

AGENDA ITEM

Goal: 4

Objective: The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

SUBJECT:

Consider Board approval of updates to the 2024-2025 Compensation Plan/Hiring Schedule specifically updates to the stipends for employees.

RATIONALE:

The Compensation Plan/Hiring Schedule is presented to reflect changes and adjustments made to the areas of administrative-professional schedule, clerical-paraprofessional schedule, auxiliary schedule, stipends, extra duty pay, and athletic payment and fees. Additional adjustments to stipends have been made since the original compensation plan was approved at the first Budget Workshop. Changes include:

- Add assistant athletic director stipend
- Add TIA stipends

These changes to the hiring schedule include appropriate adjustments to align with an increase for returning staff members.

RECOMMENDATION:

The administration recommends that the Board of Trustees consider approval of the adjustments to the 2024-2025 Compensation Plan/Hiring Schedule and compensation for returning staff as presented.

CONTACT PERSON(S):

Dr. Scott Sheppard, Superintendent
Dr. Nkrumah Dixon, Assistant Superintendent of Human Resources

Compensation Plan/Hiring Schedule Recommendations for 2024-2025



June 18, 2024

**Huntsville Independent School District
Nkrumah H. Dixon, Ph.D.**

Summary of Recommendations

*PG = Pay Grade

- All employees will receive a 4% pay raise
- Eliminated all references to Huntsville Intermediate School

Administrative-Professional changes:

- Added Director of Professional Learning to PG 6
- Added Director of Human Resources to PG 6
- Added Custodial Coordinator to PG 1
- Added Director of Bilingual Education to PG 5
- Adjusted Cabinet Organizational Structure
 - o Assistant Superintendent of Construction
 - o Assistant Superintendent of Human Resources & Operations
- Modified Managers for Operations to reside on Adm PG 1 as opposed to adding another PG for the Auxiliary Hiring Schedule

Teacher/Counselor Hiring Schedule changes:

- Starting Teacher salary will start at \$50,000 for 1st year teachers
- Increase Teacher/Counselor Hiring Schedule

Clerical – Paraprofessional changes:

- Reduced Attendance Officer, HS days from 240 days to 220 days

Auxiliary changes:

- Added Custodian to PG 2 with 260 days
- Added Custodial Supervisor to PG5
- Increase days for the Dispatcher position from 179 days to 220 days

Specialty Stipends:

- Bilingual Certified Teacher Stipend increased to \$7,500
- Certified Teacher teaching in Bilingual classes stipend added \$5,000
- Certified Teacher in ESL teaching in Bilingual classes stipend added \$2,500
- Added stipends related to the District Teacher Incentive Allotment initiative

Athletic Stipends:

- Add Athletic Stipend for the District Assistant Director
- Eliminate the Webpage stipend

2024-2025 Administrative-Professional Hiring Schedule

Huntsville ISD

Pay Grade	Job Title	Calendar
1		
	Coordinator, Business Office	240
	Coordinator, Custodial	260
	Coordinator, Transportation	240
	Manager, Office/Entergy Manager	240
	Manager, Crafts	240
2		
	Certified Occupational Therapy Assistant	187
	Speech Language Pathology Assistant	187
	Home & School Liaison	187
	Social Worker	187
	LSSP, Intern	187
	Visually Impaired Teacher	187
	Registered Nurse (RN)	193
	Trainer, Assistant Athletic	207
3		
	I Tech, Special Education	195
	Innovative Learning Specialist	195
	Occupational Therapist, Physical Therapist	195
	Speech Pathologist, Lead	195
	Specialist, English Learner Instructional	195
	Speech Pathologist	195
	Specialist, Dyslexia Evaluation	195
	Facilitator, ARD	200
	Diagnostician	200
	LSSP, LSSP Trainee	200
	Specialist, Low Incident Disability	200
	Specialist, Special Education Teacher	200
	Specialist, Transition	200
	Coordinator, HS Testing	200
	Trainer, Athletic	207
	Specialist, English Learner Instructional	210
	Interventionist, RTI	210
	Instructional Coach	210
	Specialist, Dyslexia/RTI/504	210
	Instructional Technology Specialist	210
	Specialist, Audio/Visual Media	220
	Coordinator, Dyslexia/RTI/504	220
	Liaison, Positive Behavior Support	220
	Behavior Coach	220
	Intergrationist, Technology	220
	Coordinator, Special Ed	220
	Coordinator, Curriculum Content	220
	Coordinator, Bilingual/ESL/Gifted and Talented	240
	Coordinator, RTI	240
	Coordinator, Human Resources	240
	Coordinator, CTE	240
	Coordinator, Technology	240

	Minimum	Midpoint	Maximum
Daily	\$251.78	\$299.20	\$346.60
240 Days	\$60,427	\$71,808	\$83,184
260 Days	\$65,463	\$77,792	\$90,116

Daily	\$272.50	\$323.70	\$374.92
187 Days	\$50,958	\$60,532	\$70,110
193 Days	\$52,593	\$62,474	\$72,360
207 Days	\$56,408	\$67,006	\$77,608

Daily	\$293.85	\$349.16	\$404.47
195 Days	\$57,301	\$68,086	\$78,872
200 Days	\$58,770	\$69,832	\$80,894
207 Days	\$60,827	\$72,276	\$83,725
210 Days	\$61,709	\$73,324	\$84,939
220 Days	\$64,647	\$76,815	\$88,983
240 Days	\$70,524	\$83,798	\$97,073

2024-2025 Administrative-Professional Hiring Schedule

Huntsville ISD

Pay Grade	Job Title	Calendars
4		
	Assistant Principal, ES,	210
	Dean of Instruction, MS	240
4B		
	Assistant Principal, MS	210
5		
	Assistant Principal, HS	210
	Director, Music	220
	Director of Programs, DAEP and AEP	220
	Assistant Athletic Director/Girls' Coordinator-HS	240
	Dean of Instruction, HS	240
	Associate Principal, HS	240
	Director, Career & Technology Education	240
	Director, Communications	240
	Director, Federal Programs	240
	Director, Maintenance and Operations	240
	Construction Project Manager	240
	Director, PEIMS/TOPS	240
	Director, Media	240
	Director, Transportation	240
	Principal Elem, Pre-K	240
6		
	Director, Accountability & School Improvement	240
	Director, Elementary Teaching and Learning	240
	Director, Secondary Teaching and Learning	240
	Director, Special Education	240
	Director, Finance	240
	Director, Human Resources	240
	Director, Professional Learning	240
	Director, Technology	240
	Principal, MS	240
7		
	Director, Athletics	240
8		
	Chief Technology Officer	240
9		
	Executive Director	240
	Principal, HS	240
10		
	Assistant Superintendent	240
11		
	Chief Financial Officer	240
	Chief Academic Officer	240

	Minimum	Midpoint	Maximum
Daily	\$316.83	\$376.56	\$469.28
210 Days	\$66,534	\$79,078	\$98,549
240 Days	\$76,039	\$90,374	\$112,627
Daily	\$329.38	\$391.48	\$478.66
210 Days	\$69,170	\$82,211	\$100,519
Daily	\$341.45	\$405.74	\$489.41
210 Days	\$71,705	\$85,205	\$102,776
220 Days	\$75,119	\$89,263	\$107,670
240 Days	\$81,948	\$97,378	\$117,458

Daily	\$368.62	\$438.28	\$507.96
240 Days	\$88,469	\$105,187	\$121,910

Daily	\$397.86	\$473.11	\$548.34
240 Days	\$95,486	\$113,546	\$131,602
Daily	\$429.47	\$510.73	\$591.98
240 Days	\$103,073	\$122,575	\$142,075
Daily	\$463.59	\$551.37	\$639.12
240 Days	\$111,262	\$132,329	\$153,389

Daily	\$500.46	\$595.23	\$690.02
240 Days	\$120,110	\$142,855	\$165,605
Daily	\$553.49	\$650.63	\$747.79
240 Days	\$132,838	\$156,151	\$179,470

2024-2025 Teacher/Counselor Hiring Schedule

Huntsville ISD

Year	New Teacher @ 187 days	Counselor @ 187 days	Counselor @ 195 days Elem, Sped	Counselor @ 200 days MS/HS/AEP	Counselor @ 220 days HS Lead
0	\$50,000	\$54,650	\$56,985	\$58,446	\$64,291
1	\$50,300	\$55,774	\$58,156	\$59,645	\$65,611
2	\$50,600	\$55,885	\$58,269	\$59,763	\$65,739
3	\$50,950	\$56,303	\$58,704	\$60,208	\$66,229
4	\$51,300	\$56,667	\$59,081	\$60,596	\$66,655
5	\$51,675	\$57,085	\$59,528	\$61,053	\$67,158
6	\$52,075	\$57,495	\$59,955	\$61,493	\$67,642
7	\$52,575	\$58,123	\$60,522	\$62,074	\$68,282
8	\$53,075	\$58,697	\$61,135	\$62,703	\$68,975
9	\$53,575	\$59,159	\$61,688	\$63,271	\$69,597
10	\$54,075	\$59,725	\$62,239	\$63,834	\$70,218
11	\$54,675	\$60,455	\$63,029	\$64,646	\$71,109
12	\$55,375	\$61,190	\$63,804	\$65,440	\$71,984
13	\$56,175	\$62,005	\$64,652	\$66,309	\$72,940
14	\$56,975	\$62,881	\$65,563	\$67,243	\$73,968
15	\$57,775	\$63,726	\$66,452	\$68,157	\$74,972
16	\$58,575	\$64,551	\$67,280	\$69,004	\$75,904
17	\$59,375	\$65,433	\$68,164	\$69,911	\$76,902
18	\$60,175	\$66,200	\$68,929	\$70,696	\$77,766
19	\$60,975	\$67,029	\$69,816	\$71,607	\$78,767
20	\$61,800	\$67,885	\$70,731	\$72,544	\$79,799
21	\$62,600	\$68,713	\$71,617	\$73,453	\$80,799
22	\$63,300	\$69,373	\$72,327	\$74,181	\$81,600
23	\$64,000	\$69,775	\$72,781	\$74,655	\$82,049
24	\$64,700	\$70,517	\$73,591	\$75,493	\$82,899
25	\$65,400	\$71,200	\$74,339	\$76,268	\$83,678
26	\$66,100	\$71,933	\$75,140	\$77,098	\$84,518
27	\$66,800	\$72,677	\$75,952	\$77,939	\$85,369
28	\$67,400	\$73,304	\$76,642	\$78,654	\$86,082
29	\$67,975	\$73,854	\$77,252	\$79,287	\$86,705
30	\$68,525	\$74,425	\$77,884	\$79,943	\$87,354

Signing Bonus: *High School Math Teacher* **\$1,000**
High School Science Teacher **\$1,000**
Behavior Support Classroom Teacher **\$1,000**

Critical Needs Stipend: *PreK - 6th Grade Bilingual Certification* **\$7,500**
PreK - 6th Grade Cert Teachers in Bilingual Program **\$5,000**
PreK - 6th Grade ESL Teachers in Bilingual Program **\$2,500**
9th - 12th Grade Math Certification **\$3,000**
9th - 12th Grade Science Certification **\$3,000**

2024-2025 Clerical-Paraprofessional Hiring Schedule

Huntsville ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
1			Hourly	\$11.28	\$13.50	\$15.76
	Receptionist, ES, MS	193	193 Days	\$17,416	\$20,844	\$24,333
	Receptionist, HAB, HS, Transportation	240	240 Days	\$21,658	\$25,920	\$30,259
IA-1			Hourly	\$11.96	\$14.21	\$16.69
	Instructional Assistant-General	187	187 Days	\$17,892	\$21,258	\$24,968
2			Hourly	\$12.34	\$14.97	\$17.58
	Computer Technician, Intro Level	240	240 Days	\$23,693	\$28,742	\$33,754
IA-2			Hourly	\$12.83	\$15.56	\$18.26
	Instructional Assistant - Health Clinic Aide	187	187 Days	\$19,194	\$23,278	\$27,317
	Instructional Assistant - Special Assignment	187				
	Instructional Assistant - Bilingual	187				
3			Hourly	\$13.21	\$16.03	\$18.83
	Office Clerk, HS	200	200 Days	\$21,136	\$25,648	\$30,128
	Administrative Assistant - AP, Band, Counselors	210	210 Days	\$22,193	\$26,930	\$31,634
	PEIMS Specialist	210	220 Days	\$23,250	\$28,213	\$33,141
	PEIMS Clerk, Special Education	210	240 Days	\$25,363	\$30,778	\$36,154
	PEIMS Clerk, TOPS	210				
	Special Education Clerk	210				
	Registrar, Asst. HS	210				
	Registrar, MS	210				
	Administrative Assistant, Aths, Bk keeper, HS, AEP	220				
	Registrar, HS	220				
	Administrative Assistant, ES Principal	240				
4			Hourly	\$15.28	\$18.54	\$21.80
	Clerk, Language Proficiency Assessment Committee (LPAC)	195	195 Days	\$23,837	\$28,922	\$34,008
	Administrative Assistant, MS Principal	240	240 Days	\$29,338	\$35,597	\$41,856
	Data Entry Clerk, TOPS	240				
5			Hourly	\$17.07	\$20.74	\$24.40
	Administrative Assistant, DAEP	220	220 Days	\$30,043	\$36,502	\$42,944
	Administrative Assistant, Department Director	240	240 Days	\$32,774	\$39,821	\$46,848
	Administrative Assistant, Dept. Dir./HAB Receptionist	240				
	Administrative Assistant, HS Principal	240				
	Attendance Officer, HS	220				
	Specialist, Accounting	240				
	Specialist, Accounts Payable	240				
	Specialist, Special Programs Account	240				
	Specialist, PEIMS TOPS	240				
	Specialist, District PEIMS	240				
	Specialist, Human Resources	240				

6			Hourly	\$19.06	\$23.16	\$27.28
	Administrative Assistant, Asst Superintendent	240	240 Days	\$36,595	\$44,467	\$52,378
	Computer Technician, Level 1	240				
	Purchasing Agent	240				
	Specialist, Athletics Business	240				
	Specialist, Technology Inventory	240				
	Specialist II, Payroll	240				
7			Hourly	\$22.35	\$27.15	\$31.96
	Licensed Vocational Nurse (LVN)	187	187 Days	\$33,436	\$40,616	\$47,812
	Administrative Assistant, Superintendent	240	240 Days	\$42,912	\$52,128	\$61,363
	Computer Technician, Lead	240				
8			Hourly	\$24.67	\$29.99	\$35.85
	Analyst, Instructional Data	240	240 Days	\$47,366	\$57,581	\$68,832
	Specialist, Network and Security	240				
9			Hourly	\$27.27	\$33.20	\$39.87
	Specialist, System Software	240	240 Days	\$52,358	\$63,744	\$76,550
10			Hourly	\$35.31	\$39.21	\$43.09
	Network Administrator	240	240 Days	\$67,795	\$75,283	\$82,733
	Specialist, Systems Interface	240				
11			Hourly	\$41.00	\$45.48	\$48.80
	System Administrator	240	240 Days	\$78,720	\$87,322	\$93,696
	Senior System Analyst	240				
	Network and Security Engineer	240				

**Plan reflects annual salaries for employees working 8 hours per day, less than 8 hours will be adjusted accordingly.*

2024-2025 Auxiliary Hiring Schedule

Huntsville ISD

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
0			Hourly	\$11.06	\$12.73	\$15.02
	Crossing Guard/Parking Lot Attendant	175	175 Days	\$15,484	\$17,822	\$21,028
1			Hourly	\$11.35	\$13.20	\$15.49
	Groundskeeper, Maintenance/Athletics	240	240 Days	\$21,792	\$25,344	\$29,741
1-A			Hourly	\$11.79	\$13.72	\$16.09
	Food Service Worker	180	180 Days	\$16,978	\$19,757	\$23,170
2			Hourly	\$11.76	\$14.22	\$16.39
	Custodian	240	240 Days	\$22,579	\$27,302	\$31,469
	Custodian	260	260 Days	\$24,461	\$29,578	\$34,091
	Utility Worker	240				
2-A			Hourly	\$12.22	\$14.78	\$17.37
	Manager, Cafeteria in Training	181	181 Days	\$17,695	\$21,401	\$25,152
3			Hourly	\$13.50	\$16.35	\$19.20
	Manager, Food Service ES	181	181 Days	\$19,548	\$23,675	\$27,802
	Delivery/Warehouse	240	240 Days	\$25,920	\$31,392	\$36,864
4			Hourly	\$14.37	\$17.41	\$20.48
	Manager, Warehouse (M/O, FS)	240	240 Days	\$27,590	\$33,427	\$39,322
	Manager, Grounds/Athletics	240				
4-A			Hourly	\$14.93	\$18.10	\$21.28
	Manager, Food Service IS, MS	181	181 Days	\$21,619	\$26,209	\$30,813
5			Hourly	\$15.89	\$19.26	\$23.55
	Manager, Custodial	240	240 Days	\$30,509	\$36,979	\$45,216
	Supervisor, Custodial	260	260 Days	\$33,051	\$40,061	\$48,984
	Clerk I, CNS	240				
	Mechanic, Building	240				
5-A			Hourly	\$16.52	\$20.02	\$23.55
	Manager, Food Service HS	181	181 Days	\$23,921	\$28,989	\$34,100
6			Hourly	\$17.32	\$21.04	\$24.77
	Craftsman Assistant	240	240 Days	\$33,254	\$40,397	\$47,558
7			Hourly	\$18.84	\$22.90	\$26.97
	Mechanic , General	240	240 Days	\$36,173	\$43,968	\$51,782
	Painter	240				
8			Hourly	\$20.76	\$24.93	\$29.11
	Craftsman, General	240	240 Days	\$39,859	\$47,866	\$55,891
	Craftsman, HVAC Technician	240				
	Mechanic, Lead	240				
9			Hourly	\$22.59	\$27.13	\$31.70
	Craftsman, Electrician, Plumber	240	240 Days	\$43,373	\$52,090	\$60,864
	Mechanic, Specialty	240				
10			Hourly	\$24.41	\$29.35	\$34.28
	Craftsman, Lead	240	240 Days	\$46,867	\$56,352	\$65,818

2023-2024 Transportation Hiring Schedule
Huntsville ISD

Job Title	Calendar	Minimum	Midpoint	Maximum
Bus Driver, Regular (5 hr/day)	179	\$19.09	\$22.66	\$26.21
Bus Driver, SpEd (5 hr/day)	179	\$19.09	\$22.66	\$26.21
Bus Driver, Lead	181	\$19.09	\$22.66	\$26.21
Job Title	Calendar	Minimum	Midpoint	Maximum
Bus Monitor (5 hr/day)	179	\$11.74	\$14.27	\$16.81
Dispatcher	220	\$19.51	\$23.70	\$27.89
Transportation Router	240	\$19.51	\$23.70	\$27.89
Transportation Trainer	240	\$19.51	\$23.70	\$26.82
Transportation Mechanic	240	\$22.58	\$27.10	\$28.87
Transportation Mechanic, Lead	240	\$24.28	\$28.03	\$29.86
Shop Supervisor	240	\$25.31	\$31.58	\$35.42
Dock Workers				
Exempt		\$10.00 per session (am/pm)		
Non-Exempt		Hourly rate of employee per session (am/pm)		
Athletic Trips				
Driven by Athletic Coach		\$35 Per Trip		

Stipends

Huntsville ISD Athletic Stipends

Athletic Stipend	Amount
Athletic Director	
Assistant AD	3,500
Athletic Coordinator	
High School	5,500
Middle School	3,000
Athletic Game Administrator	
Athletic Game Administrator	6,000
Athletic Trainer	
Head Trainer	10,000
Assistant Trainer	5,000
Baseball	
Head Coach	7,500
1st Assistant	3,500
Assistant	2,300
Basketball	
Head Coach	7,500
1st Assistant, High School	3,500
Assistant, High School	2,300
Middle School	1,800
Cheer	
Cheerleader, HS Varsity	4,000
Cheerleader, HS JV	2,500
Cheerleader, MPMS	1,500
Cross Country	
Head Coach	6,000
Assistant, High School	2,300
Middle School	1,800
Equipment	
Equipment Manager	1,150
Football	
District Athletic Director/Head Coach	20,000
Offensive Coordinator, HS	6,500
Defensive Coordinator, HS	6,500
Varsity / JV Assistant	5,000
Freshman	4,500
Middle School	3,000
Golf	
Head Coach	6,000
1st Assistant, High School	3,500
Middle School	2,000

Athletic Stipend	Amount
Powerlifting	
Head Coach	6,000
Assistant	2,300
Soccer	
Head Coach	7,000
1st Assistant, High School	3,000
Assistant, High School	2,300
Middle School	1,800
Softball	
Head Coach	7,000
1st Assistant	3,500
Assistant	2,300
Special Olympics	
Coordinator	5,000
Strength and Conditioning	
Strength and Conditioning	3,250
Swimming	
Head Coach, High School	7,000
Middle School	2,300
Tennis	
Head Coach	7,000
1st Assistant, High School	3,500
Middle School	2,000
Track	
Head Coach	6,000
1st Assistant, High School	2,300
Middle School	1,800
Volleyball	
Head Coach	7,000
1st Assistant, High School	3,000
Assistant, High School	2,300
Middle School	1,800
Webpage/Video	
Webpage	2,000
Video	2,000
Wrestling	
Head Coach	7,000
Assistant	2,300

Huntsville ISD Specialty Stipends

Specialty Stipend	Amount
Critical Needs	
DAEP, HAS Teacher	1,500
DAEP, Instructional Assistant	1,000
PK – 6 Bilingual Certification	7,500
PK – 6 Certified Teacher in Bilingual	5,000
PK – 6 ESL Teacher in Bilingual	2,500
Grades 9-12 Math Certification	3,000
Grades 9-12 Science Certification	3,000
Completion of ESL Certification while employed with HISD (one time only)	200
Campus	
Department Chair, HS	1,500
Team Leaders, MS, IS, ES	1,200
Mentor Teacher	250
Lead Art Teacher	750
Career and Technology Education	
+Agriculture (Horticulture), MS	1,000
Agriculture, HS	11,600
Agriculture, MS	5,800
Auto Technology, HS	4,500
Building Trades, HS	4,500
Business	2,000
Marketing	2,000
Criminal Justice	2,000
Co-op Coordinator, HS	5,000
Cosmetology, HS	4,500
++Cosmetology Trainer	2,000
Family and Consumer Science, HS	5,000
Family and Consumer Science, MS	2,500
Engineering	1,000
Robotics	1,000
Health Science	2,000
80% Certification completion	1,000
90% Certification completion	2,000

Specialty Stipend	Amount
Election	
Election Coordinator	2,500
Election Facility Coordinator	1,500
Nurse	
Nurse Coordinator	2,500
Special Education	
SpEd Teacher (BSC, TLC, LS, 18 Plus)	3,000
SpEd Lead Teacher	1,500
SpEd IA (BSC, LS, TLC, 1:1)	1,500
Lead, LSSP	3,500
LSSP Trainee Supervisor	1,000
LSSP	3,000
Diagnostician	3,000
Speech Language Pathologist	3,000
Lead, Speech Language Pathologist	3,500
HS 504	2,500
Instructional Materials Allotment	
Instructional Materials Mgmt.	5,000
New Teacher Orientation	
New Teacher Orientation	150/day
Cell Phone	
Cell Phone	900
TCLAS Decision 5 Teacher Residency	
Residency Teacher	20,000
Mentor Teacher	1,000
Administrative Support	
Principal Mentor (per mentee) 1st year	5000
Principal Mentor (per mentee) 2nd year	2500
Texas Incentive Allotment	
Master Teacher	19,034
Recognized	10,221
Exemplary	5,110

+ MS Ag stipends will be paid upon completion of successful summer program.

++ Cosmetology trainer stipend will be paid upon successful completion of the training.

Huntsville ISD Extracurricular Stipends

Extracurricular Stipend	Amount
Band	
Director of Music	9,000
Assistant Band Director, HS	7,500
Head Band Director, MS	5,500
Assistant Band Director, MS	3,500
Choral	
Choral Director, HS	7,000
Choral Director, MS	1,000
Class	
Senior Class Sponsor	1,250
Grades 9-11 Class Sponsor	500
Drama	
Drama Director, HS	4,000
Assistant Drama Director, HS	2,000
Drama Director, MS	1,000
Drill Team	
Drill Team, HS	4,000
Drill Team, MS	1,500
Assistant Drill Team, HS	2,500
Student Council	
Student Council, HS	1,000
Student Council, MS	750

Extracurricular Stipend	Amount
Student Activities	
Newspaper, HS	1,500
Team Robotics, ES, MS, HS	600
Speech Team, HS	1,500
Student Clubs, MS, HS,	400
Yearbook, HS	1,770
Yearbook, MS	800
UIL	
UIL Coordinator, HS	2,400
UIL One Act Play, HS	600
UIL Sponsor, HS	350
UIL Sponsor, ES, MS	250
UIL Coordinator, MS	700
*UIL Regional Meet, HS	100
*UIL State Meet, HS	150
*UIL Invitational Meets, HS	75
*Stipend to be paid after event has occurred.	

Athletic Employee and Non-Employee Payment Fees

Huntsville ISD

HHS Baseball, Basketball, Soccer, Softball, Volleyball, and Wrestling

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
Bookkeeper	\$50 for 1 game; \$10 for each add'l game
Clock/Timer	\$50 for 1 game; \$10 for each add'l game
Libero	\$50 for 1 game; \$10 for each add'l game
Public Announcer (includes music)	\$50 Varsity Only
Wrestling Table Duty for Dual Competition*	\$75
Wrestling Table Duty for Tournament (6 Hours)	\$100
Scoreboard (baseball/softball)	\$50 for 1 game, \$10 per additional
Pitch Count (baseball only)	\$75 per game - JV and Varsity
Additional Support Personnel	\$45.00 includes all levels and games
*(All Levels – Freshman, JV, Varsity)	

MPMS Volleyball, Basketball

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
Bookkeeper	\$50 for 1 game; \$10 for each add'l game
Clock/Timer	\$50 for 1 game; \$10 for each add'l game
Libero	\$50 for 1 game; \$10 for each add'l game
Additional Support Personnel	\$45 includes all levels and games

Football

Sub Varsity Football

Ticket Seller	\$55 per Game Day (includes all levels)
Ticket Scanners	\$55 per Game Day (includes all levels)
HHS Clock/Timer	\$75 for both games
MPMS Clock/Timer	\$75 for both games
Announcer (HHS-Play by Play)	\$75 for both games
Additional Support Personnel	\$45 includes all levels and games

Varsity Football and Play-offs at Football Stadium

Administrator on Duty (play-off only)	\$100.00
Ticket Seller	\$65.00
Ticket Taker/Scanner	\$65.00
Usher/Bag Security Checker	\$65.00
Chain Crew	\$75.00
Clock/Timer	\$75.00
Spotter	\$75.00
Ticket Administrator	\$100.00 * if other than the stipend position
Parking Lot Attendant	\$65.00
Announcer (Play by Play)	\$100.00
Official Escort	\$50.00

Games and Play-offs held at Huntsville HS Softball/Baseball Complex

Administrator on Duty (play-off only)	\$100.00
PA Announcer/Music	50/game
Official Timer:	\$75.00
Official Scorekeeper	\$75.00
Ticket Sales	\$75.00
Other Personnel	\$45.00
Custodial Fee	(TBD)

Play-Off Games held at Huntsville HS Gym(s)

Administrator on Duty	\$100.00
PA Announcer/Music	\$50.00
Official Timer:	\$75.00
Official Scorekeeper	\$75.00
Ticket Sales	\$75.00
Other Personnel	\$45.00
Custodial Fee	(TBD)

HISD Substitutes, Summer, Facilities, and Extra Duty Pay

Substitute Pay

Support Personnel (paraprofessional)

Instructional Assistant	\$67/day
Secretarial/Clerical	\$67/day
Long term	\$77/day

(after 15 consecutive days in same assignment)

Support Personnel (Professional)

Non-Degreed with 15 college semester hours	\$85/day
Degreed without Certification (Bachelor's Degree)	\$95/day
Degreed teacher with valid Texas Certification	\$105/day
Registered Nurse (RN)	\$95/day
Licensed Vocational Nurse (LVN)	\$85/day
Long term	Rate + \$25/day

(after 15 consecutive days in same assignment for teacher or nurse)

Bachelor's Degree/critical needs content/holds teacher certification:

Bilingual, Foreign Language, Math, Science

After 15 consecutive days in same assignment

Summer School Pay

HEAP

HEAP Director	\$4,000 Stipend
HEAP Teacher	\$20/hour
HEAP Tutor	\$20/hour

Campus Positions

Principal	\$4,500 Stipend
Assistant Principal	\$2,500 Stipend
Counselor	\$2,000 Stipend
Teacher	\$30/hour
Registrar (HS only) (non 240 only)	\$15/hour
Instructional Assistant	\$15/hour
Administrative Assistant (non 240 Only)	\$15/hour

Support Staff

Nurse (RN)	\$30/hour
Nurse Aide, Health Assistant	\$15/hour
SRO	\$35/hour
Innovative Learning Specialist (ILS)	\$30/hour
Gifted/Talented Camp Coordinator	\$1000 Stipend
English Learner Camp Coordinator	\$1500 Stipend

Facility Pay

HISD, Community, and Non-HISD Organizations

Security (Police)	\$35/hour
Custodial Services	\$40/hour
Technical Support	\$25/hour
To Open/Close Facility	\$20 each
Supervision for Event	\$30 each

Stadium (Football, Baseball, Softball)

Production Crew Services	\$25/hour
Camera Crew Services	\$25/hour

Professional/Paraprofessional Extra Duty Pay

After School Detention	\$25/hour for Admin \$20/hour for Teacher
Conference Time Substitute	\$20/hour for Teacher * <i>mandated 450 minutes in a two week planning</i>
Counselor	\$35/hour
Curriculum Camps	\$25/hour for Teacher
Clerical/Paraprofessional	\$15/hour
Cafeteria Monitor	\$10/hour
Homebound Teaching	\$35/hour
Maintenance summer worker (bus driver)	\$10/hour
Translator/Interpreter	\$30/hour-professional staff/certified \$20/hour-clerical/paraprofessional
Tutoring -Title 1	\$30/hour
Tutoring - All other	\$30/hour
CPR Training (basic CPR) - Nurse	\$25/hour
Registration Clinic - Nurse	\$40/hour
Vision/hearing testing - Nurse	\$25/hour for sub Nurse

SPED Extra Duty Pay

Support Staff

Licensed Specialist in School Psychology (LSSP)	\$40/hour
Diagnostician	\$40/hour

Speech-Language Pathologist (SLP)	\$30/hour
Behavior Coach	\$30/hour
<u>Extended School Year (ESY)</u>	
Teacher	\$30/hour
Instructional Assistant	\$15/hour

Music Extra Duty Pay

Piano Accompanist Pay Scale

Region Level	
Class 1 Solo/Ensemble	\$50/event
Class 2 Solo/Ensemble	\$40/event
Class 3 Solo/Ensemble	\$30/event
State Level	\$75/event
<u>Contest Judges</u>	
Flat rate (normally a one day event)	\$200/person