



Foundations • Talent • Learning

**ECTOR COUNTY ISD  
COMPENSATION RESOURCE MANUAL  
2021-2022**

# Ector County ISD

2021-2022

## New Hire Salary Table

### Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$57,000
1	\$57,250
2	\$57,550
3	\$57,850
4	\$58,150
5	\$58,450
6	\$58,750
7	\$59,050
8	\$59,350
9	\$59,650
10	\$59,950
11	\$60,240
12	\$60,640
13	\$61,040
14	\$61,500
15	\$62,000
16	\$62,500
17	\$63,000
18	\$63,500
19	\$64,000
20	\$64,500
21	\$65,000
22	\$65,500
23	\$66,000
24	\$66,500
25	\$67,000
26	\$67,500
27	\$68,000
28	\$68,500
29	\$69,000
30+	\$69,500

**\$3,650 Doctorate Degree Stipend**

**\$2,500 Subject Area- Master Degree Stipend**

**\$1,500 General Master Degree Stipend**

The salaries listed above are based on 10-month employment for the 2021-2022 school year.

## 2021-2022 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Accountant, Finance	227	<b>\$233.89</b>	<b>\$283.50</b>	<b>\$333.11</b>
	Accountant, School Nutrition	227	<b>187 Days</b>	43,737	53,015
	Bookkeeper/Payroll	227	<b>227 Days</b>	53,093	64,355
	Community Liaison VIP	227			75,616
	Manager, Risk Benefits	227			
	School Nutrition Technology Ad	227			
	Specialist, Communication	227			
	Specialist, SAS Homeless	187			
<b>2</b>					
	Accountant, Special Projects	227	<b>\$276.72</b>	<b>\$321.77</b>	<b>\$366.82</b>
	Accountant, Payroll Spec Projects	227	<b>187 Days</b>	51,747	60,171
	Admin Review/Dismissal Facilitator	197	<b>197 Days</b>	54,514	63,389
	Buyer, School Nutrition	227	<b>207 Days</b>	57,281	66,606
	Coordinator, Child Care	227	<b>217 Days</b>	60,048	69,824
	Coordinator, Instructional Material	227	<b>227 Days</b>	62,815	73,042
	Grant Writer	227			83,268
	Social Worker	187			
	Special Education Evaluator	197			
	Specialist, Advanced Academic Services	227			
	Specialist, Behavior	207			
	Specialist, Drop Out Prevention	187			
	Specialist, Educational Data	227			
	Specialist, Teen Parent	197			
	Speech Pathologist, Asst	187			
	Staff Auditor	227			
<b>3</b>					
	Accountant, Payroll	227	<b>\$299.09</b>	<b>\$353.95</b>	<b>\$408.81</b>
	Administrative Intern	227	<b>197 Days</b>	58,921	69,728
	Advisor, College & Career	207	<b>207 Days</b>	61,912	73,268
	Counselor, AEC	207	<b>217 Days</b>	64,903	76,807
	Counselor, EEC	197	<b>227 Days</b>	67,893	80,347
	Counselor, Elem	197			92,800
	Counselor, MS	207			
	Counselor, SAS	207			
	Counselor, Sped	197			
	Counselor, Secondary (Choice HS)	207			
	Dietitian	227			
	Research Data Analyst, Strategist	227			
	Research & Innovation Strategist	227			
	Social Worker, Ext	217			
	Specialist, Communication Translator	227			
	Supervisor, COC Grad Lab	227			
	Supervisor, Print Shop/Mail	227			

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

Daily	\$309.53	\$375.19	\$440.85
<b>187 Days</b>	57,882	70,161	82,439
<b>197 Days</b>	60,977	73,912	86,847
<b>207 Days</b>	64,073	77,664	91,256
<b>217 Days</b>	67,168	81,416	95,664
<b>227 Days</b>	70,263	85,168	100,073

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Associate Principal, MS	217
Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academic	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
Coordinator, Blended Learning	227
Coordinator, Career & Tech	227
Coordinator, College, Career, Military Readiness	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, Fine Arts	227
Coordinator, International Teacher	227
Coordinator, Lang Other Than English	227
Coordinator, Leadership	227
Coordinator, Math	227
Coordinator, National Board Certification	227
Coordinator, Post Secondary Edu	227
Coordinator, Science	227
Coordinator, Social & Emotional Learning	227
Coordinator, Social Studies	227
Coordinator, Talent Development	227
Coordinator, Teen Pregnancy Service	227
Dean of Students, HS	217
Director, Choral HS	197
Director, Instructional Service MS	227
Director, Mariachi	197
Director, Orchestra HS	197
LSSP	197
Occupational Therapist	197

Daily	\$328.10	\$397.70	\$467.30
<b>187 Days</b>	61,355	74,370	87,385
<b>197 Days</b>	64,636	78,347	92,058
<b>217 Days</b>	71,198	86,301	101,404
<b>227 Days</b>	74,479	90,278	106,077

Physical Therapist	197
Specialist, Energy Education	227
Speech Pathologist	187, 227
Supervisor, State Assessment	227

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Asst Director, Athletics	227
Asst Director, Finance	227
Asst Director, School Nutrition	227
Asst Principal, HS	217, 227
Band Director HS	217
Director, Advanced Academic Services	227
Director, Administrative Services	227
Director, Attendance	227
Director, District AVID	227
Director, Early Childhood Education	227
Director, Energy/Custodial Ops	227
Director, Guidance & Counseling	227
Director, Health Services	227
Director, Internal Auditor	227
Researcher, Harvard Strategic Data Fellow	227
Special Asst to Superintendent	227
Supervisor, Accounting	227
Supervisor, Dyslexia	227
Supervisor, Special Ed Behavior	227
Supervisor, Sped	227

Daily	\$351.07	\$425.54	\$500.01
<b>217 Days</b>	76,182	92,342	108,502
<b>227 Days</b>	79,693	96,598	113,502

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Associate Principal, HS	227
Director, Education Foundation	227
Director, Facilities	227
Director, Payroll	227
Director, Purchasing	227
Director, RDSPD	227
Director, School Nutrition	227
Director, Transportation	227
Principal, EEC	227
Principal, Elem	227
Principal, Elem AEP	227

Daily	\$379.15	\$459.58	\$540.01
<b>227 Days</b>	86,067	104,325	122,582

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Coordinator/Head Football Coach	227
Director, Benefits/Risk Management	227
Director, Finance	227
Director, HR	227
Director, Planning and School Choice	227
Director, Professional Learning	227
Director, Talent Development	227
Principal, Alter Center	227

Daily	\$413.28	\$500.94	\$588.60
<b>227 Days</b>	93,815	113,713	133,612

Principal, Choice HS 227  
 Principal, MS 227

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Chief Communications Officer 227  
 Chief Innovation Officer 227  
 Exec Director, Accountability 227  
 Exec Director, Bilingual/ESL/Migrant 227  
 Exec Director, Career & Tech Ed 227  
 Exec Director, Curriculum & Instruction 227  
 Exec Director, District Operations 227  
 Exec Director, Federal & State Prog 227  
 Exec Director, Fine Arts 227  
 Exec Director, Guidance & Counseling 227  
 Exec Director, Special Services 227  
 Exec Director, Student & School Support 227  
 Exec Director, Talent Development 227  
 Principal, HS 227

Daily	\$450.47	\$546.02	\$641.57
<b>227 Days</b>	102,257	123,947	145,636

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Asst Supt, Student & School Support 227  
 Chief Technology Officer 227  
 Exec Director, Athletics 227  
 Exec Director, HR 227  
 Exec Director, Leadership 227

Daily	\$522.54	\$633.38	\$744.22
<b>227 Days</b>	118,617	143,777	168,938

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

Daily	\$621.82	\$753.72	\$885.62
<b>227 Days</b>	141,153	171,094	201,036

## 2021-2022 Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Technician, Computer	227	<b>\$21.29</b>	<b>\$25.50</b>	<b>\$29.71</b>
	Technician, Help Desk/Trainer	227			
	Technician, Operations	227			
			<b>Hourly</b>		
			<b>227 Days</b>	38,663	46,308
				53,953	
<b>2</b>	Technician, Computer HS	227	<b>\$22.30</b>	<b>\$27.03</b>	<b>\$31.76</b>
	Technician, Help Desk	227			
	Trainer, Information Systems Technician	227			
			<b>Hourly</b>		
			<b>227 Days</b>	40,497	49,086
				57,676	
<b>3</b>	Technician, Data Network	227	<b>\$25.87</b>	<b>\$31.35</b>	<b>\$36.83</b>
			<b>Hourly</b>		
			<b>227 Days</b>	46,980	56,932
				66,883	
<b>4</b>	Administrator, NTO Tech	227	<b>\$221.40</b>	<b>\$268.36</b>	<b>\$315.32</b>
	Specialist, Inventory	227			
	Supervisor, Help Desk	227			
	Supervisor, Technician	227			
			<b>Daily</b>		
			<b>227 Days</b>	50,258	60,918
				71,578	
<b>5</b>	Administrator, Senior Data Network Systems	227	<b>\$261.24</b>	<b>\$316.66</b>	<b>\$372.08</b>
	Instructional Application Analyst, Business	227			
	Instructional Application Analyst, Student	227			
	Web Master	227			
			<b>Daily</b>		
			<b>227 Days</b>	59,301	71,882
				84,462	
<b>6</b>	Administrator, G Suite	227	<b>\$290.63</b>	<b>\$352.28</b>	<b>\$413.93</b>
	Administrator, System	227			
	Application Analyst, Senior	227			
	Manager, WAN Area	227			
	Network Engineer	227			
	Network Specialist	227			
	Programmer, Student	227			
			<b>Daily</b>		
			<b>227 Days</b>	65,973	79,968
				93,962	
<b>7</b>	Administrator, Senior Cybersecurity	227	<b>\$322.60</b>	<b>\$391.03</b>	<b>\$459.46</b>
	Administrator, Senior System/Active Directory	227			
	Administrator, Senior System/Development	227			
	Coordinator, Senior Data Compliance	227			
	Engineer, Senior IT Network	227			
			<b>Daily</b>		
			<b>227 Days</b>	73,230	88,764
				104,297	

Manager, Infrastructure	227
Manager, Operations	227
Programmer/Manager, Business Application	227
Programmer/Manager, Student Application	227

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Administrator, Online Program	227
Manager, Network Hardware	227
Manager, Network Software	227

<b>Daily</b>	<b>\$350.02</b>	<b>\$424.27</b>	<b>\$498.52</b>
<b>227 Days</b>	79,455	96,309	113,164

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Director, Information Systems	227
Director, Information Technology	227
Director, Digital Learning	227

<b>Daily</b>	<b>\$378.02</b>	<b>\$458.21</b>	<b>\$538.40</b>
<b>227 Days</b>	85,811	104,014	122,217



**2021-2022 Police Pay Plan**  
 Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Crime Scene Technician	227	<b>Hourly</b>	<b>\$19.27</b>	<b>\$23.50</b>	<b>\$27.73</b>
			<b>227 Days</b>	34,994	42,676	50,358
	Telecommunicator I	227	<b>Hourly</b>	<b>\$22.74</b>	<b>\$27.73</b>	<b>\$32.72</b>
			<b>227 Days</b>	41,296	50,358	59,420
<b>3</b>	Police Officer	197, 227	<b>Hourly</b>	<b>\$30.61</b>	<b>\$36.88</b>	<b>\$43.15</b>
			<b>197 Days</b>	48,241	58,123	68,004
			<b>227 Days</b>	55,588	66,974	78,360
			<b>Daily</b>	<b>\$259.57</b>	<b>\$312.74</b>	<b>\$365.91</b>
<b>4</b>	Police Corporal	227	<b>227 Days</b>	58,922	70,992	83,062
			<b>Daily</b>	<b>\$275.15</b>	<b>\$331.50</b>	<b>\$387.86</b>
<b>5</b>	Police Sergeant	227	<b>227 Days</b>	62,459	75,251	88,044
			<b>Daily</b>	<b>\$286.38</b>	<b>\$351.39</b>	<b>\$416.40</b>
<b>6</b>	Police Lieutenant	227	<b>227 Days</b>	65,008	79,766	94,523
			<b>Daily</b>	<b>\$312.16</b>	<b>\$383.02</b>	<b>\$453.88</b>
<b>7</b>	Asst Chief of Police	227	<b>227 Days</b>	70,860	86,946	103,031
			<b>Daily</b>	<b>\$362.10</b>	<b>\$444.30</b>	<b>\$526.50</b>
<b>8</b>	Chief of Police	227	<b>227 Days</b>	82,197	100,856	119,516
			<b>Daily</b>			

## 2021-2022 Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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2	
Clerk, ATC	197
Clerk, Audio Visual	187
Clerk, Counselor	207
Clerk, COVID Temporary Office	227
Clerk, EEC Building	207
Clerk, ES	197
Clerk, FLEX	187
Clerk, HS	187, 197, 207
Clerk, Library	187
Clerk, Library EEC	187
Clerk, MS	187
Clerk, Office	187, 207
Clerk, Receptionist	207
Clerk, Sp Ed	187
Community Liaison, Visiting Receptionist HS/Truancy	187
	227

Hourly	\$12.74	\$15.35	\$17.96
187 Days	19,059	22,964	26,868
197 Days	20,078	24,192	28,305
207 Days	21,097	25,420	29,742
227 Days	23,136	27,876	32,615

3	
Case Worker	217
Clerk, Athletic	207
Clerk, Attendance/PEIMS ES, MS, HS, Choice HS	197
Clerk, Data Processing	227
Clerk, Data Processing Bilingual	227
Clerk, Data Processing MS	227
Clerk, Diagnostician	197
Clerk, Office/District	227
Clerk, Payroll Utility	227
Clerk, Schools of Choice/Student Admissions	227
Clerk, Speech	187
Court Liaison	197
Parent Liaison	187
Phone Operator/Receptionist	227

Hourly	\$13.76	\$16.58	\$19.40
187 Days	20,585	24,804	29,022
197 Days	21,686	26,130	30,574
207 Days	22,787	27,456	32,126
217 Days	23,887	28,783	33,678
227 Days	24,988	30,109	35,230

4	
Bookkeeper, Campus MS	187
Clerk, Accounts Fixed Asset	227
Clerk, Campus Payroll	227
Clerk, Computer SN	227
Clerk, Curriculum	227
Clerk, Human Capital	227

Hourly	\$14.87	\$17.91	\$20.95
187 Days	22,246	26,793	31,341
227 Days	27,004	32,525	38,045

Clerk, Position Control	227
Clerk, Sec 504/Dyslexia	227
Clerk, Sp Ed PEIMS	227
Registrar/PEIMS, DAEP	227
Registrar, Tech	227
Secretary, ATC	227

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Admin Asst, Bookkeeper/Director	227
Admin Asst, Director (Advanced Academic Services)	227
Admin Asst, Office	227
Admin Asst, Principal Alt	227
Admin Asst, Principal EC	227
Admin Asst, Principal EEC	227
Admin Asst, Principal ES	227
Admin Asst, Principal MS	227
Admin Asst, Principal Tech	227
Bookkeeper, Campus HS	197
Certification Officer	227
Clerk, Accounting	227
Clerk, Accounts Payable	227
Clerk, Payroll	227
Clerk, Purchasing	227
Clerk, Special Projects	227
Print/Mail Service Asst.	227
Receptionist, Human Capital	227
Registrar/PEIMS Clerk	227
Registrar/PEIMS, HS	227
Specialist, Purchasing Contracts	227

Hourly	\$16.05	\$19.34	\$22.63
<b>197 Days</b>	25,295	30,480	35,665
<b>227 Days</b>	29,147	35,121	41,096

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Admin Asst, Director	227
Admin Asst, Principal HS	227
Admin Asst, RDSPD	227
Bookkeeper/Account	227
Manager, Sub Services	227
Records Manager Liaison	227
Specialist, District Testing	227

Hourly	\$17.66	\$21.28	\$24.90
<b>227 Days</b>	32,071	38,644	45,218
<b>247 Days</b>	34,896	42,049	49,202

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Admin Asst, Chief Communications Officer	227
Admin Asst, Exec Director	227
Purchase Buyer/P-Card	227
Specialist, Child Care	187
Specialist, Health Benefits	227
Specialist, Payroll	227
Specialist, Title 1 Fiscal & PGRM COMP	227

Hourly	\$19.51	\$23.51	\$27.51
<b>187 Days</b>	29,187	35,171	41,155
<b>227 Days</b>	35,430	42,694	49,958

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Admin Asst, Associate Superintendent	227
Admin Asst, Asst Superintendent	227
Admin Asst, Chief Innovation Officer	227
Admin Asst, Chief Operations Officer	227
Admin Asst, Chief Technology Officer	227
Admin Asst, Exec Director HR	227
Admin Asst, Exec Director Leadership	227

<b>Hourly</b>	<b>\$21.57</b>	<b>\$25.98</b>	<b>\$30.39</b>
<b>227 Days</b>	39,171	47,180	55,188

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Admin Asst, Deputy Superintendent	227
Specialist, Policy/Procedure/Records	227

<b>Hourly</b>	<b>\$23.51</b>	<b>\$28.32</b>	<b>\$33.13</b>
<b>227 Days</b>	42,694	51,429	60,164

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Admin Asst, Superintendent	227
Specialist, Community Engagement/Partner	227
Specialist, Student Admissions	227

<b>Hourly</b>	<b>\$25.63</b>	<b>\$30.87</b>	<b>\$36.11</b>
<b>227 Days</b>	46,544	56,060	65,576

## 2021-2022 Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.25</b>	<b>\$16.50</b>
	Aide, Flex	187	<b>187 Days</b>	17,952	21,318	24,684
	Aide, Instructional	187				
	Aide, Montessori	187				
	Aide, Music	187				
	Aide, Physical Ed	187				
	Aide, Pre K	187				
<b>2</b>			<b>Hourly</b>	<b>\$12.75</b>	<b>\$15.27</b>	<b>\$17.79</b>
	Aide, Alter Ed	187	<b>187 Days</b>	19,074	22,844	26,614
	Aide, Bilingual/ESL	187	<b>227 Days</b>	23,154	27,730	32,307
	Aide, Horticulture	227				
	Aide, Sp Ed LD	187				
	Aide, Sp Ed PPCD	187				
	Child Care Provider	187				
	COVID Temporary Child Care Provider	187				
	COVID Temporary Child Care Specialist	187				
<b>3</b>			<b>Hourly</b>	<b>\$13.50</b>	<b>\$16.19</b>	<b>\$18.88</b>
	Aide, Audio Visual	187	<b>187 Days</b>	20,196	24,220	28,244
	Aide, ISS	187				
	Aide, School Health	187				
	Aide, Sp Ed Applied Life Skills	187				
	Aide, Sp Ed Basic Skills	187				
	Aide, Sp Ed Specialized Classroom	187				
	Aide, Virtual Learning	187				
	Certified Nurse Asst	187				
	Aide, COVID Temporary Health	187				
<b>4</b>			<b>Hourly</b>	<b>\$14.60</b>	<b>\$17.49</b>	<b>\$20.38</b>
	Aide, Bilingual Tester	187	<b>187 Days</b>	21,842	26,165	30,488
	Aide, Culinary Arts	187				
	Aide, Graphic Design	187				
	Aide, Sp Ed 18+	187				
	Aide, Sp Ed Behavior Support	187				
	Instructional Facilitator	187				
	Remote Conferencing Facilitator	187				
<b>5</b>			<b>Hourly</b>	<b>\$15.92</b>	<b>\$19.06</b>	<b>\$22.20</b>
	Opportunity Culture, Reach Associate	187	<b>187 Days</b>	23,816	28,514	33,211
	Opportunity Culture, Teacher Resident	187				

<b>6</b>		
Aide, Sp Ed Auditory Impaired (non-certified)		187

<b>Hourly</b>	<b>\$18.30</b>	<b>\$21.92</b>	<b>\$25.54</b>
<b>187 Days</b>	27,377	32,792	38,208

<b>7</b>		
Aide, Sp Ed Auditory Impaired (certified)		187
LVN		187

<b>Hourly</b>	<b>\$21.18</b>	<b>\$25.37</b>	<b>\$29.56</b>
<b>187 Days</b>	31,685	37,954	44,222

<b>8</b>		
Occupational Therapist, Asst		187
Physical Therapy, Asst		187

<b>Hourly</b>	<b>\$26.48</b>	<b>\$31.71</b>	<b>\$36.94</b>
<b>187 Days</b>	39,614	47,438	55,262

## 2021-2022 Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum							
<b>2</b>	Monitor, Bus	183	<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.05</b>	<b>\$16.10</b>						
			<b>183 Days</b>	17,568	20,569	23,570						
<b>3</b>	Custodian	247	<b>Hourly</b>	<b>\$13.25</b>	<b>\$15.46</b>	<b>\$17.67</b>						
			<b>183 Days</b>	19,398	22,633	25,869						
			<b>247 Days</b>	26,182	30,549	34,916						
			<b>251 Days</b>	26,606	31,044	35,481						
<b>3</b>	Monitor, LIFT	183	<b>Hourly</b>	<b>\$13.25</b>	<b>\$15.46</b>	<b>\$17.67</b>						
			<b>183 Days</b>	19,398	22,633	25,869						
			<b>247 Days</b>	26,182	30,549	34,916						
			<b>251 Days</b>	26,606	31,044	35,481						
<b>3</b>	Night Watchman	251	<b>Hourly</b>	<b>\$13.25</b>	<b>\$15.46</b>	<b>\$17.67</b>						
			<b>183 Days</b>	19,398	22,633	25,869						
			<b>247 Days</b>	26,182	30,549	34,916						
			<b>251 Days</b>	26,606	31,044	35,481						
<b>4</b>	Custodian, Asst Head	247	<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.47</b>	<b>\$18.94</b>						
			<b>227 Days</b>	25,424	29,910	34,395						
			<b>247 Days</b>	Groundskeeper/Landscaper	247	<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.47</b>	<b>\$18.94</b>			
						<b>247 Days</b>	27,664	32,545	37,425			
						<b>227</b>	Mechanic, Vehicle - Lubrication	227	<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.47</b>	<b>\$18.94</b>
									<b>227 Days</b>	25,424	29,910	34,395
<b>227</b>	Specialist, Campus Safety	227	<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.47</b>	<b>\$18.94</b>						
			<b>227 Days</b>	25,424	29,910	34,395						
<b>227</b>	Transportation, Bus Washer	227	<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.47</b>	<b>\$18.94</b>						
			<b>227 Days</b>	25,424	29,910	34,395						
<b>5</b>	Clerk, Mail Carrier	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>						
			<b>227 Days</b>	27,240	32,161	37,083						
			<b>247 Days</b>	Custodian, Admin	247	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>			
						<b>247 Days</b>	29,640	34,995	40,350			
						<b>247</b>	Custodian, Head ES	247	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>
									<b>247 Days</b>	29,640	34,995	40,350
						<b>247</b>	Custodian, Warehouse	247	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>
									<b>247 Days</b>	29,640	34,995	40,350
						<b>227</b>	Technician, Asst Print/Mail Service	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>
									<b>227 Days</b>	27,240	32,161	37,083
						<b>227</b>	Transportation, Bus Servicer	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>
<b>227 Days</b>	27,240	32,161							37,083			
<b>227</b>	Transportation, Tire Service	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>						
			<b>227 Days</b>	27,240	32,161	37,083						
<b>227</b>	Warehouse Asst, Central Receiving	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>						
			<b>227 Days</b>	27,240	32,161	37,083						
<b>227</b>	Warehouse, Textbook	227	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.71</b>	<b>\$20.42</b>						
			<b>227 Days</b>	27,240	32,161	37,083						
<b>6</b>	Carpenter, Apprentice	247	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>						
			<b>227 Days</b>	29,401	34,994	40,588						
			<b>247 Days</b>	Clerk, Parts Room	227	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>			
						<b>247 Days</b>	31,991	38,078	44,164			
						<b>247</b>	Custodian, Head Admin	247	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>
									<b>247 Days</b>	31,991	38,078	44,164
						<b>247</b>	Custodian, Head MS	247	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>
									<b>247 Days</b>	31,991	38,078	44,164
						<b>247</b>	Electrician, Apprentice	247	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>
									<b>247 Days</b>	31,991	38,078	44,164
						<b>247</b>	Plumber, Apprentice	247	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>
<b>247 Days</b>	31,991	38,078							44,164			
<b>227</b>	Printer, Asst	227	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>						
			<b>227 Days</b>	29,401	34,994	40,588						
<b>227</b>	Technician, Print/Mail Service	227	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>						
			<b>227 Days</b>	29,401	34,994	40,588						
<b>227</b>	Transportation, Bus Repair	227	<b>Hourly</b>	<b>\$16.19</b>	<b>\$19.27</b>	<b>\$22.35</b>						
			<b>227 Days</b>	29,401	34,994	40,588						
<b>7</b>	Caretaker, AG Farm	227	<b>Hourly</b>	<b>\$17.48</b>	<b>\$20.81</b>	<b>\$24.14</b>						
			<b>227 Days</b>	31,744	37,791	43,838						
			<b>247 Days</b>	Caretaker, Stadium	227	<b>Hourly</b>	<b>\$17.48</b>	<b>\$20.81</b>	<b>\$24.14</b>			
						<b>247 Days</b>	34,540	41,121	47,701			
<b>247</b>	Custodian, Head HS	247	<b>Hourly</b>	<b>\$17.48</b>	<b>\$20.81</b>	<b>\$24.14</b>						
			<b>247 Days</b>	34,540	41,121	47,701						

Maintenance/Groundskeeper, Campus	247
Maintenance, Warehouse Attendant	247
Painter, General	247
Roofer	247
Stain Finish Worker	247
Technician, Irrigation	247

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

Hourly	\$19.23	\$22.88	\$26.53
<b>207 Days</b>	31,845	37,889	43,934
<b>217 Days</b>	33,383	39,720	46,056
<b>227 Days</b>	34,922	41,550	48,178
<b>247 Days</b>	37,998	45,211	52,423

<b>9</b>
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Cabinet Maker	247
Electrician, General	247
Foreman, Carpentry	247
Foreman, Custodian	247
Foreman, Grounds	247
Foreman, Painting	247
Mechanic, Sheet Metal	247
Mechanic, Shop	247
Mechanic, Vehicle	227
Plumber	247

Hourly	\$21.73	\$25.85	\$29.97
<b>227 Days</b>	39,462	46,944	54,426
<b>247 Days</b>	42,938	51,080	59,221

<b>10</b>
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Asst Supervisor, Warehouse Maintenance	247
Electrical, Lead Tech	247
HVAC Mechanic (Licensed)	247
Locksmith, Master	247
Manager, Transportation Operations	227
Mechanic, Lead Vehicle	227
Plumber, Master	247
Supervisor, Driver Magnet	227
Supervisor, Driver Regular	227
Supervisor, Driver Sp Ed	227
Warehouse Asst, Inst Materials/Rec	227

Hourly	\$24.33	\$28.96	\$33.59
<b>227 Days</b>	44,183	52,591	60,999
<b>247 Days</b>	48,076	57,225	66,374



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Foreman, Electrician 247  
Foreman, Plumbing 247  
Foreman, Shop 227  
Supervisor, Construction/Roofing 247  
Supervisor, Operations/Projects 247  
Supervisor, Warehouse Maintenance 247

Hourly			
<b>227 Days</b>	49,404	59,420	68,835
<b>247 Days</b>	54,300	64,655	75,009

**BD**

Bus Driver 183  
Bus Driver, Sp Ed 183

Hourly		\$23.97	\$27.94
<b>183 Days</b>	29,280	35,092	40,904

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## 2021-2022 School Nutrition Pay Plan

Ector County ISD

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

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>2</b>	Café Worker	184	<b>Hourly \$12.75</b>	<b>\$14.91</b>	<b>\$17.07</b>
	Cook, Asst	184	<b>184 Days 16,422</b>	<b>19,204</b>	<b>21,986</b>
<b>3</b>	Cook, Head	184	<b>Hourly \$13.25</b>	<b>\$15.88</b>	<b>\$18.51</b>
			<b>184 Days 17,066</b>	<b>20,453</b>	<b>23,841</b>
<b>4</b>	Cook, Lead	184	<b>Hourly \$14.00</b>	<b>\$16.83</b>	<b>\$19.66</b>
			<b>184 Days 18,032</b>	<b>21,677</b>	<b>25,322</b>
<b>5</b>	Manager, School Nutrition ES	186	<b>Hourly \$15.00</b>	<b>\$17.95</b>	<b>\$20.90</b>
	Delivery, Warehouse SN	227	<b>186 Days 22,320</b>	<b>26,710</b>	<b>31,099</b>
			<b>227 Days 27,240</b>	<b>32,597</b>	<b>37,954</b>
<b>6</b>	Manager, School Nutrition MS	186	<b>Hourly \$16.19</b>	<b>\$19.39</b>	<b>\$22.59</b>
			<b>186 Days 24,091</b>	<b>28,852</b>	<b>33,614</b>
<b>7</b>	Manager, School Nutrition HS	186	<b>Hourly \$17.48</b>	<b>\$20.94</b>	<b>\$24.40</b>
			<b>186 Days 26,010</b>	<b>31,159</b>	<b>36,307</b>
<b>8</b>	Asst Supervisor, Warehouse SN	227	<b>Hourly \$19.23</b>	<b>\$23.03</b>	<b>\$26.83</b>
	Dual Manager, School Nutrition	186	<b>186 Days 28,614</b>	<b>34,269</b>	<b>39,923</b>
			<b>227 Days 34,922</b>	<b>41,822</b>	<b>48,723</b>
<b>9</b>	Supervisor, Warehouse School Nutrition	227	<b>Hourly \$21.73</b>	<b>\$26.02</b>	<b>\$30.31</b>
	Technician, School Nutrition Mechanic	227	<b>227 Days 39,462</b>	<b>47,252</b>	<b>55,043</b>
<b>10</b>	Supervisor, School Nutrition	227	<b>Hourly \$24.33</b>	<b>\$29.14</b>	<b>\$33.95</b>
	Technician, Lead SN Mechanic	227	<b>227 Days 44,183</b>	<b>52,918</b>	<b>61,653</b>

**ECTOR COUNTY ISD SCHEDULE OF STIPEND PAY 2021-2022**

<b>Group</b>	<b>Stipend</b>	<b>2021-2022</b>	<b>Extra Days</b>	<b>Contract Terms</b>	<b>Limit/Qualifications</b>
SIGN ON BONUS	New Hire Sign-On Bonus - ELEM Bilingual Teacher	1,500			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus ELEM/MS/HS Special Ed Teacher	1,500			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus MS/HS - Certified Math, Science, ELAR	2,000			Eligible employees may only receive one time
SIGN ON BONUS	"RISE" and "SOAR" Campuses (Teachers, Counselors, Instructional Coaches, Media Specialists)	3,581			Bonham, Bowie, Burnet (paid in August)
INSTRUCTION	National Board Certified Teacher	3,000 -25,600			Amt determined by designation and campus Tier
INSTRUCTION	Opportunity Culture Master Team Reach Teacher MTRT	12,000			
INSTRUCTION	Opportunity Culture Multi-Classroom Leader MCL I	15,000			
INSTRUCTION	Opportunity Culture Multi-Classroom Leader MCL II	17,000			
INSTRUCTION	Opportunity Culture Multi-Classroom Leader MCL III	20,000			
INSTRUCTION	Opportunity Culture Team Reach Teacher TRT I	8,000			
INSTRUCTION	Opportunity Culture Team Reach Teacher TRT II	10,000			
INSTRUCTION	TIA: Master Designated Teacher Tier 1-5	12,000 - 32,000			
INSTRUCTION	TIA: Exemplary Designated Teacher Tier 1-5	6,000 - 18,000			
INSTRUCTION	TIA: Recognized Designated Teacher Tier 1-5	3,000 - 9,000			
INSTRUCTION	TIA: National Board Certified Teacher	3,000 - 9,000			
INSTRUCTION	Doctorate Degree (All Staff)	3,650			
INSTRUCTION	Masters Degree (In Subject Area)	2,500			
INSTRUCTION	Masters Degree (Grandfathered Prior to August 2019)	2,600			Grandfathered employees only
INSTRUCTION	Masters Degree (Not in Subject Area)	1,500			
INSTRUCTION	Masters Degree Incentive Plan (Advanced approval required)	1,050			\$350 per successfully completed course in teaching area; maximum \$1,050 per year
INSTRUCTION	Masters Degree Plus 30 Hours [Discontinued in 2014]	3,090			Existing Employees Grandfathered
INSTRUCTION	Mentor - First Year Teacher	750			Paid 1/2 in January, 1/2 in June
INSTRUCTION	Mentor - Media Specialist	500			Per Person Mentored
INSTRUCTION	Mentor - OPT (Summer Mentor)	1,000			Paid in August
INSTRUCTION	Bilingual certified Teacher	550-2,500			Amount determined by assignment
INSTRUCTION	ESL certified Teacher	550-2,100			Amount determined by assignment
INSTRUCTION	Bilingual or ESL certified District Personnel	2,500			As determined by assignment
CLERICAL	Mentor - Administrative Assistant	500			Paid in 1/2 January and 1/2 in June
ELEMENTARY	ELEM Distance Allowance	1,000			Fly, Cavazos, West, Downing
ELEMENTARY	Gifted & Talented Scholars in Progress (SIP) Teacher	2,100			GT Certification Required

**ECTOR COUNTY ISD SCHEDULE OF STIPEND PAY 2021-2022**

<b>Group</b>	<b>Stipend</b>	<b>2021 - 2022</b>	<b>Extra Days</b>	<b>Contract Terms</b>	<b>Limit/Qualifications</b>
ELEMENTARY	"RISE" Teacher, Counselor, Instructional Coach, Media Specialist	1,706			Burnet - paid in December
ELEM/SEC	"RISE" / "SOAR" Asst Principal, Dean	5,000			2,500 per semester 1/2 in August, 1/2 in June
SECONDARY	"RISE" / "SOAR" Teacher, Counselor, Instructional Coach, Media Specialist	1,706			Bowie, Bonham – paid in December
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, Science, Social Studies, Sped, LOTE, CTE, Fine Arts,ESL)	3,700	10	10 Month	(OHS/PHS)
SECONDARY	HS Drama NTO	3,150			
SECONDARY	HS Journalism Activities (NTO, OCTECHS, OCA)	1,600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Journalism Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Speech Activities (NTO)	3,150			
SECONDARY	HS Sponsor National Honor Society (OHS, PHS)	800			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Nat'l Honor Society (NTO, OCTECHS, OCA)	600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Speech Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Student Council (NTO, OCTECHS, OCA)	1,100			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Student Council (OHS, PHS)	2,100			1 per HS (OHS,PHS)
SECONDARY	HS UIL Academics Coach	500			Up to 8 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS UIL Academics Lead Sponsor	1,500			1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	MS Cheer Sponsor	2,100			1 per HS
SECONDARY	MS Dept Chair (ELAR, Math, Science, Social Studies, Sped, Electives)	3,150	10	10 Month	
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			
SPECIAL EDUC	SPED Lead Assistive Technology	1,500			
SPECIAL EDUC	SPED Lead Diagnostician, Speech Path, or LSSP	3,150			
SPECIAL EDUC	SPED Special Olympics Coach (Adaptive PE)	4,500			
SPECIAL EDUC	SPED Speech Pathologist Assistant	3,000			

**ECTOR COUNTY ISD SCHEDULE OF STIPEND PAY 2021-2022**

<b>Group</b>	<b>Stipend</b>	<b>2021-2022</b>	<b>Extra Days</b>	<b>Contract Terms</b>	<b>Limit/Qualifications</b>
SPECIAL EDUC	SPED Speech Pathologist (Supervising Speech Path Asst.)	1,100			
SPECIAL EDUC	SPED Cert Teacher DHH Auditory Impaired	4,000			
SPECIAL EDUC	SPED Certified Teacher Orientation & Mobility	2,100			
SPECIAL EDUC	SPED Certified Teacher Visually Impaired	4,000			
SPECIAL EDUC	SPED Certified Teacher Behavioral Support (BSC / BSCAU)	5,000			
SPECIAL EDUC	SPED Certified Teacher Specialized Classroom (SC)	2,900			
SPECIAL EDUC	SPED Certified Teacher Resource and/or Inclusion, Co-teach, Adaptive PE, Visual Impaired, and DHH Auditory Impaired	1,100			
SUMMER C&I	June Bilingual Teachers	5,040			June Summer School
SUMMER C&I	June PK-12 Teachers	3,400			June Summer School
SUMMER C&I	June K-8 Administrators	4,000			June Summer School
SUMMER C&I	June- 9-12 Administrators	5,000			June Summer School
SUMMER C&I	July All Teachers PK-12	2,560			July Summer School
SUMMER C&I	July Counselors	2,560			July Summer School
SUMMER C&I	July K-8 Administrators	3,040			July Summer School
SUMMER C&I	July 9-12 Administrators	3,040			July Summer School
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 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
FINE ARTS	HS Art Teacher Lead	3,000			1 per HS (OHS,PHS)
FINE ARTS	HS Art VASE	1,500			HS Qualifying per Fine Arts
FINE ARTS	HS Band Asst Director	4,200		11 Month	
FINE ARTS	HS Band Color Guard	5,000		10 Month	

**ECTOR COUNTY ISD SCHEDULE OF STIPEND PAY 2021-2022**

<b>Group</b>	<b>Stipend</b>	<b>2021-2022</b>	<b>Extra Days</b>	<b>Contract Terms</b>	<b>Limit/Qualifications</b>
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/Wildbunch	1,500			
FINE ARTS	HS Theatre Arts Asst Director	2,000		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 Piano/Keyboard Teacher	800		10 Month	MS Qualifying per Fine Arts
FINE ARTS	MS Theatre Arts	2,000		10 Month	MS Qualifying per Fine Arts
OTHER	Bus Driver New Hire Sign On Bonus	500			250 after 60 days, 250 after 120 days
OTHER	Bus Driver Secondary AEP Drivers and Monitors	0.55			per hour for added duties
OTHER	Bus Driver Supervisor	1.00			per hour for supervision duties
OTHER	Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
OTHER	Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
OTHER	CDL Certification	3,000			Transportation Office & Shop Employees Only
OTHER	Enhancement/Staffing Allotment	3,500			Enhancement Allot/Staffing Opt (Approval Required)
OTHER	ESL Cluster [Grandfathered Employees]	1,030			Grandfathered employees only

**ECTOR COUNTY ISD SCHEDULE OF STIPEND PAY 2021-2022**

<b>Group</b>	<b>Stipend</b>	<b>2021-2022</b>	<b>Extra Days</b>	<b>Contract Terms</b>	<b>Limit/Qualifications</b>
OTHER	Facilitator - Emerging Leader Academy	1,000			Paid 1/2 in January, 1/2 in June
OTHER	Invest in Talent	750			One time payment-must be working on August 10, 2021
OTHER	Information Technology – CCNA	3,150			
OTHER	Mentor - Emerging Leader Academy	300			Paid 1/2 in January, 1/2 in June
OTHER	Mentor - Principal	1,000			Paid 1/2 in January, 1/2 in June
OTHER	Mentor - Principal Fellow	1,500			Paid 1/2 in January, 1/2 in June
OTHER	Police Department - Field Training Officer - Certified	100			per month
OTHER	Police Department - Internal Affairs Officer Pay	100			per month
OTHER	Police Department - SWAT	150			per month for active member
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 Principal Appointment designated by Supt	7,500			\$3,750 each semester
OTHER	Travel - HS Head Football Coaches	7,200			OHS & PHS
OTHER	Travel - HS Principals	4,325			OHS & PHS
OTHER	Travel-Assistant Athletic Director	3,600			
OTHER	Travel-Executive Directors, Directors of Communications, Transportation, Food Service, Fine Arts, RDSPD	4,400			
OTHER	Travel-School Nutrition Assistant Directors, Dietitian, Supervisors	1,750			Paid out of federal funds
OTHER	Travel-Superintendent, Cabinet, Principal Supervisors	7,500			
OTHER	Strategic Admin Appointment as designated by the Supt	1,250-7,500			1/2 in December, 1/2 in June
OTHER	UT On Ramp Teacher	2,600			OHS(6),PHS(6)
OTHER	Unforeseen Circumstances (approval required)	TBD			Negotiated, based on appropriate market conditions

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
Curriculum & PD	C & I	Writers/Developers	\$20	Per Hour	Off-Duty
Curriculum & PD	C & I	Attendees	\$17	Per Hour	Off-Duty Teachers
Curriculum & PD	C & I	Attendees	\$10	Per Hour	Off-Duty Non-Exempt
Curriculum & PD	C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
Curriculum & PD	C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
Curriculum & PD	C & I	Presenters, Preparation	\$60	Per Half Day	Off-Duty
Curriculum & PD	Summer	Training - Presenter	\$300	Per Day	
Curriculum & PD	Summer	Training - Participant	\$100	Per Day	
Curriculum & PD	Summer	Nurse	\$30	Per Hour	
Curriculum & PD	Summer	Secretary	OT Rate	Per Hour	
Curriculum & PD	Summer	Clerk	\$14	Per Hour	
Curriculum & PD	Summer	Aide	\$14	Per Hour	
Curriculum & PD	Summer School	Counselor (HS only)	\$3,400	Per Year	
Curriculum & PD	Summer School	Bonham Principal	\$6,600	Per Year	
Curriculum & PD	Summer School	Bonham Teacher	\$5,000	Per Year	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, 45 college hours	\$13	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, Certified	\$22	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Aides	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Administrator	\$25	Per Hour	
Curriculum & PD	Extended Day (High School)	Teachers	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Counselor	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Clerk	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Teachers	\$32	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Aides	OT Rate	Per Hour	
Curriculum & PD	Saturday School	Administrator	\$25	Per Hour	
Curriculum & PD	Saturday School	Teachers	\$22	Per Hour	
Curriculum & PD	Saturday School	Media Specialists	\$22	Per Hour	
Curriculum & PD	Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Curriculum & PD	Intersession	Teacher	\$22	Per Hour	
Curriculum & PD	Other	Detention Supervision	\$22	Per Hour	
Curriculum & PD	Tutoring	Tutoring and Instruction, Certified	\$32	Per Hour	
Curriculum & PD	Tutoring	Tutoring and Instruction, Certified at "F" rated campuses	\$40	Per Hour	"F" rated campuses
Curriculum & PD	Tutoring	Tutoring and Instruction, non-certified	\$17	Per Hour	
Curriculum & PD	Tutoring	Tutor, AVID	\$13	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - TPC	\$22	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - Title 1	\$22	Per Hour	



**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
Curriculum & PD	Distance Learning	Teachers	\$250	Student/Sem.	
Curriculum & PD	Dyslexia Program	Teacher, Part-time	\$22	Per Hour	
TEMPORARY REPLACEMENTS	Administrators	High School Principal	\$400	Per Day	Contingent upon experience
TEMPORARY REPLACEMENTS	Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
TEMPORARY REPLACEMENTS	Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
TEMPORARY REPLACEMENTS	Administrators	Secondary Assistant Principal	\$325	Per Day	
TEMPORARY REPLACEMENTS	Administrators	Elementary Assistant Principal	\$300	Per Day	
TEMPORARY REPLACEMENTS	Administrators	Counselor	\$250	Per Day	
TEMPORARY REPLACEMENTS	Administrators	Speech Therapists	\$340	Per Day	
TEMPORARY REPLACEMENTS	Administrators	Diagnosticians	\$300	Per Day	
TEMPORARY REPLACEMENTS	Classroom Substitutes	Non-Certified	\$104	Per Day	
TEMPORARY REPLACEMENTS	Classroom Substitutes	Certified (in Texas)	\$125	Per Day	
TEMPORARY REPLACEMENTS	Classroom Substitute -in the same position for 10 consecutive days or more	Non-Certified	\$198	Per Day	Substitute Office approval required
TEMPORARY REPLACEMENTS	Classroom Substitute -in the same position for 10 consecutive days or more	Certified	\$228	Per Day	Substitute Office approval required
TEMPORARY REPLACEMENTS	Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year
ATHLETICS	High School Football - Out of Town Games	Ticket Seller	\$45	Per Game	
ATHLETICS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS	Varsity Football	Supervisor	\$100	Per Game	
ATHLETICS	Varsity Football	Scoreboard	\$45	Per Game	
ATHLETICS	Varsity Football	Timer/Clock	\$45	Per Game	
ATHLETICS	Varsity Football	Ticket Sellers	\$45	Per Game	
ATHLETICS	Varsity Football	Announcer	\$120	Per Game	
ATHLETICS	Varsity Football	Ticket Takers	\$40	Per Game	
ATHLETICS	Varsity Football	Press box	\$40	Per Game	
ATHLETICS	Varsity Football	Gates / Ramps/ Sideline / Elevator	\$40	Per Game	
ATHLETICS	Varsity Football	PA Spotter	\$35	Per Game	
ATHLETICS	Varsity Football	Chain Crew	\$35	Per Game	
ATHLETICS	Varsity Football	Open Gates Early	\$5	Per Game	
ATHLETICS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Varsity Football	Daktronics and Computer	\$100	Per Game	
ATHLETICS	Varsity Football	STATS	\$65	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Sellers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Takers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Gates	\$30	Per Game	
ATHLETICS	Junior Varsity Football	PA Spotter	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Chain Crew	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Supervisor	\$40	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS	Junior Varsity Football	Announcer	\$45	Per Game	
ATHLETICS	Junior Varsity Football	Scoreboard	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Timer / Clock	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Downbox	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Junior Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Junior Varsity Football	Daktronics and Computer	\$80	Per Game	
ATHLETICS	Middle School Football	Ticket Sellers	\$25	Per Game	
ATHLETICS	Middle School Football	Ticket Takers	\$25	Per Game	
ATHLETICS	Middle School Football	Gates	\$25	Per Game	
ATHLETICS	Middle School Football	Press Box	\$30	Per Game	
ATHLETICS	Middle School Football	Chain Crew	\$25	Per Game	
ATHLETICS	Middle School Football	Supervisor	\$35	Per Game	
ATHLETICS	Middle School Football	Announcer	\$30	Per Game	
ATHLETICS	Middle School Football	Scoreboard	\$30	Per Game	
ATHLETICS	Middle School Football	Timer	\$30	Per Game	
ATHLETICS	Middle School Football	Downbox	\$30	Per Game	
ATHLETICS	Middle School Football	Filming for Daktronics Board	\$80	Per Game	
ATHLETICS	Middle School Football	Pre-Production Daktronics	\$80	Per Game	
ATHLETICS	Middle School Football	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Basketball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Basketball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Basketball	Clock	\$25	Per Game	
ATHLETICS	High School Basketball	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Clock	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Basketball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Middle School Basketball	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Basketball	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Basketball	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Supervisor	\$20	Per Game	
ATHLETICS	High School Volleyball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball	Ticket Taker	\$25	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS	High School Volleyball	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Supervisor	\$20	Per Game	
ATHLETICS	Baseball	Ticket Seller	\$25	Per Game	
ATHLETICS	Baseball	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Softball	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Supervisor	\$25	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS	High School Soccer	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer	Gate	\$30	Per Game	
ATHLETICS	High School Soccer	Announcer	\$45	Per Game	
ATHLETICS	High School Soccer	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	High School Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	High School Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Soccer - JV	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - JV	Scoreboard	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Timer	\$35	Per Game	
ATHLETICS	High School Soccer - Tournament	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Gate	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Timer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Timer	\$40	Per Game	
ATHLETICS	Middle School Soccer	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer	Scoreboard	\$20	Per Game	
ATHLETICS	Middle School Soccer	Timer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Scoreboard	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Timer	\$20	Per Game	
ATHLETICS	Middle School Relays	Certified Referee	Avg \$250	Agreed Amt	
ATHLETICS	Middle School Relays	Assistant Director/Registrar / Data Entry	\$10	Per Hour	
ATHLETICS	Middle School Relays	Gate Keeper/ Ticket Sellers	\$10	Per Hour	
ATHLETICS	Middle School Relays	Starter	\$150	Agreed Amt	
ATHLETICS	Gymnastics	Ticket Sellers	\$10	Per Hour	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS	Gymnastics	Registration Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Table Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Elementary Meets - Judges	\$10	Per Hour	
ATHLETICS	Athletics	Game Videographer	\$100	Per Event	
ATHLETICS	Athletics	Pre-Production Daktronics Board	\$100	Per Event	
ATHLETICS	Athletics	Filming for Daktronics	\$100	Per Event	
ATHLETICS	Athletics	Officials (UIL Schedule fee)	TBD		All Sports
ATHLETICS	Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
ATHLETICS	Athletics	Drive Bus	\$25	Per Route	
ATHLETICS	Athletics	Daktronics and Computer	\$80	Per Game	
ATHLETICS	Athletics	Sub/Part Time Ticket Seller	\$10	Per Hour	
ATHLETICS	Athletics	Office Ticket Sellers	\$10	Per Hour	Summer/Football Season 8-5pm
ATHLETICS	Athletics	Assigner Fees (per Chapter Fee Schedule)	TBD		
ATHLETICS	Cross-Country Meet	Assistant Director/Registrar / Data Entry	\$10	Per Hour	
ATHLETICS	West Texas Relays	Certified Referee	Avg \$250	Per Game	
ATHLETICS	West Texas Relays	Assistant Director/Registrar	\$10	Per Hour	
ATHLETICS	West Texas Relays	Registrars / Data Entry	\$10	Per Hour	
ATHLETICS	West Texas Relays	Gate Keeper	\$10	Per Hour	
ATHLETICS	West Texas Relays	Clerks	\$10	Per Hour	
ATHLETICS	West Texas Relays	Ticket Sellers	\$10	Per Hour	
ATHLETICS	West Texas Relays	Ticket Takers	\$10	Per Hour	
ATHLETICS	West Texas Relays	Timing System	Avg \$1,000	Per Day	
ATHLETICS	West Texas Relays	Press box Attendant	\$10	Per Hour	
ATHLETICS	West Texas Relays	Pre-Production Daktronics Board/Filming	\$100	Per Day	
ATHLETICS	West Texas Relays	Daktronics and Computer	\$80	Per Day	
ATHLETICS	West Texas Relays	Starter	Avg \$150	Agreed Amt	
ATHLETICS	District or Area Track Meet	Certified Referee	Avg \$250	Per Game	Not Held Every Year
ATHLETICS	District or Area Track Meet	Registrar / Data Entry	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Gate Keeper	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Press box Attendant	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Ticket Seller	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Ticket Taker	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Clerks	\$10	Per Hour	Not Held Every Year
ATHLETICS	District or Area Track Meet	Pre-Production Daktronics Board/Filming	\$100	Per Day	Not Held Every Year
ATHLETICS	District or Area Track Meet	Daktronics and Computer	\$80	Per Day	Not Held Every Year
ATHLETICS	Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	
ATHLETICS	Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	
ATHLETICS	Graduation	Ramps/Usher	\$45	Per Event	
ATHLETICS	Graduation	Gates	\$45	Per Event	
ATHLETICS - PLAYOFFS	Varsity Football	Supervisor	\$60	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS - PLAYOFFS	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Announcer	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Press box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS - PLAYOFFS	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Chain Crew	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Announcer	\$20	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Libero Tracker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Softball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Ticket Seller	\$35	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS - PLAYOFFS	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Gate	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Announcer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Timer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS - UTPB	Football	Gates	\$45	Per Game	
ATHLETICS - UTPB	Football	PA Spotter	\$40	Per Game	
ATHLETICS - UTPB	Football	Chain Crew	\$40	Per Game	
ATHLETICS - UTPB	Football	Supervisor	\$60	Per Game	
ATHLETICS - UTPB	Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - UTPB	Football	Announcer	\$80	Per Game	
ATHLETICS - UTPB	Football	Scoreboard	\$50	Per Game	
ATHLETICS - UTPB	Football	Timer	\$50	Per Game	
ATHLETICS - UTPB	Football	Downbox	\$45	Per Game	
ATHLETICS - UTPB	Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - UTPB	Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - UTPB	Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Supervisor	\$60	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Announcer	\$75	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Press box	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Elem, MS & HS Sections	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Nurse	\$30	Per Hour	
ATHLETICS - NON ECISD	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - NON ECISD	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Chain Crew	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Daktronics and Computer	\$85	Per Game	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
ATHLETICS - NON ECISD	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Announcer	\$20	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Libero Tracker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Softball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Seller	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Gate	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - NON ECISD	Soccer	Announcer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Timer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Daktronics Board/Filming	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Daktronics/Pre-Production	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Daktronics and Computer	\$85	Per Game	
FINE ARTS	Fine Arts	Coordinator MS/HS Art Show	\$17	Per Hour	
FINE ARTS	Fine Arts	Organizer Solo-Ensemble Contest	\$17	Per Hour	
FINE ARTS	Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
FINE ARTS	Music Program	Selected Teachers	\$250	Per Year	In lieu of travel funds to TMEA
FINE ARTS	Music Program	High School Band Directors - July 4th Parade	\$250	Per Director	
FINE ARTS	Piano Accompanist	Accompany Middle School Choir	\$20	Per Hour	



**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
FINE ARTS	Piano Accompanist	Accompany High School Choir	\$25	Per Hour	
ACADEMIC CONTESTS	Octathlon	Octathlon Coordinator - Judges	\$300	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Essay Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Test Monitor	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Computer Staff	\$100	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Timer	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Exam Runner	\$75	Per 6 hours	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$50	Fri PM	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$100	Sat AM/PM	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$50	Fri PM	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$100	Sat AM/PM	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff Coordinator	\$200	Per Meet	
ACADEMIC CONTESTS	Decathlon	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
ACADEMIC CONTESTS	Decathlon	Decathlon Essay Graders	\$75	Fri AM/PM	Training Meeting
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctors	\$50	Sat PM	
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS	ECISD Administrators	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ACADEMIC CONTESTS	ECISD Administrators	Awards Manager	\$280	For 14 Hour	
ACADEMIC CONTESTS	Advanced Academic Services Staff	AAS Secretary	OT Rate	Per Hour	
CAMPUS	Campus Science Liaison (Lamar only)		\$1,600	Per Year	
CAMPUS	"Just Say No" Sponsor		\$300	Per Year	
CAMPUS	Additional Days Bonham "SOAR"	Select personnel only	\$300	Per Day	
CAMPUS	Additional Days	Asst Principal	Daily Rate	Per Day	
OTHER	Bus Driver	Day trips of 5 or more hours	\$2.58	Per Hour	Overnight trips not applicable
OTHER	Camp SIP	Teachers	\$2,800	June	Teachers hired for Camp SIP
OTHER	Innovation Architect		\$30	Per Hour	
OTHER	Nursing	Screeners	\$10	Per Hour	
OTHER	Nursing	Sub Nurses	\$20	Per Hour	
OTHER	Deaf Education	Interpreter, Teacher	\$17	Per Hour	
OTHER	Deaf Education	Interpreter, Aide	\$13	Per Hour	
OTHER	Special Education Program	Child Care Substitute	\$10	Per Hour	
OTHER	Special Education Program	In-Home Trainer	\$17	Per Hour	
OTHER	Police Department	Holiday Patrol	Hourly Rate of Officer	Per Hour	
OTHER	Police Department	Transportation Substitute	\$15	Per Hour	
OTHER	Police Department	Holiday/24 Hour call	\$150	Per Day	
OTHER	Police Department	Holiday/12 Hour call	\$125	Per Day	

**ECTOR COUNTY ISD SCHEDULE OF SUPPLEMENTAL PAY 2021-2022**

<b>Group</b>	<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2021-2022</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
OTHER	Student Assistance Services	Care Team Trainer	\$45	Per Day	
OTHER	Substitute and Part-Time Workers	General Part-Time Worker	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Truancy Court Clerk	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Food Service	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	
OTHER	Substitute and Part-Time Workers	Technician	\$15	Per Hour	
OTHER	Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
OTHER	Substitute and Part-Time Workers	Diagnosticians	\$60	Per Hour	
OTHER	Substitute and Part-Time Workers	Substitute Aide/Clerk Secretary	\$10	Per Hour	
OTHER	Elementary Attendance/PEIMS Clerks	10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
OTHER	Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
OTHER	Travel - School Nutrition Managers		TBD		Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
OTHER	Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
OTHER	Transportation	COC Route	\$25	Per Route	
OTHER	Transportation	Driver Certification	Hourly Rate		
OTHER	Graduation	Exempt	\$17	Per Hour	
OTHER	Graduation	Nurse	\$20	Per Hour	
OTHER	Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
OTHER	Other	Document Translation	\$22	Per Hour	
OTHER	Special Education Program (Diagnostician)	Evaluations, Reports, Student Support Services	\$65	Per Hour	
OTHER	Special Education Program (Speech Language Pathologist)	Evaluations, Reports, Student Support Services	\$65	Per Hour	
OTHER	Unforeseen Circumstances (Approval Required)	Negotiated, based on appropriate market conditions	TBD		