

Cedar Hill
Independent School
District:
Compensation Manual

2010-2011



Teacher Salary Scale

Cedar Hill Independent School District
2010-2011 Teacher Salary Schedule
 (Applies to Classroom Teachers, Nurses and Librarians)

Yrs Exp	Bachelors		Masters		Doctorate	
	187 Days	Daily	187 Days	Daily	187 Days	Daily
0	\$45,600	\$243.85	\$46,600	\$249.20	\$47,600	\$254.55
1	\$45,800	\$244.92	\$46,800	\$250.27	\$47,800	\$255.61
2	\$46,000	\$245.99	\$47,000	\$251.34	\$48,000	\$256.68
3	\$46,200	\$247.06	\$47,200	\$252.41	\$48,200	\$257.75
4	\$46,400	\$248.13	\$47,400	\$253.48	\$48,400	\$258.82
5	\$46,600	\$249.20	\$47,600	\$254.55	\$48,600	\$259.89
6	\$46,800	\$250.27	\$47,800	\$255.61	\$48,800	\$260.96
7	\$47,000	\$251.34	\$48,000	\$256.68	\$49,000	\$262.03
8	\$47,200	\$252.41	\$48,200	\$257.75	\$49,200	\$263.10
9	\$47,606	\$254.58	\$48,606	\$259.93	\$49,606	\$265.27
10	\$48,081	\$257.12	\$49,081	\$262.47	\$50,081	\$267.81
11	\$48,556	\$259.66	\$49,556	\$265.01	\$50,556	\$270.35
12	\$49,535	\$264.89	\$50,535	\$270.24	\$51,535	\$275.59
13	\$50,090	\$267.86	\$51,090	\$273.21	\$52,090	\$278.56
14	\$50,605	\$270.61	\$51,605	\$275.96	\$52,605	\$281.31
15	\$51,140	\$273.48	\$52,140	\$278.82	\$53,140	\$284.17
16	\$51,675	\$276.34	\$52,675	\$281.68	\$53,675	\$287.03
17	\$52,075	\$278.48	\$53,075	\$283.82	\$54,075	\$289.17
18	\$52,475	\$280.61	\$53,475	\$285.96	\$54,475	\$291.31
19	\$53,177	\$284.37	\$54,177	\$289.72	\$55,177	\$295.06
20	\$53,852	\$287.98	\$54,852	\$293.33	\$55,852	\$298.67
21	\$54,727	\$292.66	\$55,727	\$298.01	\$56,727	\$303.35
22	\$55,504	\$296.81	\$56,504	\$302.16	\$57,504	\$307.51
23	\$55,967	\$299.29	\$56,967	\$304.64	\$57,967	\$309.98
24	\$56,439	\$301.81	\$57,439	\$307.16	\$58,439	\$312.51
25	\$57,018	\$304.91	\$58,018	\$310.26	\$59,018	\$315.60
26	\$57,419	\$307.05	\$58,419	\$312.40	\$59,419	\$317.75
27	\$58,120	\$310.80	\$59,120	\$316.15	\$60,120	\$321.50
28	\$58,620	\$313.48	\$59,620	\$318.82	\$60,620	\$324.17
29	\$59,220	\$316.68	\$60,220	\$322.03	\$61,220	\$327.38
30	\$59,600	\$318.72	\$60,600	\$324.06	\$61,600	\$329.41
31+	\$60,700	\$324.60	\$61,700	\$329.95	\$62,700	\$335.29

Extended Contracts:

Librarians: Certified Librarians (190 days)

Collegiate High School Teachers: (207 days)

New Hire Sign-on Bonus Pay

Eligible new hires will be paid the Sign-on bonus listed below:

Spanish:	\$3,000.00
Bilingual:	\$3,000.00
Speech Pathologist:	\$5,000.00
Math/Science: (Bachelors degree)	\$5,000.00
Math/Science: (Masters degree*)	\$7,500.00

*Masters degree must be in the teaching field being hired for, i.e., Math or Science.

To be eligible to receive sign-on bonuses listed above the new hire must be certified in the teaching field upon the hire date.

New hires certified as a Generalist and being hired to teach Math and/or Science must also be certified in Math or Science to be eligible for the sign-on bonus.

Payment for sign-on bonuses will be paid $\frac{1}{2}$ in December and $\frac{1}{2}$ in May based on the number of days the new hire is scheduled to work.

Administrative
&
Professional
Pay

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 20	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$249.77	\$299.43	\$349.09
187	\$46,707	\$55,993	\$65,280
192	\$47,956	\$57,491	\$67,025
197	\$49,205	\$58,988	\$68,771
202	\$50,454	\$60,485	\$70,516
207	\$51,702	\$61,982	\$72,262
226	\$56,448	\$67,671	\$78,894
240	\$59,945	\$71,863	\$83,782
260	\$64,940	\$77,852	\$90,763

Assignment	Days
Assistant Principal, Elementary	207
Assistant Principal, Intermediate	207
Coordinator, Adapted PE for Special Education	197
Coordinator, Athletics Middle School	226
Coordinator, Custodial Services/Energy Manager	260
Coordinator, Emergency Operations Plan	260
Coordinator, Even Start	226
Coordinator, Community Services/Early Childhood	226
Coordinator, Health and PE Services	226
Coordinator, Help Desk	240
Coordinator, Nursing Services	226
Coordinator, PEIMS	226
Coordinator, Student Intervention	226
Coordinator, Student Support Services	226
Coordinator, Instructional	226
Coordinator, Instructional Special Education	226
Coordinator, Behavior Support	226
Counselor, CATE	202
Counselor, Collegiate High School	226
Counselor, Elementary School	197
Counselor, Intermediate School	197
Counselor, Lead High School	226
Counselor, High School	202
Counselor, Middle School	202
Counselor, Senior Class (High School)	207
Counselor, Scholarship/College (High School)	207
Counselor, Special Education	202
Student Support & Intervention Liaison	197
Diagnostician	197
Executive Assistant to the Superintendent	226
Speech Pathologist	197
Auditory Impairment	187
Occupational Therapist	187
Licensed Specialist School Psychologist	226
Specialist, Human Resources/Recruiting	226

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 21	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$260.28	\$323.38	\$386.48
207	\$53,878	\$66,940	\$80,001
226	\$58,823	\$73,084	\$87,344
240	\$62,467	\$77,611	\$92,755
260	\$67,673	\$84,079	\$100,485

Assignment	Days
Assistant Principal, Middle School	207
Coordinator, Special Education	226
Counselor, District	226
Director, Education Foundation	226
Director, CATE	226
Director, Fine Arts	226

Pay Grade AD 22	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$281.10	\$349.25	\$417.39
207	\$58,188	\$72,295	\$86,400
226	\$63,529	\$78,920	\$94,330
240	\$67,464	\$83,820	\$100,174
260	\$73,086	\$90,805	\$108,521

Assignment	Days
Assistant Principal, High School	226
Associate Principal, High School	226
Assistant Principal, NGC	226
Police Chief	226
Dean of Instruction, High School, Collegiate	226
Network Analyst	240

Pay Grade AD 23	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$309.21	\$384.17	\$459.12
207	\$64,006	\$79,523	\$95,038
226	\$69,881	\$86,822	\$103,761
240	\$74,210	\$92,201	\$110,189
260	\$80,395	\$99,884	\$119,371

Assignment	Days
Principal, Elementary	226
Principal, Intermediate	226

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 24	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$333.95	\$414.90	\$495.86
207	\$69,128	\$85,884	\$102,643
226	\$75,473	\$93,767	\$112,064
240	\$80,148	\$99,576	\$119,006
260	\$86,827	\$107,874	\$128,924

Assignment	Days
Principal, DAEP	226
Principal, Middle School	226
Principal, Ninth Grade Center	226
Principal, Collegiate High School	240
Director, Federal and State Programs	240
Director, Maintenance and Operations	260
Director, Elementary Education	226
Director, Secondary Education	226
Director, Curriculum & Instruction	240
Director, Research and Testing	240
Director, Special Education	240
Director, Student Support and Community Services	240
Head Football Coach	226

Pay Grade AD 25	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$360.66	448.10	535.53
207	\$74,657	\$92,757	\$110,855
226	\$81,509	\$101,271	\$121,030
240	\$86,558	\$107,544	\$128,527
260	\$93,772	\$116,506	\$139,238

Assignment	Days
Executive Director, Athletics	240
Executive Director, Business Services	240
Executive Director, Instructional Technology	240
Executive Director, Management Information Systems	240
Executive Director, Human Resources	240
Executive Director, Special Programs	240

Pay Grade AD 26	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$396.72	\$492.90	\$589.07
207	\$82,121	\$102,030	\$121,937
226	\$89,659	\$111,395	\$133,130
240	\$95,213	\$118,296	\$141,377
260	\$103,147	\$128,154	\$153,158

Assignment	Days
Assistant Superintendent of Business Services	240
Principal, High School	240

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 27	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$436.40	\$542.19	\$647.98
207	\$90,335	\$112,233	\$134,132
226	\$98,626	\$122,535	\$146,443
240	\$104,736	\$130,126	\$155,515
260	\$113,464	\$140,969	\$168,475

Assignment	Days
Chief Academic Officer	240
Chief Financial Officer	240
Chief Operations Officer	240

DRAFT

Paraprofessional Pay

DRAFT

Cedar Hill Independent School District
 2010-2011 Pay Schedule
Paraprofessional – Non-Clerical

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$75.33	\$95.84	\$116.33
PG 2	\$83.02	\$105.58	\$127.10
PG 3	\$91.73	\$116.34	\$140.93

Pay Grade	Assignment	Work Days
PG 1	Aide, CM/Resource (Special Education)	187
PG 1	Aide, Library	187
PG 1	Aide, Physical Education	187
PG 1	Aide, Specials	187
PG 2	Aide, Art	187
PG 2	Aide, ISS (Elementary & Intermediate)	187
PG 2	Aide, Library Senior	190
PG 3	Aide, BAC	187
PG 3	Aide, Bilingual	187
PG 3	Aide, Instructional	187
PG 3	Aide, Instructional (Collegiate)	207
PG 3	Aide, Computer Lab	187
PG 3	Aide, ISS (Middle & High School)	187
PG 3	Aide, Literacy Lab	187
PG 3	Aide, Nurse	190
PG 3	Aide, Pre Kindergarten	187
PG 3	Aide, Special Education Others *	187

*Includes PPCD, SKILL, and Intervention Aides (Special Education Aides)

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Paraprofessional – Clerical
(Campus)**

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$75.33	\$95.84	\$116.33
PG 2	\$83.02	\$105.58	\$127.10
PG 3	\$91.73	\$116.34	\$140.93
PG 4	\$99.42	\$128.13	\$155.80
PG 5	\$108.65	\$140.43	\$171.17
PG 6	\$119.92	\$154.78	\$188.60
PG 7	\$133.25	\$172.20	\$208.07
PG 8	\$144.52	\$185.53	\$227.55

Pay Grade	Assignment	Work Days
PG 1	Clerk, Tardy	187
PG 3	Clerk, Attendance Elem & Intermediate	197
PG 3	Clerk, Attendance Middle & High School	197
PG 3	Clerk, Attendance/Counselor Clerk (High School)	207
PG 3	Clerk, Discipline	187
PG 3	Receptionist, Campus Elementary	197
PG 3	Receptionist, Campus Secondary	190
PG 3	Receptionist/Family Liaison (Collegiate High School)	226
PG 4	Clerk, Attendance Lead (High School)	197
PG 4	Registrar, High School, Collegiate	226
PG 4	Registrar/Data Specialist, Ninth Grade Center	207
PG 4	Secretary, Assistant Principal	207
PG 4	Secretary, Counselor (High School)	226
PG 4	Secretary, Counselor (Middle School)	202
PG 5	Secretary, DAEP	217
PG 5	Secretary, Elementary & Intermediate	197
PG 5	Secretary, Middle School	226
PG 6	Secretary, Data Specialist (High School)	217
PG 6	Secretary, Ninth Grade Center	226
PG 6	Secretary, Collegiate High School	226
PG 7	Secretary, High School	226

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Paraprofessional – Clerical
(Administration)**

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$75.33	\$95.84	\$116.33
PG 2	\$83.02	\$105.58	\$127.10
PG 3	\$91.73	\$116.34	\$140.93
PG 4	\$99.42	\$128.13	\$155.80
PG 5	\$108.65	\$140.43	\$171.17
PG6	\$119.92	\$154.78	\$188.60
PG 7	\$133.25	\$172.20	\$208.07
PG 8	\$144.52	\$185.53	\$227.55

Pay Grade	Assignment	Work Days
PG 1	Receptionist, Administration	226
PG 1	Receptionist, Human Resources	226
PG 2	Parent Liaison	226
PG 3	Clerk, Assessment	197
PG 3	Clerk, Career & Technology	226
PG 3	Clerk, Pre-K/Data Entry (Grant funded)	207
PG 5	Clerk, Extended Day Program	207
PG 5	Clerk, Instructional Coordinators	226
PG 5	Secretary, Executive Director/Director	226
PG 5	Secretary, Executive Director/Director	240
PG 5	Secretary, Executive Director/Director	260
PG 6	Clerk, Accounts Payable	226
PG 6	Data Specialist, Special Education	226
PG 6	Police Administrative/Dispatch	226
PG 6	Secretary, Assistant Superintendent/Chief	226
PG 6	Specialist, District Attendance	226
PG 6	Specialist, Non-Instructional Staffing	226
PG 6	Specialist, Substitute/Leaves & Absences	226
PG 7	Specialist, Professional/Instructional Staffing	226
PG 8	Specialist, Accounts Payable	226
PG 8	Secretary, Superintendent (non-degreed)	226
PG 8	Specialist, Benefits	226
PG 8	Specialist, Finance	226
PG 8	Specialist, Payroll	226
PG 8	Specialist, Purchasing	226

Auxiliary Pay

**Cedar Hill Independent School District
2010-2011 Pay Schedule**

Auxiliary Personnel			
Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
PG 1	\$8.71	\$11.28	\$13.32
PG 2	\$9.99	\$12.30	\$15.11
PG 3	\$11.27	\$14.35	\$17.16
PG 4	\$12.81	\$16.14	\$19.47
PG 5	\$14.60	\$18.45	\$22.03
PG 6	\$16.65	\$21.01	\$25.36
PG 7	\$18.96	\$24.09	\$28.70

Pay Grade	Assignment	Work Days
PG 1	Crossing Guard	175
PG 1	Custodian	260
PG 1	Worker, Food Service	175
PG 1	Worker, Extended Day Program	175
PG 2	Custodian, Lead	260
PG 2	Security Guard	175
PG 3	Assistant Manager, Food Service	182
PG 3	Bus Driver, Vocational	187
PG 3	Clerk, Textbooks (Part-time) High School	226
PG 3	Grounds, Athletic	260
PG 3	Inventory/Mail Clerk	226
PG 3	Night Custodial Supervisors	260
PG 3	Security Guard, Lead	175
PG 4	Athletics Grounds Supervisor	260
PG 4	Driver, Warehouse	260
PG 4	General Maintenance	260
PG 4	Manager, Food Service Elementary	182
PG 4	Plumber	260
PG 4	Technical Support	260
PG 5	Manager, Food Service Secondary	182
PG 5	Vehicle Mechanic/General Maintenance	260
PG 6	Carpenter	260
PG 6	Electrician, Non-licensed	260
PG 6	HVAC, Assistant	260
PG 6	Locksmith	260
PG 6	Vehicle Mechanic	260
PG 6	Painter	260
PG 7	Plumber, Licensed	260
PG 7	Athletic Grounds Foreman	260
PG 7	Carpenter, Lead	260
PG 7	Electrician, Licensed	260
PG 7	Electronics Technician	260
PG 7	HVAC, Lead	260
PG 7	Locksmith, Lead	260
PG 7	Pest Control, Lead	260
PG 7	Plumber, Lead	260
PG 7	Police Officer	226
PG 7	SMART Supervisor	260
PG 7	Technical Support, Lead	260
PG 7	Warehouse Manager	260

Stipends & Other Pay

**Cedar Hill Independent School District
2010-2011 Pay Schedule**

Please note the following regarding “Extra- Duty” pay:

1. As a general rule, administrator/professional are “exempt” from overtime and should never be paid extra for work performed during their contract period. The job responsibility of an administrator is purposely broad to include any work performed for the Cedar Hill ISD. Therefore, Pay Authorizations should rarely be completed for an administrator.
2. Compensatory time may be given to “**nonexempt**” employees in lieu of overtime compensation for overtime worked. The employee shall be informed in advance if overtime hours will accrue as compensatory time rather than compensation. (DEA Local)
3. The minimum wage and overtime provisions do not apply to any employee employed in a bona fide executive, administrative, or professional capacity, including academic administrative personnel or teachers in elementary or secondary schools. (DEA Legal). Therefore, the District will refrain from giving compensatory time to these “**exempt**” employees.

**Cedar Hill Independent School District
2010-2011 Pay Schedule**

Other Pay		
Assignment	Description	Amount
Athletic	Summer Training Hour High School Campus	\$25.00 per hour*
D-Hall or Saturday School	Certified Teacher	\$25.00 per hour
Homebound/PRS	In-Home Training Teacher	\$25.00 per hour
Homebound/PRS	In-Home Training Paraprofessional	Overtime Rate
EDP Site Supervisor	EDP Program	\$25.00 per hour
Performing Arts Center	Related Services	\$25.00 per hour
PSAT Proctors	Funded from Fees	\$25.00 per hour
Supplemental/Extra Duty	Teacher (In-district teachers ONLY)	\$25.00 per hour
Athletic	Gate Worker/Ticket Sales (non-administrative)	\$12.50 per hour
Athletic	Gate Worker/Ticket Sales (non-exempt district employee)	Overtime rate
Athletic	Bus Driver	\$10.75 per hour
Athletic	Bus Driver (Team Coach)	\$25.00 per trip
Paraprofessional	Non duty days	\$15.00 per hour
Tech Workshop Teachers	Teaching Tech Workshops for District	\$25.00 per hour

*1/2 Paid from Athletic Activity Fund

Substitute Pay		
Assignment	Description	Amount
Substitute Teacher	Minimum 60 credits (1 to 10 days)	\$70.00 per day
Substitute Teacher	Minimum 60 credits (11 to 20 days)	\$80.00 per day
Substitute Teacher	Minimum 60 credits (21 to complete assignment)	\$95.00 per day
Substitute Teacher	Degreed (1 to 10 days)	\$80.00 per day
Substitute Teacher	Degreed (11 to 20 days)	\$90.00 per day
Substitute Teacher	Degreed (21 to complete assignment)	\$100.00 per day
Substitute Teacher	Certified (1 to 10 days)	\$95.00 per day
Substitute Teacher	Certified (11 to 20 days)	\$115.00 per day
Substitute Teacher	Certified (21 to complete assignment)	\$130.00 per day
Substitute Paraprofessional	For Instructional Aide/Clerical	\$62.50 per day
Substitute Nurse	Certified	\$100.00 per day
Substitute Food Service	No Long-Term Pay Scale	\$7.75 per hour
Substitute Assignment	Campus Teacher gives up conference period	\$12.00 per conf. period
Substitute Administrator	Long-Term Assignment (1 to 10 days)	\$175.00 per day
Substitute Administrator	Long-Term Assignment (11 or more days)	\$225.00 per day
Substitute Counselor	Long-Term Assignment (1 to 10 days)	\$150.00 per day
Substitute Counselor	Long-Term Assignment (11 or more days)	\$200.00 per day

Summer School (Non duty days)	
Assignment	Amount
Teacher	\$25.00 per hour
Paraprofessional	\$15.00 per hour
Nurse	\$25.00 per hour
Security Guard	\$12.00 per hour
Administrator (Non-contract days)	Daily rate

Incentive Pay	
Assignment	Amount
Math	\$2,500.00
Science	\$2,500.00

Upon Board approval of the "Incentive Pay", payment will be received in the teacher's final paycheck upon satisfactorily meeting conditions for the Memorandum of Understanding.

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Stipends**

Grant Funded Stipends	
Assignment	Amount
Advanced Placement Incentive (\$250 paid for each student placing three or higher on an AP exam)	\$250.00 Paid upon arrival of scores
Mentor Teacher	\$1,000.00**
SHAC Coordinator (School Health Advisory Council)	\$1,000.00*

Grant Funded ESL Stipends		
Assignment	Number of Students	Amount
Elementary Teacher	5 or less	\$600.00
Elementary Teacher	6 to 10	\$900.00
Elementary Teacher	11 or more	\$1,200.00
Elementary Dual Language Teacher	n/a	\$1,500.00
Middle School	n/a	\$1,200.00
Ninth Grade Center/High School	n/a	\$1,500.00
LPAC chair (one teacher per campus)	n/a	\$500.00

*Stipend paid 1/2 in December and 1/2 in May

** Stipend paid at end of year after meeting criteria

General Fund Stipends	
Assignment	Amount
Sponsor, Future Problem Solving Team*	*\$200.00
Doctorate Degree for Administrators (Education related)	\$1000.00
Character Education Site Coordinators	\$500.00*

*Stipends are paid after the completion of the team competition

Maintenance & Operation Annual Stipends	
Assignment	Amount
Energy Manager	\$5,000.00
Integrated Pest Manager	\$1,500.00

Data Plan Monthly Stipends	
Assignment	Amount
Chiefs	\$100.00
Assistant Superintendent of Business Services	\$100.00
Executive Assistant to the Superintendent	\$100.00
Executive Director, Athletics	\$100.00
Executive Director, Business Services	\$100.00
Executive Director, Human Resources	\$100.00
Executive Director, Instructional Technology	\$100.00
Executive Director, Management Information Systems	\$100.00
Network Analyst	\$100.00
Director, Maintenance & Operations	\$100.00
Custodial Supervisor/Energy Manager	\$100.00
Coordinator Middle School Athletics	\$100.00
Coordinator, PEIMS	\$100.00
Athletic Trainer	\$20.00
Tech Support	\$20.00

Cedar Hill Independent School District
2010-2011 Pay Schedule
Athletic Annual Stipends

High School Campus – Head Coach	Amount
Basketball	\$12,000.00
Baseball	\$7,000.00
Softball	\$7,000.00
Track	\$7,000.00
Volleyball	\$7,000.00
Soccer	\$7,000.00
Golf, Swimming and Tennis (two seasons)	\$6,000.00
Power lifting and Cross Country	\$4,000.00
Football – Offensive/Defensive Coordinators	\$10,000.00
Varsity Assistants	
Asst. Head Football Coach	\$6,000.00
Football (V)	\$4,000.00
Baseball	\$4,000.00
Basketball	\$4,000.00
Softball	\$4,000.00
Volleyball	\$4,000.00
Assistant	
Football	\$3,000.00
Basketball	\$3,000.00
Baseball	\$3,000.00
Cross Country	\$3,000.00
Power lifting	\$3,000.00
Softball	\$3,000.00
Soccer	\$3,000.00
Track	\$3,000.00
Volleyball	\$3,000.00
Golf (per semester)	\$2,500.00
Swimming (per semester)	\$2,500.00
Tennis (per semester)	\$2,500.00
Any third sport (if approved)	\$1,500.00
Game Administrators	\$2,000.00
Athletic Trainers	
Head Trainer	\$15,000.00
Assistant Trainer	\$11,000.00
Middle School Campus	
Football	\$2,000.00
Golf (per school)	\$2,000.00
Tennis (per school)	\$2,000.00
First Assignment	\$1,500.00
Second Assignment	\$1,500.00
Third Assignment	\$1,500.00

*No High School coach can receive more than two stipends and no Middle School coach can receive more than three stipends. Established stipend and extra duty days will not be adjusted beyond the 2006-2007 stipend scale if sum of the two (stipend and extra days) is greater than the above scale.
These stipends are maximum allowable and are commensurate with experience.*

Cedar Hill Independent School District
 2010-2011 Pay Schedule
Fine Arts Annual Stipends

Assignment	Amount
Band, HS Head	\$13,000.00
Band, HS Assistant	\$ 8,500.00
Band, Intermediate	\$ 6,000.00
Band, Middle School Head	\$ 8,000.00
Band, Middle School Assistant	\$ 6,000.00
Cheerleader, Varsity	\$5,000.00
Cheerleader, Junior Varsity	\$2,000.00
Drill Team, HS Head	\$5,500.00
Choir, HS Head	\$ 6,000.00
Choir, HS Assistant/Choir Director – Ninth Grade Center	\$ 3,000.00
Choir, Middle School	\$ 3,000.00
Drill Team, HS Head	\$ 5,500.00
Theatre Arts, HS Head	\$ 3,000.00
Theatre Arts, HS Assistant	\$ 1,000.00
Theatre Arts, Middle School	\$ 1,500.00
Coordinator, Performing Arts Center	\$ 6,000.00
Longhorn TV	\$5,000.00
Orchestra	\$5,000.00

*** Stipends listed above are built into employee salary*

Assignment	Amount
Vocal Coordinator	\$ 750.00
Music and Strings Coordinator	\$ 750.00
Visual Arts and Photography Coordinator	\$ 750.00
Theatre and Dance Coordinator	\$ 750.00
Band Coordinator	\$ 750.00
Sponsor, Cheerleader, (W.S. Permenter)	\$1,500.00
Sponsor, Cheerleader, (Bessie Coleman)	\$1,000.00
Sponsor, Cheerleader, Freshman	\$2,000.00

*** Stipends listed above are paid ½ in December and ½ in May*

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Stipends**

Co curricular Annual Stipends	
ROTC, Lt. Col	\$13,000.00
ROTC, CM Sgt.	\$12,000.00
ROTC, MSgt	\$10,000.00

Established co-curricular stipends and extra days will not be adjusted beyond the 2006-2007 stipend scale if the sum of the two (stipend + extra days) is greater than the above scale.

These stipends are maximum allowable and are commensurate with experience.

Special Education Annual Stipends*	
Assignment	Amount
Special Olympics Head of Delegation*	\$1,500.00
Dyslexia Evaluation Specialist*	\$1,500.00
Lead Speech Language Pathologist*	\$1,500.00
Lead Diagnostician*	\$2,500.00
LEVEL Teachers* (Learning Educations Values & Emotional Limits)	\$2,000.00
Self-Contained Teachers*	\$3,000.00
Special Olympics Coach – per sport**	\$500.00
Teacher, Highly Qualified (9-12) *	\$2,500.00

*All stipends based on the position (not the person) and are paid based on the amount of time spent performing special education duties.

**Stipend paid half in December and half in May.

*Part of salary

Teachers receiving Highly Qualified stipend MUST hold Special Education EC-12 and content area certification. Cannot be Highly Qualified based on "HOUSE".

Dual Credit Teachers: Cedar Valley & El Centro	
Assignment	Amount
Teaching at least 16 students per semester per class section for each course	\$848.00 maximum
Less than 16 students per semester per class section for each course	\$53.00 per student
4 hour course (which includes lab)	\$282.00 additional

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Co-curricular and Academic Stipends**

High School, NGC & Collegiate Annual Stipends	
Assignment	Amount
Sponsor, 9 th Grade Honor Club	\$300.00
Sponsor, Debate	\$2,000.00
Sponsor Assistant, Drama	\$1,000.00
Department Heads – Core Subjects	\$1,200.00
Department Heads – Other	\$750.00
Lead Teacher – Collegiate High School	\$1,200.00
Sponsor, Interact	\$1,000.00
Sponsor, Junior Class	\$500.00
Sponsor, National Honor Society	\$500.00
Sponsor, Senior Class	\$750.00
Sponsor, Sophomore Class	\$400.00
Sponsor, Spanish Honor Society	\$200.00
Sponsor, French Honor Society	\$400.00
Sponsor, Student Council	\$1,200.00
Sponsor, Student Council – Ninth Grade Center	\$750.00
Sponsor, Yearbook – High School	\$1,500.00
Sponsor, Yearbook – Ninth Grade Center	\$600.00
Sponsor, Yearbook – Collegiate	\$600.00

Middle School Annual Stipends	
Assignment	Amount
Sponsor, National Junior Honor Society	\$300.00
Sponsor, Step Team	\$500.00
Sponsor, Student Council	\$600.00
Sponsor, UIL Coordinator	\$500.00
Sponsor, Yearbook	\$600.00
Team Leader	\$350.00
Department Head, Core Subjects	\$1,000.00
Department Head, Other	\$500.00

Stipends listed above are paid 1/2 in December 1/2 in May – paperwork from campus

**Cedar Hill Independent School District
2010-2011 Pay Schedule
Co-curricular and Academic Stipends**

Intermediate and Elementary Annual Stipends	
Assignment	Amount
Department Heads Intermediate	\$350.00
Team Leader Elementary	\$300.00
Team Leader Intermediate	\$300.00

Appointed Annual Stipends	
Assignment	Amount
Teacher Coordinators (197 days) *	\$3,000.00
Teacher, Bilingual *	\$2,500.00
Teacher Specialist *	\$2,500.00
Coordinator, Bilingual	\$5,000.00
Lead Nurse	\$5,000.00
Coordinator, Testing (paid from campus budget)	\$1,500.00
Technology Lead Liaison	\$1,000.00
Technology Liaison	\$500.00
Defibrillator Trainer	\$1,500.00
Web Master – Elementary	\$350.00
Web Master – Secondary	\$500.00

** Stipend part of salary*

Academic UIL Annual Stipends	
Assignment	Amount
High School	\$750.00
Collegiate	\$750.00
Middle and Intermediate Schools (1 st team)	\$500.00
Middle and Intermediate Schools (2 nd team)	\$250.00
Elementary School	\$300.00
Judges (District Employees or Professionals)	\$30.00 per event
High School/NGC Combined UIL Teams	H.S. \$500.00; NGC \$250.00

Based upon fulfilling the UIL Academic coaching criteria will be paid at end of year

Career and Technology Sponsor Annual Stipends	
Assignment	Amount
Technology Students Association	\$600.00
Business Professionals of America (BPA)	\$600.00
Distributive Education Clubs of America (DECA)	\$600.00
Family, Career and Community Leaders of America (FCCLA)	\$600.00
Home Economics Related occupations (HERO)	\$600.00
Vocational Industrial Clubs of America (VICA)	\$600.00
Health Occupation Students of America (HOSA)	\$600.00
Criminal Justice Students Association	\$600.00

Stipends are paid ½ in December and ½ in May

**Cedar Hill Independent School District
2010-2011 Pay Schedule**

Monthly Travel Stipends	
Assignment	Amount
Assistant Superintendent, Business Services	\$300.00
Associate Principal, High School	\$225.00
Assistant Principal, High School	\$100.00
Auditory Impairment Itinerant Teacher	\$50.00
Chief Academic Officer	\$350.00
Chief Financial Officer	\$350.00
Chief Operations Officer	\$350.00
Coordinator, Athletics Middle School	\$100.00
Coordinator, Custodial Services/Energy Manager	\$300.00
Coordinator, Extended Day	\$150.00
Coordinator, Special Education	\$100.00
Coordinator, Student Intervention	\$100.00
Coordinator, Community Services	\$250.00
Coordinator, Adapted PE for Special Education	\$100.00
Coordinator, Special Education Behavior Support	\$100.00
Coordinator, Health and PE Services	\$150.00
Coordinator, Help Desk (240 days)	\$225.00
Coordinator, Nursing/Health Services	\$150.00
Coordinator, PEIMS	\$125.00
Dean of Instruction High School, Collegiate	\$100.00
Director, Curriculum & Instruction	\$225.00
Director, Elementary Education	\$225.00
Director, Secondary Education	\$225.00
Director, CATE	\$225.00
Director, Fine Arts	\$225.00
Director, Maintenance and Operations	\$350.00
Director, Student Support and Community Services	\$250.00
Director, Special Education	\$225.00
Director, Testing and Research	\$225.00
Executive Assistant to the Superintendent	\$50.00
Executive Director, Athletics	\$500.00
Executive Director, Business Services	\$275.00
Executive Director, MIS	\$275.00
Executive Director, Instructional Technology	\$275.00
Executive Director, Human Resources	\$275.00
Instructional Coordinator	\$100.00
Network Analyst	\$150.00
Principal, Elementary/Intermediate School	\$175.00
Principal, High School	\$600.00
Principal, DAEP	\$250.00
Principal, Middle School	\$225.00
Principal, Ninth Grade Center	\$225.00
Principal, Collegiate	\$225.00
Special Education Counselor	\$100.00
Special Education SBI/CBI Lead	\$100.00
Teacher Specialist	\$100.00
Technology Technicians	\$200.00