

## 2020-2021 Proposed Administrative Professional Pay Plan

### Ector County ISD

Research & Innovation Strategies	227
Specialist, Behavior	207
Supervisor, COC Grad Lab	227
Supervisor, Print Shop/Mail	227

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Asst Principal, Early Education	217
Asst Principal, Elem	217
Athletics Trainer	207, 217
Coordinator, High School Testing	217
Coordinator, Staff Pay Budget	227
Counselor, CTE	217
Counselor, HS	217, 227
Counselor, TRAC	217
Diagnostician	197
LSSP, Intern	197
Specialist, Fine Arts	227
Speech Pathologist, Intern	187
Supervisor, ATC-G Campus	207

Daily	307.13	372.28	437.43
<b>187 Days</b>	57,433.31	69,616.36	81,799.41
<b>197 Days</b>	60,504.61	73,339.16	86,173.71
<b>207 Days</b>	63,575.91	77,061.96	90,548.01
<b>217 Days</b>	66,647.21	80,784.76	94,922.31
<b>227 Days</b>	69,718.51	84,507.56	99,296.61

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Associate Principal, MS	227
Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academics	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
<b>Coordinator, Blended Learning</b>	<b>227</b>
Coordinator, Career & Tech	227
Coordinator, Dyslexia	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, International Teacher	227
Coordinator, Language Other Than English	227
Coordinator, Leadership	227
Coordinator, Math	227
Coordinator, Post-Secondary Education	227
Coordinator, School Nutrition	227
Coordinator, Schools of Choice	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	217
Director, Choral HS	197

Daily	325.56	394.62	463.68
<b>187 Days</b>	60,879.72	73,793.94	86,708.16
<b>197 Days</b>	64,135.32	77,740.14	91,344.96
<b>217 Days</b>	70,646.52	85,632.54	100,618.56
<b>227 Days</b>	73,902.12	89,578.74	105,255.36

## 2020-2021 Proposed Administrative Professional Pay Plan

### Ector County ISD

Director, Instructional Service MS	227
Director, Mariachi	197
Director, Orchestra HS	197
LSSP	197
Occupational Therapist	197
Physical Therapist	197
Specialist, Energy Education	227
Speech Pathologist	187, 227
<b>Supervisor, State Assessment</b>	<b>227</b>

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Asst Director, Athletics	227
Asst Principal, HS	217, 227
Band Director, HS	217
Director, Advanced Academic Services	227
Director, Attendance	227
Director, District AVID	227
Director, Early Childhood Education	227
Director, Energy/Custodial Operations	227
Director, Guidance & Counseling	227
Director, Health Services	227
Director, Internal Auditor	227
<b>Research Practice Partner</b>	<b>227</b>
Special Assistant to Superintendent	227
Supervisor, Accounting	227
Supervisor, Special Ed Behavior	227
Supervisor, Sped	227

Daily		349.98	424.22	498.46
<b>217</b>	<b>Days</b>	75,945.66	92,055.74	108,165.82
<b>227</b>	<b>Days</b>	79,445.46	96,297.94	113,150.42

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

Daily		378.86	459.22	539.58
<b>227</b>	<b>Days</b>	86,001.22	104,242.94	122,484.66

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Coordinator/Head Football Coach	227
Director, Benefits/Risk Management	227
Director, Finance	227
Director, Fine Arts	227
Director, HR	227
Director, Professional Learning	227

Daily		412.95	500.55	588.15
<b>227</b>	<b>Days</b>	93,739.65	113,624.85	133,510.05

## 2020-2021 Proposed Clerical Support Pay Plan

Ector County ISD

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<b>Admin Asst, Associate Superintendent</b>	<b>227</b>
Admin Asst, Asst Superintendent	227
Admin Asst, Chief Financial Officer	227
Admin Asst, Chief Innovation Officer	227
Admin Asst, Chief Operations Officer	227
Admin Asst, Chief Technology Officer	227
Admin Asst, Exec Director HR	227
Admin Asst, Exec Director Leadership	227
Specialist, Policy/Procedure	227

<b>Hourly</b>	<b>21.46</b>	<b>25.85</b>	<b>30.24</b>
<b>227 Days</b>	38,971.36	46,943.60	54,915.84

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Admin Asst, Deputy Superintendent	227
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<b>Hourly</b>	<b>23.39</b>	<b>28.18</b>	<b>32.97</b>
<b>227 Days</b>	42,476.24	51,174.88	59,873.52

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Admin Asst, Superintendent	227
Specialist, Student Admissions	227
Specialist, Community Engagement for Partnership	227

<b>Hourly</b>	<b>25.26</b>	<b>30.43</b>	<b>35.60</b>
<b>227 Days</b>	45,872.16	55,260.88	64,649.60

## 2020-2021 Proposed Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>11.00</b>	<b>13.25</b>	<b>15.50</b>
	Aide, Instructional	187	<b>187 Days</b>	16,456.00	19,822.00	23,188.00
	Aide, Montessori	187				
	Aide, Physical Ed	187				
	Aide, Pre K	187				
<b>2</b>			<b>Hourly</b>	<b>12.00</b>	<b>14.44</b>	<b>16.88</b>
	Aide, Alter Ed	187	<b>187 Days</b>	17,952.00	21,602.24	25,252.48
	Aide, Bilingual/ESL	187	<b>227 Days</b>	21,792.00	26,223.04	30,654.08
	Aide, Horticulture	227				
	Aide, Sp Ed	187				
	Child Care Provider	187				
<b>3</b>			<b>Hourly</b>	<b>13.06</b>	<b>15.74</b>	<b>18.42</b>
	Aide, ISS	187	<b>187 Days</b>	19,537.76	23,547.04	27,556.32
	Aide, Virtual Learning	187				
	Aide, School Health	187				
	Aide, Sp Ed	187				
	Aide, Sp Ed Specialized Classroom	187				
	Certified Nurse Asst	187				
<b>4</b>			<b>Hourly</b>	<b>14.24</b>	<b>17.16</b>	<b>20.08</b>
	Aide, Bilingual Tester	187	<b>187 Days</b>	21,303.04	25,671.36	30,039.68
	Aide, Culinary Arts	187				
	Aide, Graphic Design	187				
	Aide, Sp Ed 18+	187				
	Aide, Sp Ed Behavior Support	187				
	<b>Campus, Instructional Facilitator</b>	<b>187</b>				
<b>5</b>			<b>Hourly</b>	<b>15.52</b>	<b>18.70</b>	<b>21.88</b>
	Opportunity Culture, Reach Associate	187	<b>187 Days</b>	23,217.92	27,975.20	32,732.48
	Opportunity Culture, Teacher Resident	187				
<b>6</b>			<b>Hourly</b>	<b>18.00</b>	<b>21.69</b>	<b>25.38</b>
	Aide, Sp Ed Auditory Impaired (non-certified)	187	<b>187 Days</b>	26,928.00	32,448.24	37,968.48
<b>7</b>			<b>Hourly</b>	<b>20.88</b>	<b>25.16</b>	<b>29.44</b>
	Aide, Sp Ed Auditory Impaired (certified)	187	<b>187 Days</b>	31,236.48	37,639.36	44,042.24
	LVN	187				
<b>8</b>			<b>Hourly</b>	<b>24.45</b>	<b>30.19</b>	<b>35.93</b>

## 2020-2021 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum				
<b>1</b>	Café Worker	<b>183</b>	<b>Hourly</b>	<b>10.50</b>	<b>12.75</b>	<b>15.00</b>			
			<b>183.00 Days</b>	15,372.00	18,666.00	21,960.00			
<b>2</b>	Cook, Asst Monitor, Bus	<b>183</b> <b>183</b>	<b>Hourly</b>	<b>11.20</b>	<b>13.64</b>	<b>16.08</b>			
			<b>183.00 Days</b>	16,396.80	19,968.96	23,541.12			
<b>3</b>	Cook, Head Custodian Night Watchman	<b>183</b> 247 252	<b>Hourly</b>	<b>12.00</b>	<b>14.59</b>	<b>17.18</b>			
			<b>183.00 Days</b>	17,568.00	21,359.76	25,151.52			
			<b>247.00 Days</b>	23,712.00	28,829.84	33,947.68			
			<b>252.00 Days</b>	24,192.00	29,413.44	34,634.88			
<b>4</b>	Cook, Lead Custodian, Asst Head Groundskeeper Manager, Trainee School Nutrition Mechanic, Vehicle - Lubrication Specialist, Campus Safety Transportation, Bus Washer	<b>183</b> 247 247 <b>183</b> 227 227 227	<b>Hourly</b>	<b>13.02</b>	<b>15.78</b>	<b>18.54</b>			
			<b>183.00 Days</b>	19,061.28	23,101.92	27,142.56			
			<b>227.00 Days</b>	23,644.32	28,656.48	33,668.64			
			<b>247.00 Days</b>	25,727.52	31,181.28	36,635.04			
			<b>5</b>	Clerk, Mail Carrier Custodian, Admin Custodian, Head ES Custodian, Warehouse Delivery, Warehouse School Nutrition Manager, School Nutrition ES Warehouse Asst, Central Receiving Warehouse, Textbook <b>Transportation, Bus Servicer</b> <b>Transportation, Tire Service Technician</b>	227 247 247 247 227 <b>184</b> 195 227 227 <b>227</b> <b>227</b>	<b>Hourly</b>	<b>13.99</b>	<b>16.96</b>	<b>19.93</b>
						<b>184.00 Days</b>	20,593.28	24,965.12	29,336.96
						<b>195.00 Days</b>	21,824.40	26,457.60	31,090.80
						<b>227.00 Days</b>	25,405.84	30,799.36	36,192.88
<b>247.00 Days</b>	27,644.24	33,512.96				39,381.68			
<b>6</b>	Carpenter, Apprentice Clerk, Parts Room Custodian, Head Admin Custodian, Head MS Electrician, Apprentice <b>Plumber, Apprentice</b> <b>Maintenance Warehouse Attendent</b>	247 227 247 247 247 <b>247</b> <b>247</b>				<b>Hourly</b>	<b>15.21</b>	<b>18.33</b>	<b>21.45</b>
						<b>184.00 Days</b>	22,389.12	26,981.76	31,574.40
						<b>227.00 Days</b>	27,621.36	33,287.28	38,953.20
						<b>247.00 Days</b>	30,054.96	36,220.08	42,385.20

## 2020-2021 Proposed Auxiliary Pay Plan

Ector County ISD

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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
Supervisor, School Nutrition	227
Technician, Lead School Nutrition Mechanic	227
Warehouse Asst, Inst Materials/Rec	227

Hourly		23.82	28.70	33.58
<b>227.00</b>	<b>Days</b>	43,257.12	52,119.20	60,981.28
<b>247.00</b>	<b>Days</b>	47,068.32	56,711.20	66,354.08

11	
Foreman, Electrician	247
<b>Foreman, Plumbing</b>	<b>247</b>
Foreman, Shop	227
Supervisor, Construction/Roofing	247
Supervisor, Operations/Projects	247
Supervisor, Warehouse Maintenance	247

Hourly		26.92	32.43	37.94
<b>227.00</b>	<b>Days</b>	48,886.72	58,892.88	68,899.04
<b>247.00</b>	<b>Days</b>	53,193.92	64,081.68	74,969.44

BD	
Bus Driver	<b>183</b>
Bus Driver, Sp Ed	<b>183</b>

Hourly		19.00	23.43	27.86
<b>183.00</b>	<b>Days</b>	27,816.00	34,301.52	40,787.04

Ector County ISD  
 Schedule of Stipend Pay  
 2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Special Ed	SPED Special Olympics Coach (Adaptive PE)	3,700			
<b>Special Ed</b>	<b>SPED Speech Pathologist Assistant</b>	<b>3,000</b>			
Special Ed	SPED Speech Pathologist (For Supervising Speech Pathologist Asst.)	1,100			
Special Ed	SPED Teacher (Auditory Impaired)	2,100			
Special Ed	SPED Teacher (Orientation & Mobility Certified)	2,100			
Special Ed	SPED Teacher (Visually Impaired Certified)	4,000			
Special Ed	SPED Teacher in Behavioral Support Classroom (BSC)	5,000			
Special Ed	SPED Teacher in Specialized Classroom (SCC) and Itinerant BSC	2,900			
Special Ed	SPED Teacher-of Resource, Inclusion, Co-teach, Adaptive PE, Visual Impaired, and 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 Coach (other sports)	6,400	10	10 Month	
Athletics	Group I Varsity Football Coach	6,400	15	10 Month	2 per HS
Athletics	Group I Varsity Football Coach (Off/Def Coord)	6,400	20	10 Month	2 per HS
Athletics	Group II Assistant HS Coach	5,250	10	10 Month	
Athletics	Group II MS Coordinator	5,250	10	10 Month	2 per MS
Athletics	Group III Coach	4,500		10 Month	
Athletics	Group IV Coach (Elem. P.E.)	1,300		10 Month	
Athletics	HS Assistant Head Football Coach	3,150			1 per HS
Athletics	HS Dual Sports Coordinator	3,150			1 per HS

Ector County ISD  
 Schedule of Supplemental Pay  
 2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
OTHER	Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	Plus .10 for every year of bus driving experience not to exceed midpoint
OTHER	Substitute and Part-Time Workers	Technician	\$15	Per Hour	
OTHER	Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
OTHER	Substitute and Part-Time Workers	Diagnostics	\$60	Per Hour	
<b>OTHER</b>	<b>Elementary Attendance/PEIMS Clerks</b>	<b>10 extra days for prep work</b>	<b>Hourly Rate</b>	<b>Per Hour</b>	<b>Not to exceed 80 hours</b>
OTHER	Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
OTHER	Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
OTHER	Transportation	COC Route	\$25	Per Route	
OTHER	Graduation	Exempt	\$17	Per Hour	
OTHER	Graduation	Nurse	\$20	Per Hour	
OTHER	Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
OTHER	Other	Document Translation	\$22	Per Hour	
OTHER	Unforeseen Circumstances (Approval Required)	TBD	Negotiated, based on appropriate market conditions		