS              | Decathlon Computer Staff - Data Entry    | \$50    | Fri PM      |                                 |
| ACADEMIC CONTESTS              | Decathlon Computer Staff - Data Entry    | \$100   | Sat AM/PM   |                                 |
| ACADEMIC CONTESTS              | Decathlon Computer Staff Coordinator     | \$200   | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Decathlon Awards/Tabulation Coordinator  | \$280   | Per Meet    |                                 |
| ACADEMIC CONTESTS              | Decathlon Essay Graders                  | \$75    | Fri AM/PM   | Training Meeting                |
| ACADEMIC CONTESTS              | Decathlon Super Quiz Proctors            | \$50    | Sat PM      |                                 |
| ACADEMIC CONTESTS              | Decathlon Super Quiz Proctor Coordinator | \$75    | Sat PM      | For procuring personnel         |
| ACADEMIC CONTESTS              | Admin -Emcee Super Quiz & Banquet        | \$100   | For 5 Hours |                                 |
| ACADEMIC CONTESTS-ECISD Admin  | ECISD Awards Manager                     | \$280   | For 14 Hour |                                 |
| ACADEMIC CONTESTS              | AAS Secretary & AAS Clerks               | OT Rate | Per Hour    |                                 |
| <b>CAMPUS</b>                  |  |         |             |                                 |
| Science Liaison (Lamar only)   |  | \$1,600 | Per Year    |                                 |
| "Just Say No" Sponsor          |  | \$300   | Per Year    |                                 |
| <b>OTHER</b>                   |  |         |             |                                 |
| Bus Driver                     | Day trips of 5 or more hours             | \$2.58  | Per Hour    | Overnight trips not applicable  |
| Bus Driver Secondary AEP       | Drivers & Monitors                       | \$0.55  | Per Hour    | added duties only               |
| Bus Driver Trainer - Certified |  | \$3,000 | Per Sem     |                                 |
| Bus Driver Specialist          |  | \$1.00  | Per Hour    | per hour for supervision duties |
| Regional Day School Program    | Interpreter, Teacher                     | \$25    | Per Hour    | Off-Duty                        |
| Regional Day School Program    | Interpreter, Aide                        | \$15    | Per Hour    | Off-Duty                        |
| Regional Day School Program    | Sign Language Teacher                    | \$30    | Per Hour    | Off-Duty                        |



|                                      |  |             |           |   |
|--------------------------------------|--|-------------|-----------|---|
| Departmental                         | Document Translation                               | \$30        | Per Hour  |   |
| Elem Attendance/PEIMS                | Clerks -10 extra days for prep work                | Hourly Rate | Per Hour  | Not to exceed 80 hours  |
| Enhancement/Staffing                 |  | \$3,500     | Per Sem   | Approval req.Paid January/June  |
| Graduation                           | Exempt   | \$17        | Per Hour  |   |
| Graduation                           | Nurse  | \$20        | Per Hour  |   |
| Graduation                           | Non-Exempt   | OT Rate     | Per Hour  |   |
| Innovation Architect                 |  | \$30        | Per Hour  |   |
| Maintenance                          | Tower Work   | \$75        | Per Hour  | 2 Hour Minimum  |
| Performing Arts Center (PAC)         | Supervisor:Open/Close/Monitor/Technical            | \$25        | Per Hour  | Paid by depart/campus budget  |
| Police Department                    | Holiday Patrol                                     | TBD         | Per Hour  | Hourly Rate of Officer  |
| 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   |   |
| Special Education Program            | Child Care Substitute                              | \$15        | Per Hour  |   |
| Special Education Program            | In-Home Trainer                                    | \$17        | Per Hour  | Off-Duty  |
| SPED: Diag, LSSP, SLP                | Evals/Reports/Student Support Services             | \$75        | Per Hour  |   |
| Strategic School Admin PD Assignment |  | \$300       | Per Day   | Specific Non-duty days as approved by Chief of Schools  |
| Student Assistance Services          | Care Team Trainer                                  | \$45        | Per Day   |   |
| Transportation                       | Day Trip Less than 100 Miles                       | \$50        | Per Trip  |   |
| Transportation                       | COC Route  | \$25        | Per Route |   |
| Transportation                       | Driver Certification                               | Hourly Rate |           |   |
| Travel - School Nutrition Managers   |  | TBD         |           | Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment. |
| Unforeseen Circumstances             | Negotiated, based on appropriate market conditions | TBD         |           | Superintendent Approval Required  |