



## COMPENSATION PLAN 2020-2021

Board Approved: September 22, 2020

**Edgewood ISD**  
**2020-2021 New Hire Guide for**  
**Teachers, Librarians, and Nurses (RN)**

Years of Experience	New Hire Salary
0	\$53,000
1	\$53,450
2	\$53,650
3	\$53,900
4	\$54,325
5	\$55,163
6	\$55,664
7	\$55,866
8	\$56,067
9	\$56,269
10	\$56,472
11	\$56,675
12	\$56,878
13	\$57,081
14	\$57,484
15	\$57,787
16	\$58,091
17	\$58,396
18	\$58,850
19	\$59,176
20	\$59,511
21	\$59,988
22	\$60,496
23	\$61,156
24	\$61,468
25	\$62,182
26	\$62,740
27	\$63,146
28	\$63,603
29	\$64,049
30	\$64,790

The salaries listed above are based on 10-month employment for the 2020-2021 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.

## 2020-2021 Administrative Program Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>AP1</b>			<b>Daily</b>	<b>\$223.44</b>	<b>\$266.00</b>	<b>\$308.56</b>
	Program Monitor - Head Start	226	<b>207 Days</b>	46,252	55,062	63,872
	Program Monitor - Homeless	207	<b>211 Days</b>	47,146	56,126	65,106
	Early Head Start Instructional Coach	211	<b>226 Days</b>	50,497	60,116	69,735
<b>AP2</b>			<b>Daily</b>	<b>\$268.13</b>	<b>\$319.20</b>	<b>\$370.27</b>
	Athletic Trainer	202	<b>187 Days</b>	50,140	59,690	69,240
	Coord - Early Head Start - Child Care Site	226	<b>202 Days</b>	54,162	64,478	74,795
	Facilitator - Assistive Technology/Childfind	202	<b>211 Days</b>	56,575	67,351	78,127
	Site Coordinator - Gear Up TCB	226	<b>226 Days</b>	60,597	72,139	83,681
	Social Worker	187				
	Sp Ed - Speech Pathology Assistant	187				
	Specialist - Compliance/ERSEA	211				
<b>AP3</b>			<b>Daily</b>	<b>\$282.88</b>	<b>\$336.76</b>	<b>\$390.64</b>
	Counselor - DAEP	202	<b>187 Days</b>	52,899	62,974	73,050
	Counselor - ES	202	<b>202 Days</b>	57,142	68,026	78,909
	Counselor - Fine Arts	202	<b>226 Days</b>	63,931	76,108	88,285
	Counselor - MS	202				
	Counselor - MS (SEL)	202				
	Sp Ed - LSSP	202, 226				
	Sp Ed - Occupational Therapist	202				
	Sp Ed - Physical Therapist	202				
	Sp Ed - Speech Pathologist	187				
<b>AP4</b>			<b>Daily</b>	<b>\$297.02</b>	<b>\$353.60</b>	<b>\$410.18</b>
	Administrator - Grant	211	<b>202 Days</b>	59,998	71,427	82,856
	Assistant Principal - ES	207	<b>207 Days</b>	61,483	73,195	84,907
	Assistant Principal - Head Start	207	<b>211 Days</b>	62,671	74,610	86,548
	Campus Coordinator - Testing / HS	226	<b>226 Days</b>	67,127	79,914	92,701
	Content Instructional Coach	202				
	Counselor - HS	202				
	Counselor - HS (SEL)	202				
	Literacy Instructional Coach	202				
	Project Coordinator	226				
	Senior Evaluator	226				
	Sp Ed Specialist - Behavior/Disability	211				
	Sp Ed Specialist - Parent Ed/Community	207				
	Sp Ed Specialist - Programs	211				
	Specialist - 504/MTSS/RTI	211				
	Specialist - Advanced Academics	211				
	Specialist - Bilingual/ESL	211				
	Specialist - Career & Technology Education (CTE)	226				
	Specialist - Dyslexia Academics	211				
	Specialist - G/T & Academic Services	202				

Specialist - Innovation Monitoring	226
Specialist - School Leadership	226
Specialist - Teaching & Learning	226
Coordinator - SSI Community Partnership Grant	226

<b>AP5</b>		<b>Daily</b>	<b>\$311.88</b>	<b>\$371.28</b>	<b>\$430.68</b>
Assistant Director - Athletic/PE	226	<b>207 Days</b>	64,559	76,855	89,151
Assistant Principal - Fine Arts	207	<b>226 Days</b>	70,485	83,909	97,334
Assistant Principal - MS	207				
Coordinator - Content	226				
Coordinator - Family Engagement/Business Community	226				
Coordinator - Fine Arts	226				
Coordinator - Humanities	226				
Coordinator - Literacy	226				
Coordinator - MTSS/RTI	226				
Coordinator - Multilingual	226				
Coordinator - School Leadership	226				
Coordinator - Secondary Math	226				
Coordinator - Special Ed Evaluation & Compliance	226				
Coordinator - Special Ed Program	226				
Coordinator - Special Ed 18+ Transition	226				
Coordinator - STEAM	226				
Coordinator - Testing	226				
Coordinator - Instructional Technology	226				
Coordinator - Nurse	207				
Coordinator - Career & Technology Education (CTE)	226				

<b>AP6</b>		<b>Daily</b>	<b>\$332.14</b>	<b>\$395.41</b>	<b>\$458.68</b>
Assistant Principal - HS	207	<b>207 Days</b>	68,753	81,850	94,947

<b>AP7</b>		<b>Daily</b>	<b>\$352.07</b>	<b>\$419.13</b>	<b>\$486.19</b>
Director - Advanced Academics	226	<b>211 Days</b>	74,287	88,436	102,586
Director - Guidance & Counseling	226	<b>226 Days</b>	79,568	94,723	109,879
Director - Instructional Technology	226				
Director - Multilingual	226				
Director - Research & Evaluation	226				
Director - School Improvement	226				
Innovation Administrator	211				
Principal - ES	211				
Principal - Head Start	211				
Vice Principal - HS	226				

<b>AP8</b>		<b>Daily</b>	<b>\$389.29</b>	<b>\$452.66</b>	<b>\$516.03</b>
Edgewood Academy Principal	226	<b>211 Days</b>	82,140	95,511	108,882
Director - Special Education	226	<b>226 Days</b>	87,980	102,301	116,623
Director - Student Support Services	226				
Principal - MS	211				

<b>AP9</b>		<b>Daily</b>	<b>\$422.87</b>	<b>\$488.87</b>	<b>\$554.87</b>
Director - Athletics/PE	226	<b>226 Days</b>	95,569	110,485	125,401
Principal - HS	226				
Senior Director - CCMR/CTE	226				
Senior Director - Educational Operations	226				
Senior Director - Innovation	226				
Senior Director - State & Federal Programs	226				
Senior Director - Academic Services	226				

<b>AP10</b>		<b>Daily</b>	<b>\$452.47</b>	<b>\$523.09</b>	<b>\$593.71</b>
<b>Reserved for Future Use</b>		<b>226 Days</b>	102,258	118,218	134,178



## 2020-2021 Administrative Management Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>AM1</b>	<b>Reserved for Future Use</b>	226	<b>Daily</b> <b>\$189.66</b>	<b>\$228.50</b>	<b>\$267.35</b>
			<b>226 Days</b>	42,863	51,641 60,421
<b>AM2</b>	<b>Coordinator - Child Nutrition</b>	226	<b>Daily</b> <b>\$206.73</b>	<b>\$249.07</b>	<b>\$291.41</b>
			<b>226 Days</b>	46,721	56,290 65,859
<b>AM3</b>	<b>Bilingual Translator</b>	226	<b>Daily</b> <b>\$231.54</b>	<b>\$278.96</b>	<b>\$326.38</b>
	<b>Dietitian</b>	226	<b>226 Days</b>	52,328	63,045 73,762
	<b>Lead Accountant</b>	226	<b>234 Days</b>	54,180	65,277 76,373
	<b>Payroll Supervisor</b>	226			
	<b>Senior Data Analyst</b>	226			
	<b>Senior Network Technician</b>	234			
<b>AM4</b>	<b>Assistant Accounting Manager</b>	226	<b>Daily</b> <b>\$280.02</b>	<b>\$333.36</b>	<b>\$386.70</b>
	<b>Assistant Business Manager</b>	226	<b>226 Days</b>	63,285	75,339 87,394
	<b>Communication Analyst</b>	226	<b>234 Days</b>	65,525	78,006 90,488
	<b>Device Support Services</b>	234			
	<b>Lieutenant</b>	226			
	<b>Social Media &amp; Marketing Analyst</b>	226			
	<b>Technology Coordinator</b>	234			
	<b>Technology Systems Manager</b>	234			
	<b>Webmaster</b>	234			
<b>AM5</b>	<b>Coordinator - Facilities Support</b>	234	<b>Daily</b> <b>\$316.43</b>	<b>\$376.70</b>	<b>\$436.97</b>
	<b>Coordinator - Human Resources</b>	226	<b>226 Days</b>	71,513	85,134 98,755
	<b>Coordinator - Marketing</b>	226	<b>234 Days</b>	74,045	88,148 102,251
	<b>Coordinator - State Health &amp; Related Svcs</b>	226			
	<b>Coordinator - Student Inform Systems</b>	226			
	<b>Network Engineer</b>	226			
	<b>Physical Plant Manager</b>	234			
	<b>Risk Manager</b>	226			
<b>AM6</b>	<b>Chief of Police</b>	234	<b>Daily</b> <b>\$357.56</b>	<b>\$425.67</b>	<b>\$493.78</b>
	<b>Director - Child Nutrition</b>	226	<b>226 Days</b>	80,809	96,201 111,594
	<b>Director - Human Resources</b>	226	<b>234 Days</b>	83,669	99,607 115,545
	<b>Director - Transportation</b>	226			
	<b>Public Information Officer</b>	226			
<b>AM7</b>	<b>Executive Director - Business &amp; Finance</b>	226	<b>Daily</b> <b>\$414.78</b>	<b>\$493.78</b>	<b>\$572.78</b>
	<b>Executive Director - Industry, Community &amp; Business Partnerships</b>	226	<b>226 Days</b>	93,740	111,594 129,448

**AM8**

Chief Financial Officer	226
Chief of Human Resources & Student Svcs.	226
Chief of Operations	226
Chief of Schools - Public Zone	226
Chief of Schools - STEAM Zone	226
Chief of Staff	226
Chief of Transformation, Innovation & Tech.	226

<b>Daily</b>	<b>\$503.66</b>	<b>\$592.54</b>	<b>\$681.42</b>
<b>226 Days</b>	113,827	133,914	154,001

**AM9**

Deputy Superintendent	226
Assistant Superintendent - Academics	226
Assistant Superintendent - School Leadership	226

<b>Daily</b>	<b>\$554.02</b>	<b>\$651.79</b>	<b>\$749.56</b>
<b>226 Days</b>	125,209	147,305	169,401



## 2020-2021 Administrative Support Pay Plan

Edgewood ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>PG1</b>			<b>Hourly</b>	<b>\$11.31</b>	<b>\$13.68</b>	<b>\$16.05</b>
	Clerical Assistant	183, 226	<b>183 Days</b>	15,523	18,776	22,029
	Receptionist -HR	226	<b>226 Days</b>	19,170	23,188	27,205
<b>PG2</b>			<b>Hourly</b>	<b>\$12.75</b>	<b>\$15.46</b>	<b>\$18.17</b>
	Clerical Assistant - VP	183	<b>183 Days</b>	17,499	21,219	24,938
	Clerk - Special Ed Data /Records	226	<b>226 Days</b>	21,611	26,205	30,798
	Receptionist - District	226				
<b>PG3</b>			<b>Hourly</b>	<b>\$14.18</b>	<b>\$17.08</b>	<b>\$19.98</b>
	Attendance Officer - HS	183	<b>183 Days</b>	19,462	23,442	27,423
	Clerical Assistant - Attendance MS	183	<b>202 Days</b>	21,483	25,876	30,270
	Clerical Assistant - Business & Finance	226	<b>211 Days</b>	22,440	27,029	31,618
	Clerical Assistant - Counselor HS	183	<b>226 Days</b>	24,035	28,951	33,866
	Clerical Assistant - Student Suppt Srvs	211				
	Registrar Assistant - MS	202				
<b>PG4</b>			<b>Hourly</b>	<b>\$15.02</b>	<b>\$18.10</b>	<b>\$21.18</b>
	Bookkeeper - High School	226	<b>183 Days</b>	20,615	24,842	29,070
	Bookkeeper - PPS	226	<b>187 Days</b>	21,066	25,385	29,705
	Bookkeeper - Sp Ed	226	<b>204 Days</b>	22,981	27,693	32,405
	Data Entry Operator	211, 226	<b>211 Days</b>	23,769	28,643	33,517
	Data/Attendance Clerk	183	<b>226 Days</b>	25,459	30,680	35,900
	Early Head Start Clerk	211				
	ERSEA Data Clerk	211				
	Parent & Family Engagement Liaison	187				
	Parent & Family Engagement Liaison (PRK4SA)	204				
	Inventory Control - Clerk	226				
	Head Start Health & Family Services Clerk	211				
<b>PG5</b>			<b>Hourly</b>	<b>\$16.47</b>	<b>\$20.09</b>	<b>\$23.71</b>
	Accounting Clerk	226	<b>202 Days</b>	24,952	30,436	35,921
	Accounts Payable Clerk	226	<b>211 Days</b>	26,064	31,792	37,521
	Food Service Office Manager	226	<b>226 Days</b>	27,917	34,053	40,188
	Parent & Family Engagement Liaison - Lead	202				
	Purchasing Clerk	226				
	School Secretary - Alternative	211				
	School Secretary - Elem	211				
	School Secretary - HS	226				
	School Secretary - MS	211				
	Secretary - Department(s)	226				
	Secretary - Data Clerk (Head Start)	211				
	Specialist - ERSEA	226				
	Specialist - Inventory/Bookkeeper (Athletics)	226				
	Specialist - PPS/Trans Productive (PPS)	226				
	Specialist - Work Order	226				

<b>PG6</b>	
Secretary - Executive Director	226
Secretary - Chief of Staff	226
Specialist - Finance	226
Specialist - Human Resources	226
Specialist - PEIMS Data	226
Specialist - Police/Procedures & Open Records	226

Hourly	\$18.51	\$22.30	\$26.09
<b>226 Days</b>	31,374	37,799	44,223

<b>PG7</b>	
Accounting Assistant - Federal Programs	226
Accounting Assistant - Head Start	226
Accounting Assistant - Purchasing	226
Position Control Analyst	226
Registrar - HS	202
Secretary - Assistant Superintendent	226
Secretary - Chief Officer	226
Secretary - Deputy Superintendent	226
Specialist - Risk Mgmt/Benefits	226
Theatre Technician	226

Hourly	\$22.44	\$26.09	\$29.74
<b>202 Days</b>	33,997	39,526	45,056
<b>226 Days</b>	38,036	44,223	50,409

<b>PG8</b>	
Secretary - Superintendent	226

Hourly	\$26.02	\$30.26	\$34.50
<b>226 Days</b>	44,104	51,291	58,478

## 2020-2021 Instructional Support Pay Plan

Edgewood ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>IS1</b>			<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.25</b>	<b>\$15.50</b>
	Early Head Start Floater	204	<b>183 Days</b>	15,098	18,186	21,274
	Edu Aide - Bilingual	183	<b>204 Days</b>	16,830	20,273	23,715
	Edu Aide - Head Start Floater	183				
	Edu Aide - Head Start	183				
	Edu Aide - Kinder	183				
	Edu Aide - Physical Ed	183				
	Edu Aide - Pre -Kinder	183				
<b>IS2</b>			<b>Hourly</b>	<b>\$11.99</b>	<b>\$14.44</b>	<b>\$16.89</b>
	Early Head Start Teacher 2	204	<b>183 Days</b>	16,456	19,819	23,182
	Edu Aide II - Bilingual	183	<b>204 Days</b>	18,345	22,093	25,842
	Edu Aide II - Dyslexia	183				
	Edu Aide II - Head Start	183				
	Edu Aide II - Kinder	183				
	Edu Aide II - Physical Ed	183				
	Edu Aide II - Pre-Kinder	183				
	Edu Aide II - Extended Day (PRK4SA)	204				
	Edu Aide II - Pre-Kinder II (PRK4SA)	204				
	Edu Aide II - Kinder II (PRK4SA)	204				
<b>IS3</b>			<b>Hourly</b>	<b>\$13.06</b>	<b>\$15.74</b>	<b>\$18.42</b>
	Edu Aide - PPCD Bilingual	183	<b>183 Days</b>	17,925	21,603	25,281
	In-School Suspension Monitor	183				
	High School Hall Monitor -Academy	183				
	Lab Manager	183				
	Sp Ed Aide - Behavior Compliance	183				
	Sp Ed Aide - One To One	183				
	Sp Ed Aide - PK/PPCD	183				
	Sp Ed Aide - Support Facilitator	183				
	Sp Ed Aide - Transition Unit	183				
<b>IS4</b>			<b>Hourly</b>	<b>\$14.89</b>	<b>\$17.94</b>	<b>\$20.99</b>
	Behavior Support Aide - Head Start	183	<b>183 Days</b>	20,437	24,623	28,809
	Deaf. Ed. Support Aide	183	<b>204 Days</b>	22,782	27,448	32,115
	Early Head Start Teacher 1- (Associates)	204				
	Edu Aide - Support Behavioral	183				
	Sp Ed Aide - Behavior/Disability	183				
	Sp Ed Aide - Job Coach - ETC	183				
	Sp Ed Aide - Life	183				
<b>IS5</b>			<b>Hourly</b>	<b>\$18.24</b>	<b>\$21.98</b>	<b>\$25.72</b>
	Early Head Start Teacher 1- (Bachelor's)	204	<b>187 Days</b>	25,582	30,827	36,072
	Early Head Start Homebased Teacher	204	<b>204 Days</b>	27,907	33,629	39,352
	Licensed Vocational Nurse	187				

(LVN's Starting Rate: \$20.85)

## 2020-2021 Auxiliary Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Bus Aide	183	<b>Hourly</b>	<b>\$10.50</b>	<b>\$12.65</b>	<b>\$14.80</b>
	Child Nutrition Specialist	181, 182	<b>181 Days</b>	15,204	18,317	21,430
	Child Nutrition Specialist - Head Start	181, 182	<b>182 Days</b>	15,288	18,418	21,549
	Custodian	234	<b>183 Days</b>	15,372	18,520	21,667
	Custodian - Head Start	234	<b>234 Days</b>	19,656	23,681	27,706
	Groundskeeper I	234				
<b>2</b>						
	Carpenter Apprentice	234	<b>Hourly</b>	<b>\$12.71</b>	<b>\$15.31</b>	<b>\$17.91</b>
	Child Nutrition Line Operator	184	<b>184 Days</b>	18,709	22,536	26,364
	General Helper II - Athletics	234	<b>226 Days</b>	22,980	27,680	32,381
	General Maintenance Apprentice	234	<b>234 Days</b>	23,793	28,660	33,528
	Groundskeeper II	234				
	Head Custodian - ES	234				
	Head Custodian - Head Start	234				
	Head Custodian - MS	234				
	HVAC Apprentice II	234				
	Truck Driver - Athletics / Warehouse	234				
	Truck Driver - Child Nutrition	226				
	Truck Driver - Inventory Dept	234				
<b>3</b>						
	Child Nutrition - Asst Manager	184	<b>Hourly</b>	<b>\$14.46</b>	<b>\$17.22</b>	<b>\$19.98</b>
	Custodial Equipment Repair Helper	234	<b>184 Days</b>	21,285	25,348	29,411
	Head Custodian - HS	234	<b>226 Days</b>	26,144	31,134	36,124
	HVAC Apprentice III	234	<b>234 Days</b>	27,069	32,236	37,403
	Mail Distributor/General Delivery	226				
<b>4</b>						
	Bus Driver	183	<b>Hourly</b>	<b>\$15.77</b>	<b>\$18.77</b>	<b>\$21.77</b>
	Bus Driver - Lead	203	<b>183 Days</b>	23,087	27,479	31,871
	Child Nutrition Manager - Alt	184	<b>184 Days</b>	23,213	27,629	32,045
	Child Nutrition Manager - ES	184	<b>203 Days</b>	25,610	30,482	35,354
	Child Nutrition Manager - Head Start	184	<b>234 Days</b>	29,521	35,137	40,753
	Child Nutrition Manager - MS	184				
	Groundskeeper/Heavy Equipment Operator	234				
	Painter	234				
	Warehouse Foreman - Textbooks	234				

<b>5</b>	
Athletic Crew Supervisor	234
Bus Driver Trainer	226
Craftsman	234
Child Nutrition Manager - HS	184
Fleet Scheduler	226
Locksmith	234
Mechanic	226

Hourly	\$17.82	\$21.21	\$24.60
<b>184 Days</b>	26,231	31,221	36,211
<b>226 Days</b>	32,219	38,348	44,477
<b>234 Days</b>	33,359	39,705	46,051

<b>6</b>	
Electrician	234
HVAC Technician	234
Plumber	234
Print Shop Manager	226
Security/Alarm Technician	226
Transportation Operation Manager	226
Warehouse Supervisor - Child Nutrition	226

Hourly	\$21.28	\$25.03	\$28.78
<b>226 Days</b>	38,474	45,254	52,034
<b>234 Days</b>	39,836	46,856	53,876

<b>7</b>	
Area Supervisor - Child Nutrition	208
Help Desk Support Technician	226
HVAC Chiller Mechanic	234
Device Technician	226
Network Technician	226

Hourly	\$25.04	\$28.78	\$32.52
<b>208 Days</b>	41,667	47,890	54,113
<b>226 Days</b>	45,272	52,034	58,796
<b>234 Days</b>	46,875	53,876	60,877

<b>8</b>	
Foreman - Building Trades	234
Foreman - Electrician	234
Foreman - Groundskeeper	234
Foreman - HVAC	234
Foreman - Plumber	234

Hourly	\$27.54	\$31.66	\$35.78
<b>234 Days</b>	51,555	59,268	66,980

**2020-2021 Police Pay Plan**  
 Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>P1</b>	Police Dispatcher		<b>Hourly</b> <b>234 Days</b>	<b>\$15.03</b> 28,136	<b>\$18.00</b> 33,696	<b>\$20.97</b> 39,256
<b>P2</b>	Dispatch Supervisor		<b>Hourly</b> <b>234 Days</b>	<b>\$16.53</b> 30,944	<b>\$19.80</b> 37,066	<b>\$23.07</b> 43,187
<b>P3</b>	Police Officer		<b>Hourly</b> <b>234 Days</b>	<b>\$19.29</b> 36,111	<b>\$22.97</b> 43,000	<b>\$26.65</b> 49,889
<b>P4</b>	Police Investigator		<b>Hourly</b> <b>234 Days</b>	<b>\$22.39</b> 41,914	<b>\$26.65</b> 49,889	<b>\$30.91</b> 57,864
<b>P5</b>	Police Sergeant		<b>Hourly</b> <b>234 Days</b>	<b>\$26.42</b> 49,458	<b>\$31.45</b> 58,874	<b>\$36.48</b> 68,291
<b>P6</b>	Reserved for Future Use		<b>Hourly</b> <b>234 Days</b>	<b>\$32.83</b> 61,458	<b>\$37.74</b> 70,649	<b>\$42.65</b> 79,841

# Academic Stipends 2020-2021

## Elementary School

SUBJECT	STIPEND AMOUNT
Bilingual	\$3,000
Literacy Instructional Coach	\$2,000 <small>(plus \$2,500 per semester based on performance)</small>
Content Instructional Coach	\$2,000 <small>(plus \$2,500 per semester based on performance)</small>
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (PPCD)	\$2,000
Special Education (B.D. & Life Skills Only) <i>(Anyone assigned before 2017-2018 school year \$4,500)</i>	\$3,000
Special Education (Assistive Technology & Disability Issues)	\$1,000
**Early Childhood/Kindergarten <i>(Anyone assigned before 2009-2010 school year)</i>	\$1,000
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000
Speech Therapist Bilingual	\$1,500
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
Instructional Behavior Specialist – Head Start	\$3,000
K-2 <sup>nd</sup> Grade Lead Teacher (one per elementary)	\$500
3 <sup>rd</sup> Grade Lead Teacher (one per elementary)	\$500
4 <sup>th</sup> Grade Lead Teacher (one per elementary)	\$500
5 <sup>th</sup> Grade Lead Teacher (one per elementary)	\$500
Fine Arts/Other Lead Teacher (one per elementary)	\$500
Mentor Teacher (one per new teacher) <i>(Amount pending due to HB3)</i>	TBD per HB3
Mentor – Teacher Leader Grant <i>(Grant funded – 5 units)</i>	\$5,000

<b>Middle School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
English as a Second Language (ESL)	\$1,500
Dual Language	\$1,500
Literacy Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Content Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Secondary Math	\$1,500
Secondary Science	\$1,500
Algebra I (EOC)	\$500
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000
Speech Therapist Bilingual	\$1,500
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (B.D. & Life Skills Only) <i>( Anyone assigned before 2017-2018 school year \$4,500)</i>	\$3,000
Special Education (Assistive Technology & Disability Issues)	\$1,000
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
ELAR Lead Teacher/Dept. Chair	\$500
Math Lead Teacher/Dept. Chair	\$500
Science Lead Teacher/Dept. Chair	\$500
Social Studies Lead Teacher/Dept. Chair	\$500
Band Lead Teacher/Dept. Chair	\$500
Fine Arts Lead Teacher/Dept. Chair	\$500
Mentor Teacher (one per new teacher) <i>Amount pending due to HB3)</i>	TBD per HB3
Mentor – Teacher Leader Grant <i>(Grant funded – 6 units)</i>	\$5,000
STEAM Zone Leader	\$5,000



<b>High School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
English as a Second Language (ESL)	\$1,500
Dual Language	\$1,500
Secondary Math	\$1,500
Secondary Science	\$1,500
Algebra I (EOC)	\$500
English I & II (EOC)	\$2,000
Vocational (CATE)	\$500
Literacy Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Content Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000
Speech Therapist Bilingual	\$1,500
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (B.D. & Life Skills Only) <i>(Anyone assigned before 2017-2018 school year \$4,500)</i>	\$3,000
Special Education (Assistive Technology & Disability Issues)	\$1,000
ELAR Lead Teacher/Dept. Chair (One per campus)	\$500
Math Lead Teacher/Dept. Chair (One per campus)	\$500
Science Lead Teacher/Dept. Chair (One per campus)	\$500
Social Studies Lead Teacher/Dept. Chair (One per campus)	\$500
Fine Arts Lead Teacher/Dept. Chair (One per campus)	\$500
High School Lead Counselor	\$1,500
Lead Library Media – (2-Elem.) (1-Secondary)	\$1,500
ROTC Instructor	\$800
Director of Army Instruction (DAI) - ROTC	\$1,500
GEAR-UP Club Sponsor (one per campus)	\$2,000
Mentor Teacher <i>(one per new teacher)</i> <i>(Amount pending due to HB3)</i>	TBD per HB3
Mentor – Teacher Leader Grant <i>(Grant funded – 6 units)</i>	\$5,000
Social Worker (District Lead)	\$1,500

# Fine Arts Stipends

## Elementary

SUBJECT	STIPEND AMOUNT
Music Teacher (Magnet)	\$1,500
Music Teacher (Non-Magnet)	\$1,000

## Middle School

SUBJECT	STIPEND AMOUNT
Band Director	\$6,000
Choir	\$1,500
Orchestra	\$1,500
Mariachi	\$1,500

## High School

SUBJECT	STIPEND AMOUNT
Band Director	\$10,000
Assistant Band Director	\$8,000
Choir	\$3,500
Orchestra	\$3,500
Mariachi - Fine Arts Academy (High School)	\$3,500
Dance	\$3,000
Fine Arts Academy - Theater Production	\$7,500

# UIL Stipends

<b>Elementary School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
Creative Writing 2nd	\$100
Story Telling 2nd-3rd	\$200
Spelling 2nd-5th	\$400
Ready Writing 3rd-5th	\$300
Ready Writing Spanish 3rd-5th	\$300
Oral Reading 3rd-5th	\$300
Oral Reading Spanish 3rd-5th	\$300
Number Sense 4th-5th	\$200
Dictionary Skills 5th	\$100
Listening Skills 5th	\$100
Social Studies 5th	\$100
Maps, Charts & Graphs 5th	\$100
Chess Club (2@500)	\$500
Robotics (2@500)	\$500
UIL Building Coordinator	\$500
Chess Elementary Program (two per campus)	\$500

<b>Middle School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
UIL Building/Eligibility Coordinator	\$500
Calculator Applications (7-8)	\$300
Dictionary Skills (7-8)	\$300
Impromptu Speaking	\$300
Impromptu Speaking Spanish	\$300
Listening Skills(7-8)	\$300
Maps, Graphs and Charts (7-8)	\$300
Mathematics (7-8)	\$300
Modern Oratory (7-8)	\$300
Modern Oratory Spanish	\$300
Number Sense (7-8)	\$300
CTSO – Career & Technical Student Org. <i>(\$400 per Secondary Teacher participating &amp; competing)</i>	\$400
One Act Play	\$500

Oral Reading - English (7-8)	\$300
Oral Reading - Spanish	\$300
Cheerleader	\$750
Robotics (2 @ \$500)	\$500
Chess Club (2 @\$500)	\$500
Ready Writing-English (7-8)	\$300
Science I (7) and II (8)	\$300
Social Studies (7-8)	\$300
Spelling (7-8)-English	\$300
Algebra (8)	\$150
Oral Reading-Spanish (7-8)	\$300
Reading Writing	\$300
Ready Writing-Spanish (7-8)	\$300
Spanish (7-8)	\$300
Spelling (7-8)	\$300
Jr VASE Art Teacher	\$300
Yearbook Sponsor	\$500

<b>High School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
UIL Campus Coordinator	\$800
UIL Assistant Eligibility Coordinator	\$750
Invitational Meet \$50.00 per coach (not to exceed 5 meets)	\$50
Accounting	\$400
Computer Applications	\$400
Computer Science	\$400
Current Issues and Events	\$400
Journalism (Editorial Writing, Feature Writing, Headline Writing, New Writing)	\$1,000
Literary Criticism	\$400
Mathematics	\$400
Number Sense	\$400
Ready Writing	\$400
Science	\$400
Social Studies	\$400
Spelling & Vocabulary	\$400
Student Congress	\$400
Cross-Examination (CX) Debate	\$400
Lincoln-Douglas (LD) Debate	\$400
Informative Speaking	\$400
Persuasive Speaking	\$400

Poetry Interpretation	\$400
Prose Interpretation	\$400
One Act Play Coach	\$1,500
One Act Play Assistant Coach	\$500
Foreign Language Coach (Spanish/French)	\$400
Robotics Coach (2 @ \$500)	\$500
Academic Decathlon	\$1,500
Class Sponsors-Freshman, Sophomore, Junior (3 @ \$250)	\$250
CTSO – Career & Technical Student Org. <i>(\$400 per Secondary Teacher participating &amp; competing)</i>	\$400
Animation Coach - 1 for District	\$400
Dance Team Sponsor	\$3,000
Honor Society Sponsors (3 @ \$500)	\$500
Cheerleader Sponsor	\$3,500
Pep Squad Sponsor	\$750
Yearbook Sponsor	\$1,200
Senior Class Sponsor	\$500
VASE Art Teacher (Fine Arts Academy)	\$500

<b>UIL District Level</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
UIL Director	\$2,500
UIL District Elementary Coordinator	\$1,000
UIL District Middle School Coordinator	\$1,000
UIL District Middle School One-Act Play Coordinator	\$500
Chess Club District Coordinator	\$500

# Coaching Stipends

## High School

ASSIGNMENT	AMOUNT
Campus Athletic Coordinator (two per campus)	\$8,000
Athletic Trainer	\$12,000
<b>FOOTBALL</b>	
Head Coach	\$14,500
Offensive Coordinator	\$8,500
Defensive Coordinator	\$8,500
Varsity Assistant	\$6,000
JV Coach	\$4,700
9th Grade Coach	\$4,700
<b>VOLLEYBALL</b>	
Head Coach	\$6,500
Varsity Assist.	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
<b>BASKETBALL</b>	
Head Coach	\$6,500
Varsity Assist.	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
<b>BASEBALL</b>	
Head Coach	\$6,500
Varsity Assist.	\$4,000
JV Coach	\$3,500
9TH Grade Coach	\$3,000
<b>SOFTBALL</b>	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
<b>TRACK</b>	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
<b>SOCCER</b>	

Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
<b>TENNIS (Team &amp; Spring)</b>	
Head Coach	\$8,500
<b>GOLF</b>	
Head Coach	\$6,500
<b>POWER LIFTING</b>	
Head Coach	\$6,500
Assistant	\$3,000
<b>CROSS COUNTRY</b>	
Head Coach	\$6,500
<b>Middle School</b>	
<b>ASSIGNMENT</b>	<b>AMOUNT</b>
Campus Athletic Coordinator (two per campus)	\$1,500
Football	\$3,000
Volleyball	\$2,200
Basketball	\$2,000
Soccer	\$2,000
Track	\$2,000
Tennis	\$2,000
Golf	\$2,000
Cross Country	\$2,000

# Police Certification Stipends

<b>CERTIFICATION</b>	<b>AMOUNT</b>
<b>TCOLE Master Peace Officer</b> <i>(5 units each at \$3,000)</i>	\$3,000
<b>TCOLE Advanced Peace Officer</b> <i>(7 units each at \$2,000)</i>	\$2,000
<b>TCOLE Intermediate Peace Officer</b> <i>(2 units each at \$1,000)</i>	\$1,000
<b>TCOLE Master Comm. Officer</b> <i>(0 unit each at \$1,000 )</i>	\$1,000
<b>TCOLE Advanced Comm. Officer</b> <i>(2 unit each at \$500)</i>	\$500
<b>TCOLE Intermediate Comm. Officer</b> <i>(1 unit each at \$250 )</i>	\$250



## SUPPLEMENTAL/EXTRA DUTY/SUMMER SCHOOL PAY RATES

**SUPPLEMENTAL PAY:** Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay are disbursed upon completion of the requested duties.

Supplemental Duty	Rate
Professional Duties (i.e.; tutoring, saturday school, curriculum writing, master scheduling, professional development, intersession, homebound, GPC, ARD, summer school, virtual support, etc.)	\$30.00/hr
Facility Administrator, Summer School Administrator	\$40.00/hr
Teachers who accompany students to out of town events and who are not sponosors (i.e. receive a stipend/days) will receive \$100/day during employment days.	\$100/day

**EXTRA DUTY PAY:** Extra duty rates are dependent upon the duties performed. The rates apply to full-time permanent NON-EXEMPT employees.

**SUMMER SCHOOL:** Summer school assignments are considered to be optional assignments performed after completion of the regular contract work schedule and are not classified as extended time assignments.

Extra Duty Pay Salary Scale	Rate
All paraprofessional classification and pay grades (i.e; saturday school, summer school, registration, etc.)	\$12.00/hr
Bus Drivers, Food Service Workers (summer school)	*Normal Hourly Rate

\*Hourly transportation and food service workers are to be paid based on the type of work performed. The rates of pay are the same as used during the normal school year based on **the job and employee's rate of pay.**

## HIGH SCHOOL ATHLETIC EVENTS PAY SCALES

POSITION	WAGE	START TIME
<b>FOOTBALL:</b>		
Ticket Sellers	\$10.00 per hour	1.5 hours before game
Ticket Takers	\$10.00 per hour	1.5 hours before game
Pass Gate	\$12.00 per hour	2 hours before game
Announcer	\$12.00 per hour	1.5 hours before game
Press Box Supervisor	\$12.00 per hour	1.5 hours before game
Game Filming	\$12.00 per hour	1.5 hours before game
Timer (2) + Chain Crew	\$12.00 per hour	1.5 hours before game
Timer	\$12.00 per hour	30 minutes before game
Runner	\$12.00 per hour	1.5 hours before game
Scorekeeper	\$12.00 per hour	1.5 hours before game
Counter	\$10.00 per hour	1.5 hours before game
Video (Professional)	\$150.00 per game	30 minutes before game
Video (Students)	\$50.00 per game	30 minutes before game
<b>VOLLEYBALL:</b>		
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper/Timer	\$10.00 per hour	30 minutes before game
Libero Tracker	\$10.00 per hour	30 minutes before game
<b>BASKETBALL:</b>		
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper	\$10.00 per hour	30 minutes before game
Timer	\$10.00 per hour	30 minutes before game
<b>SOCCER: (Varsity Only)</b>		
Ticket Seller/Taker	\$10.00 per hour	1 hour before game
Timer	\$10.00 per hour	30 minutes before game
<b>BASEBALL:</b>		
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game
<b>SOFTBALL:</b>		
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game
<b>CROSS COUNTRY/POWERLIFTING:</b>		
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

## SUBSTITUTE/PART-TIME PAY RATES

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days or an extended period of time. Substitute assignments are determined by the Human Resources Department. Substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

Substitute Teacher Pay		
	Daily Rate	Long Term Assignment
High School & Non-Degreed	\$75.00	\$85.00
Associates Degree	\$85.00	\$95.00
Degreed (Bachelors/Masters)	\$95.00	\$105.00
Degreed - Certified (Valid Texas Certification)	\$105.00	\$115.00
Substitutes who accept and fulfill a secondary school assignment will receive an additional \$15.00 per day.		

*\*Long term assignment rate beginning on 11th day of same assignment.*

Professional Administrative & Administrative Support Substitutes	
Type of Substitute	Starting Pay
All	Entry Rate of Assignment
Retirees who are working part-time in a full-time vacant position*	Entry Rate of Assignment

\*Must be pre-approved through the Human Resources Department.

Auxiliary Substitutes	
Type of Substitute	Starting Pay
All	Entry Rate of Assignment
Retirees who are working part-time in a full-time vacant position*	Entry Rate of Assignment

\*Must be pre-approved through the Human Resources Department.

## Part-Time Pay Rates

Part-time employees are temporary employees hired by the Human Resources Department for campuses and departments. Part-time positions are for one school year only, from July 1st through June 30th, as a result, all part-time personnel must reapply each year. Any deviation from these rates must be pre-approved by the Human Resources Department. Weekly hours for part-time positions should not exceed 25 hours per week. Part-timers may not accrue compensatory time.

Part-Time Hourly Rates	
Non-Degreed Tutor	\$15.00/hour
Degreed Tutor	\$25.00/hour
Degreed-Certified Tutor	\$30.00/hour
Mobility Teacher	\$65.00/hour
Non-Administrator Positions	\$35.00/hour
Administrator Positions	\$45.00/hour

## INTERIM ASSIGNMENT PAY RATES

The interim assignment rates are listed below, any deviation from these rates **must** be pre-approved by the Human Resources Department **before** the rate of pay is communicated.

### Professional Administration & Administrative Support Assignments

Interim Assignment	Starting Pay
All	Entry Rate of Assignment

### Differential Pay

Differential pay will apply to current employees that may be asked to assume the role and/or responsibilities of another position for an intermittent period of time due to a vacancy or an extended absence of an existing employee. Typically, the responsibilities are in addition to his/her current assignment.

The rate of differential pay will be calculated by determining the pay had the employee been assigned the position and subtracting his/her current pay rate. The net amount is the differential pay rate. For a position that is three or more job groups above his/her current position, the employee shall receive a differential rate of a minimum of 25% of the pay rate calculated had the employee been regularly assigned to the positions.