



# **ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL**

**2022-2023**

**May 11, 2022**

## Ector County ISD

### 2022-2023 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$58,750
1	\$59,050
2	\$59,350
3	\$59,650
4	\$60,150
5	\$60,750
6	\$61,350
7	\$61,650
8	\$61,950
9	\$62,250
10	\$62,650
11	\$63,050
12	\$63,450
13	\$63,850
14	\$64,250
15	\$64,750
16	\$65,150
17	\$65,550
18	\$65,950
19	\$66,350
20	\$67,050
21	\$67,450
22	\$67,850
23	\$68,250
24	\$68,650
25	\$69,050
26	\$69,450
27	\$69,850
28	\$70,250
29	\$70,650
30+	\$71,050

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

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

**\$1,500 Master's Degree - General Stipend**

The salaries listed above are based on 10-month employment for the 2022-2023 school year.

**2022-2023 Proposed Administrative Professional Pay Plan**  
**Ector County ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$239.25	\$290.00	\$340.75
	Accountant, Finance	227	187 Days	44,740	54,230	63,720
	Accountant, School Nutrition	227	227 Days	54,310	65,830	77,350
	Bookkeeper, Payroll	227				
	Manager, Risk Benefits	227				
	School Nutrition Technology Admin	227				
	Specialist, Parent & Community Engagement	227				
	Specialist, Communication	227				
	Specialist, SAS Homeless	187				
	Specialist, Social Services	227				
	Specialist, Substitute & Part-Time	227				
2			Daily	\$283.48	\$333.50	\$383.53
	Accountant, Special Revenue	227	187 Days	53,011	62,365	71,720
	Accountant, Special Projects	227	197 Days	55,846	65,700	75,555
	Admin Review/Dismissal Facilitator	197	207 Days	58,680	69,035	79,391
	Buyer, School Nutrition	227	227 Days	64,350	75,705	87,061
	Coordinator, Child Care	227				
	Coordinator, Community Outreach	227				
	Coordinator, Instructional Material	227				
	Coordinator, Purchasing	227				
	Data Fellow	227				
	Evaluator, Special Education	197				
	Grant Writer	227				
	Guidance Apprentice	187				
	Social Worker	187				
	Specialist, Behavior	207				
	Specialist, Dropout Prevention	187				
	Specialist, Dyslexia (Grant)	227				
	Specialist, Educational Data	227				
	Specialist, Teen Parent	197				
	Speech Pathologist, Asst	187				
	Staff Auditor	227				
3			Daily	\$314.66	\$370.19	\$425.72
	Accountant, Payroll	227	197 Days	61,988	72,927	83,867
	Administrative Intern	207	207 Days	65,135	76,629	88,124
	Advisor, College & Career	207	217 Days	68,281	80,331	92,381
	Communications Specialist, Bil/ESL	227	227 Days	71,428	84,033	96,638
	Counselor, AEC	207				
	Counselor, EEC	197				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Counselor, ELEM	197			
	Counselor, MS	207			
	Counselor, SAS	207			
	Counselor, Secondary Choice HS	217			
	Counselor, SPED	197			
	Dietitian	227			
	Research & Innovation Strategist	227			
	Research Data Analyst Strategist	227			
	Social Worker, EXT	217			
	Specialist, Communication - Bilingual	227			
	Specialist, Recruiting	227			
	Supervisor, COC Grad Lab	227			
	Supervisor, Print Shop/Mail	227			

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

Daily	\$320.68	\$388.70	\$456.72
<b>187 Days</b>	59,967	72,687	85,407
<b>197 Days</b>	63,174	76,574	89,974
<b>207 Days</b>	66,381	80,461	94,541
<b>217 Days</b>	69,588	84,348	99,108
<b>227 Days</b>	72,794	88,235	103,675

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Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academics	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
Coordinator, Blended Learning	227
Coordinator, Career & Tech	227
Coordinator, College/Career/Military Readiness	227
Coordinator, Digital Learning	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, Fine Arts	227
Coordinator, Conferencing High Impact Tutor	227
Coordinator, International Teacher	227

Daily	\$336.72	\$408.14	\$479.56
<b>187 Days</b>	62,967	76,322	89,678
<b>197 Days</b>	66,334	80,404	94,473
<b>217 Days</b>	73,068	88,566	104,065
<b>227 Days</b>	76,435	92,648	108,860

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Coordinator, Lang Other Than English	227			
	Coordinator, Leadership	227			
	Coordinator, Math	227			
	Coordinator, National Board Certification	227			
	Coordinator, Opportunity Culture	227			
	Coordinator, Post Secondary Education	227			
	Coordinator, Purchasing	227			
	Coordinator, Science	227			
	Coordinator, Social Studies	227			
	Coordinator, Social/Emotional Learning	227			
	Coordinator, Talent Development	227			
	Coordinator, Teen Pregnancy Services	227			
	Dean of Students-HS	217			
	Director, Choral - HS	197			
	Director, Instructional Service MS	227			
	Director, Mariachi	197			
	Director, Orchestra - HS	197			
	LSSP	197			
	Occupational Therapist	197			
	Physical Therapist	197			
	Specialist, Energy Education	227			
	Speech Pathologist	187,227			
	Supervisor, State Assessment	227			

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Asst Director, Athletics	227
Asst Director, Finance	227
Asst Director, School Nutrition	227
Asst Principal, HS	217, 227
Band Director, HS	217
Director, Administrative Services	227
Director, Advanced Academic Services	227
Director, Community Support Services	227
Director, AVID	227
Director, Early Childhood Education	227
Director, Guidance & Counseling	227
Director, Health Services	227
Director, Internal Auditor	227
Director, Leadership	227
Researcher, Harvard Strategic Data Fellow	227
Special Asst to Superintendent	227
Supervisor, Accounting	227
Supervisor, Dyslexia	227
Supervisor, SPED	227
Supervisor, SPED Behavior	227

Daily	\$356.92	\$432.63	\$508.34
217 Days	77,452	93,881	110,310
227 Days	81,021	98,207	115,393

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Daily	\$381.90	\$462.91	\$543.92
	Associate Principal, HS	227	227 Days	86,691	105,081	123,470
	Director, Development	227				
	Director, Energy/Custodial Operations	227				
	Director, Facilities	227				
	Director, Payroll	227				
	Director, Purchasing	227				
	Director, RDSPD	227				
	Director, School Nutrition	227				
	Director, Transportation	227				
	Principal, EEC	227				
	Principal, ES	227				
8			Daily	\$416.27	\$504.57	\$592.87
	Coordinator/Head Football Coach	227	227 Days	94,493	114,537	134,581
	Director, Benefits/Risk Management	227				
	Director, Finance	227				
	Director, Human Resources	227				
	Director, Choice and Partnership Schools	227				
	Director, Professional Learning	227				
	Director, Talent Development	227				
	Principal, Alter Center	227				
	Principal, Choice HS	227				
	Principal, MS	227				
9			Daily	\$453.73	\$549.98	\$646.23
	Chief Communications Officer	227	227 Days	102,997	124,845	146,694
	Chief Innovation Officer	227				
	Exec Director, Accountability	227				
	Exec Director, Bil/ESL/Migrant	227				
	Exec Director, Career & Tech Ed	227				
	Exec Director, Choice Programs, Access & Support	227				
	Exec Director, Curriculum & Instruction	227				
	Exec Director, District Operations	227				
	Exec Director, Federal & State Programs	227				
	Exec Director, Fine Arts	227				
	Exec Director, Guidance, Counseling & Wellness	227				
	Exec Director, Special Services	227				
	Exec Director, Talent Development	227				
	Principal, HS	227				
10			Daily	\$530.87	\$643.48	\$756.09
	Chief Technology Officer	227	227 Days	120,507	146,070	171,632
	Exec Director, Athletics	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Exec Director, Human Resources	227			
	Exec Director, Leadership	227			

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	Associate Supt, Athletics, Human Capital & Operatio	227
	Associate Supt, Curriculum And Instruction	227
	Associate Supt, Student & School Support	227
	Chief Financial Officer	227
	Chief of Schools	227

<b>Daily</b>	<b>\$637.05</b>	<b>\$772.18</b>	<b>\$907.31</b>
<b>227 Days</b>	144,610	175,285	205,959

## 2022-2023 Proposed Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$21.71	\$26.00	\$30.29
	Technician, Computer	227	227 Days	39,425	47,216	55,007
	Technician, Operations	227				
	Technician, Help Desk/Trainer	227				
2			Hourly	\$22.98	\$27.69	\$32.40
	Technician, Computer - HS	227	227 Days	41,732	50,285	58,838
	Technician, Help Desk	227				
	Trainer, Information Systems Technician	227				
3			Hourly	\$26.43	\$31.84	\$37.25
	Technician, Data Network	227	227 Days	47,997	57,821	67,646
	Technician, Information Systems Network	227				
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Daily	\$227.27	\$273.82	\$320.37
	Administrator, Secondary Technology	227	227 Days	51,590	62,157	72,724
	Specialist, Inventory	227				
	Supervisor, Help Desk	227				
	Supervisor, Technician	227				
5			Daily	\$267.04	\$321.74	\$376.44
	Administrator, Senior Data Network Systems	227	227 Days	60,618	73,035	85,452
	Instruct Application Analyst, Business	227				
	Instruct Application Analyst, Student	227				
	Web Master	227				
6			Daily	\$297.75	\$358.74	\$419.73
	Administrator, G Suite	227	227 Days	67,589	81,434	95,279
	Administrator, System	227				
	Application Analyst, Senior	227				
	Integration Analyst, Senior	227				
	Manager, WAN Area	227				
	Network Engineer	227				
	Network Specialist	227				
	Programmer, Student	227				
7			Daily	\$327.53	\$394.61	\$461.69
	Administrator, Senior Cybersecurity	227	227 Days	74,349	89,576	104,804

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Administrator, Senior System/Active Directory	227			
	Administrator, Senior System/Development	227			
	Coordinator, Senior Data Compliance	227			
	Coordinator, Technology Services	227			
	Engineer, Senior IT Network	227			
	Manager, Business Application	227			
	Manager, Infrastructure	227			
	Manager, Operations	227			
	Manager, Student Application	227			

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Manager, Network Hardware	227
Manager, Network Software	227

<b>Daily</b>	<b>\$355.36</b>	<b>\$428.15</b>	<b>\$500.94</b>
<b>227 Days</b>	80,667	97,190	113,713

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

<b>Daily</b>	<b>\$383.79</b>	<b>\$462.40</b>	<b>\$541.01</b>
<b>227 Days</b>	87,120	104,965	122,809

**2022-2023 Proposed Police Pay Plan**  
Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Telecommunicator I	227			
			<b>Hourly</b>	<b>\$19.62</b>	<b>\$23.50</b>
			<b>227 Days</b>	35,630	42,676
					49,722
<b>2</b>					
	Telecommunicator II	227			
			<b>Hourly</b>	<b>\$23.15</b>	<b>\$27.73</b>
			<b>227 Days</b>	42,040	50,358
					58,675
<b>3</b>					
	Police Officer	197, 227			
			<b>Hourly</b>	<b>\$30.79</b>	<b>\$36.88</b>
			<b>197 Days</b>	48,525	58,123
			<b>227 Days</b>	55,915	66,974
					78,034

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>4</b>					
	Police Corporal	227			
			<b>Daily</b>	<b>\$261.14</b>	<b>\$312.74</b>
			<b>227 Days</b>	59,279	70,992
					82,705
<b>5</b>					
	Police Sergeant	227			
			<b>Daily</b>	<b>\$276.80</b>	<b>\$331.50</b>
			<b>227 Days</b>	62,834	75,251
					87,667
<b>6</b>					
	Police Lieutenant	227			
			<b>Daily</b>	<b>\$293.41</b>	<b>\$351.39</b>
			<b>227 Days</b>	66,604	79,766
					92,927
<b>7</b>					
	Asst Chief of Police	227			
			<b>Daily</b>	<b>\$319.82</b>	<b>\$383.02</b>
			<b>227 Days</b>	72,599	86,946
					101,292
<b>8</b>					
	Chief of Police	227			
			<b>Daily</b>	<b>\$431.76</b>	<b>\$517.08</b>
			<b>227 Days</b>	98,010	117,377
					136,745

## 2022-2023 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	\$15.00	\$17.50	\$20.00
	Clerk - ATC	197	187 Days	22,440	26,180	29,920
	Clerk - Audio Visual	187	197 Days	23,640	27,580	31,520
	Clerk - Counselor	207	207 Days	24,840	28,980	33,120
	Clerk - EEC	207	227 Days	27,240	31,780	36,320
	Clerk - Elem	197				
	Clerk - FLEX	187				
	Clerk - HS	187, 197, 207				
	Clerk - Library	187				
	Clerk - MS	187				
	Clerk - Office	187, 207				
	Clerk - Receptionist	207				
	Clerk - SPED	187				
	Clerk - Temp	227				
	Community Liaison - Visiting	187				
	Receptionist - HS/Truancy	227				
3			Hourly	\$15.27	\$18.29	\$21.31
	Case Worker	217	187 Days	22,844	27,362	31,880
	Clerk - Athletic	207	197 Days	24,066	28,825	33,585
	Clerk - Attendance/PEIMS, ES, MS, HS, CHOICE HS	197	207 Days	25,287	30,288	35,289
	Clerk - Data Processing	227	217 Days	26,509	31,751	36,994
	Clerk - Data Processing Bilingual	227	227 Days	27,730	33,215	38,699
	Clerk - Data Processing MS	227				
	Clerk - Diagnostician	197				
	Clerk - Office/District	227				
	Clerk - Payroll Utility	227				
	Clerk - Schools of Choice/Student Admissions	227				
	Clerk - Speech	187				
	Clerk - Technology Help Desk	227				
	Court Liaison	197				
	Parent Liaison	187				
	Phone Operator/Receptionist	227				
4			Hourly	\$15.96	\$19.11	\$22.26
	Bookkeeper - Campus MS	187	187 Days	23,876	28,589	33,301
	Clerk - 504/Dyslexia	227	227 Days	28,983	34,704	40,424
	Clerk - Campus Payroll	227				
	Clerk - Computer SN	227				
	Clerk - Curriculum	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Clerk - Human Capital	227			
	Clerk - Position Control	227			
	Clerk - SPED PEIMS	227			
	Registrar/PEIMS DAEP	227			
	Secretary - ATC	227			

5		Hourly	\$16.67	\$19.97	\$23.27
Admin Asst - Bookkeeper/Director	227	197 Days	26,272	31,473	36,674
Admin Asst- Director Advanced Academic Services	227	227 Days	30,273	36,266	42,258
Admin Asst- Director of Community Support Services	227				
Admin Asst - Office	227				
Admin Asst - Principal ALT	227				
Admin Asst - Principal EEC, ES, MS, HS, Choice HS	227				
Agent- Fingerprint & Background Enrollment	227				
Bookkeeper - HS	197				
Certification Officer - Talent Development	227				
Clerk - Accounting	227				
Clerk - Accounts Payable	227				
Clerk - Inventory Control	227				
Clerk - Payroll	227				
Clerk - Purchasing	227				
Clerk - Special Projects	227				
Receptionist - Human Capital	227				
Registrar/PEIMS Clerk	227				
Registrar/PEIMS HS	227				
Specialist - Purchasing Contract	227				

6		Hourly	\$18.18	\$21.77	\$25.36
Admin Asst - Director	227	227 Days	33,015	39,534	46,054
Admin Asst - Principal HS	227				
Admin Asst - RDSPD	227				
Bookkeeper - Accounts Payable	227				
Liaison - Records Management	227				
Specialist - District Testing	227				

7		Hourly	\$19.81	\$23.73	\$27.65
Admin Asst - Chief Communication Officer	227	187 Days	29,636	35,500	41,364
Admin Asst - Exec Director	227	227 Days	35,975	43,094	50,212
Buyer - P Card, Purchasing	227				
Specialist - Child Care	187				
Specialist - Health Benefits	227				
Specialist - Human Resources	227				
Specialist - Payroll	227				
Specialist - Title I Fiscal & Program Comp	227				

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
8			Hourly	\$21.79	\$26.10	\$30.41
	Admin Asst - Associate Superintendent of Curr. & Instr.	227	227 Days	39,571	47,398	55,225
	Admin Asst - Associate Superintendent Student & School Supp.	227				
	Admin Asst - Chief Financial Officer	227				
	Admin Asst - Chief Innovation Officer	227				
	Admin Asst - Chief of Schools/Exec Director Leadership	227				
	Admin Asst - Exec Director Human Resources	227				
	Admin Asst - Exec Director Operations	227				
9			Hourly	\$23.86	\$28.58	\$33.30
	Admin Asst - Assoc. Supt. Athletics, Human Capital & Operations	227	227 Days	43,330	51,901	60,473
	Specialist - Policy/Procedure/Records	227				
10			Hourly	\$26.14	\$31.30	\$36.46
	Admin Asst - Superintendent	227	227 Days	47,470	56,841	66,211
	Specialist - Student Admissions	227				

**2022-2023 Proposed Instructional Support Pay Plan**  
**Ector County ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.50	\$20.00
	Aide - Flex	187	187 Days	22,440	26,180	29,920
	Aide - Instructional	187				
	Aide - Montessori	187				
	Aide - Music	187				
	Aide - Physical Ed	187				
	Aide - Pre K	187				
2			Hourly	\$15.27	\$18.29	\$21.31
	Aide - Alter Ed	187	187 Days	22,844	27,362	31,880
	Aide - Bilingual/ESL	187	227 Days	27,730	33,215	38,699
	Aide - Horticulture	227				
	Aide - SP Ed LD	187				
	Aide - Sp Ed PPCD	187				
	Aide - Speech Therapy	187				
	Child Care Provider	187				
	Temporary Child Care Provider	187				
	Temporary Child Care Specialist	187				
3			Hourly	\$15.96	\$19.11	\$22.26
	Aide - Audio Visual	187	187 Days	23,876	28,589	33,301
	Aide - School Health	187				
	Aide - Sped Applied Life Skills	187				
	Aide - Sped Basic Skills	187				
	Aide - Sped Specialized Classroom	187				
	Aide - Temp Health	187				
	Aide - Virtual Learning	187				
	Certified Nurse Asst	187				
4			Hourly	\$16.67	\$19.97	\$23.27
	Aide - Bilingual Tester	187	187 Days	24,938	29,875	34,812
	Aide - Culinary Arts	187				
	Aide - Graphic Design	187				
	Aide - Sp Ed 18+	187				
	Aide - Sp Ed Behavior Support	187				
	Remote Coaching Facilitator	187				
5			Hourly	\$17.85	\$21.37	\$24.89
	Opportunity Culture - Reach Associate	187	187 Days	26,704	31,970	37,235
	Opportunity Culture - Teacher Resident	187				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			Hourly	\$20.07	\$24.04	\$28.01
	Aide - Sp Ed Auditory Impaired (non-certified)	187	187 Days	30,025	35,964	41,903
	Instructional Facilitator	187				
7			Hourly	\$22.07	\$26.44	\$30.81
	Aide - Sp Ed Auditory Impaired (certified)	187	187 Days	33,017	39,554	46,092
	LVN	187				
8			Hourly	\$30.91	\$37.02	\$43.13
	Occupational Therapist Asst	187	187 Days	46,241	55,382	64,522
	Physical Therapist Asst	187				

## 2022-2023 Proposed Auxiliary Pay Plan

Ector County ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	\$15.00	\$17.50	\$20.00
	Bus Monitor	184	184 Days	22,080	25,760	29,440
3			Hourly	\$15.27	\$18.29	\$21.31
	Custodian	247	184 Days	22,477	26,922	31,368
	LIFT Monitor	184	247 Days	30,174	36,141	42,109
	Night Watchman	251	251 Days	30,662	36,726	42,790
4			Hourly	\$15.96	\$19.11	\$22.26
	Custodian - Asst Head	247	227 Days	28,983	34,704	40,424
	Groundskeeper	247	247 Days	31,537	37,761	43,986
	Mechanic - Vehicle Lubrication	227				
	Specialist - Campus Safety	227				
	Transportation - Bus Washer	227				
5			Hourly	\$16.67	\$19.97	\$23.27
	Asst - Central Receiving Warehouse	227	227 Days	30,273	36,266	42,258
	Asst - Instr Materials Rec Warehouse	227	247 Days	32,940	39,461	45,982
	Clerk - Mail Carrier	227				
	Custodian - Admin	247				
	Custodian - Head ES	247				
	Custodian - Warehouse	247				
	Technician - Asst Print/Mail Service	227				
	Technician - Bus Servicer	227				
	Transportation - Tire Servicer	227				
6			Hourly	\$17.51	\$20.97	\$24.43
	Apprentice - Carpenter	247	227 Days	31,798	38,082	44,365
	Apprentice - Electrician	247	247 Days	34,600	41,437	48,274
	Apprentice - Plumber	247				
	Asst. Printer	227				
	Clerk - Parts Room	227				
	Custodian - Head Admin	247				
	Custodian - Head MS	247				
	Technician - Print/Mail Service	227				
	Transportation - Bus Repair	227				
7			Hourly	\$18.39	\$22.02	\$25.65
	Attendant - Maintenance Warehouse	247	227 Days	33,396	39,988	46,580
	Caretaker - AG Farm	227	247 Days	36,339	43,512	50,684
	Caretaker - Stadium	227				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Custodian - Head HS	247			
	Maintenance/Groundskeeper Campus	247			
	Painter - General	247			
	Roofer	247			
	Stain Finish Worker	247			
	Technician - Irrigation	247			

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

Hourly	\$19.49	\$23.34	\$27.19
<b>207 Days</b>	32,275	38,651	45,027
<b>217 Days</b>	33,835	40,518	47,202
<b>227 Days</b>	35,394	42,385	49,377
<b>247 Days</b>	38,512	46,120	53,727

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Cabinet Maker	247
Electrician - General	247
Foreman - Carpentry	247
Foreman - Custodian	247
Foreman - Grounds	247
Foreman - Painting	247
Mechanic - Sheet Metal	247
Mechanic - Shop	247
Mechanic - Vehicle	227
Plumber	247

Hourly	\$21.76	\$25.91	\$30.06
<b>227 Days</b>	39,516	47,053	54,589
<b>247 Days</b>	42,998	51,198	59,399

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

Hourly	\$25.46	\$30.31	\$35.16
<b>227 Days</b>	46,235	55,043	63,851
<b>247 Days</b>	50,309	59,893	69,476

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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<b>11</b>
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Foreman - Electrician	247
Foreman - Plumbing	247
Foreman - Shop	227
Supervisor - Construction/Roofing	247
Supervisor - Operations/Project	247
Supervisor - Warehouse Maintenance	247

<b>Hourly</b>	<b>\$29.53</b>	<b>\$35.16</b>	<b>\$40.79</b>
<b>227 Days</b>	53,626	63,851	74,075
<b>247 Days</b>	58,351	69,476	80,601

<b>BD</b>
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Bus Driver	184
Bus Driver - Sp Ed	184

<b>Hourly</b>	<b>\$21.00</b>	<b>\$24.70</b>	<b>\$28.65</b>
<b>184 Days</b>	30,912	36,358	42,173

## 2022-2023 Proposed School Nutrition Pay Plan

Ector County ISD

\*Annual amounts are based on 7 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>2</b>					
	Cafe Worker	184	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.50</b>
	Cook - Asst	184	<b>184 Days</b>	<b>\$20.00</b>	
			19,320	22,540	25,760
<b>3</b>					
	Cook - Head	184	<b>Hourly</b>	<b>\$15.27</b>	<b>\$18.29</b>
			<b>184 Days</b>	<b>\$21.31</b>	
			19,668	23,558	27,447
<b>4</b>					
	Cook - Lead	184	<b>Hourly</b>	<b>\$15.96</b>	<b>\$19.11</b>
			<b>184 Days</b>	<b>\$22.26</b>	
			20,556	24,614	28,671
<b>5</b>					
	Delivery - Warehouse SN	227	<b>Hourly</b>	<b>\$16.67</b>	<b>\$19.97</b>
	Manager - School Nutrition ES	187	<b>187 Days</b>	<b>\$23.27</b>	
			21,821	26,141	30,460
			<b>227 Days</b>	<b>\$36.976</b>	
			26,489	31,732	36,976
<b>6</b>					
	Manager - School Nutrition MS	187	<b>Hourly</b>	<b>\$17.51</b>	<b>\$20.97</b>
			<b>187 Days</b>	<b>\$24.43</b>	
			22,921	27,450	31,979
<b>7</b>					
	Manager - School Nutrition HS	187	<b>Hourly</b>	<b>\$18.38</b>	<b>\$22.02</b>
			<b>187 Days</b>	<b>\$25.66</b>	
			24,059	28,824	33,589
<b>8</b>					
	Asst Supervisor - Warehouse SN	227	<b>Hourly</b>	<b>\$19.49</b>	<b>\$23.34</b>
	Dual Manager - School Nutrition	187	<b>187 Days</b>	<b>\$27.19</b>	
			25,512	30,552	35,592
			<b>227 Days</b>	<b>\$43.205</b>	
			30,970	37,087	43,205
<b>9</b>					
	Supervisor - Warehouse School Nutrition	227	<b>Hourly</b>	<b>\$22.06</b>	<b>\$26.26</b>
	Technician - School Nutrition Mechanic	227	<b>227 Days</b>	<b>\$30.46</b>	
			35,053	41,727	48,401
<b>10</b>					
	Supervisor - School Nutrition	227	<b>Hourly</b>	<b>\$25.92</b>	<b>\$30.86</b>
	Technician - Lead School Nutrition Mechanic	227	<b>227 Days</b>	<b>\$35.80</b>	
			41,187	49,037	56,886

Group	Stipend	2022-2023	Limit/Qualifications
<b>SIGN ON BONUS</b>			
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM Bilingual Teacher	2,000	Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM/MS/HS Special Ed Teacher	2,000	Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: MS/HS Math, Science, ELAR	2,000	Eligible employees may only receive one time
SIGN ON BONUS	"RISE" and "SOAR" Campus: Teacher, Counselor, Instructional Coach, Media Specialist	1,875	Bonham, Bowie, Burnet (paid on first paycheck, 1/2 for semester hire)
<b>INSTRUCTION</b>			
INSTRUCTION	Opportunity Culture: Master Team Reach Teacher MTRT	12,000	
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL I	15,000	
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL II	17,000	
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL III	20,000	
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT I	8,000	
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT II	10,000	
INSTRUCTION	TIA: Master Designated Teacher Tier 1-5	12,000 - 32,000	
INSTRUCTION	TIA: Exemplary Designated Teacher Tier 1-5	6,000 - 18,000	
INSTRUCTION	TIA: Recognized Designated Teacher Tier 1-5	3,000 - 9,000	
INSTRUCTION	TIA: National Board Certified Teacher	3,000 - 32,000	
INSTRUCTION	Doctorate, JD Degree (All Staff)	3,650	
INSTRUCTION	Masters Degree (In Subject Area)	2,500	
INSTRUCTION	Masters Degree (Grandfathered Prior to August 2019)	2,600	Grandfathered employees only
INSTRUCTION	Masters Degree (Not in Subject Area)	1,500	
INSTRUCTION	Masters Degree Incentive Plan (advanced approval required)	1,050	\$350 per successfully completed course in teaching area; maximum \$1,050 per year
INSTRUCTION	Masters Degree Plus 30 Hours (Discontinued in 2014)	3,090	Existing Employees Grandfathered
INSTRUCTION	Mentor - Teacher	750	For each zero year teachers (2 max)
INSTRUCTION	Mentor - Media Specialist	500	Per Person Mentored
INSTRUCTION	Bilingual Certified Teacher	550-2,500	Amount determined by assignment
INSTRUCTION	ESL Certified Teacher	550-2,100	Amount determined by assignment
INSTRUCTION	Bilingual or ESL Certified District Personnel	2,500	As determined by assignment
<b>ELEMENTARY</b>			
ELEMENTARY	ELEM Distance Allowance	1,000	Fly, Cavazos, West, EK Downing
ELEMENTARY	Gifted & Talented Scholars in Progress (SIP) Teacher	2,100	GT Certification Required
ELEMENTARY	"RISE" Teacher, Counselor, Instructional Coach, Media Specialist	3,412	Burnet - paid 1/2 in Aug, 1/2 in Dec (1/2 amt for late hire)
ELEM/SEC	"RISE" / "SOAR" Asst Principal, Dean	5,000	1/2 in Aug, 1/2 in June
<b>SECONDARY</b>			
SECONDARY	"RISE" / "SOAR" Teacher, Counselor, Instructional Coach, Media Specialist	3,412	Bowie, Bonham - paid 1/2 in Aug, 1/2 in Dec (1/2 amt for late hire)
SECONDARY	HS Counselors Summer Assignment	4,000	3 per HS (OHS/PHS)
SECONDARY	HS AP Coordinator PHS	2,000	1 at PHS
SECONDARY	HS AP/IB Coordinator OHS	2,500	1 at OHS
SECONDARY	HS Cheer Sponsor - Sub varsity	3,150	
SECONDARY	HS Cheer Sponsor - Varsity	5,150	

Group	Stipend	2022-2023	Limit/Qualifications
SECONDARY	HS Decathlon/Octathlon Coach	1,200	Up to 5 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Decathlon/Octathlon Lead Sponsor	3,200	1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Dept Chair (ELAR, Math, Science, Social Studies, Sped, LOTE, CTE, Fine Arts, ESL)	3,700	(OHS/PHS)
SECONDARY	HS Drama NTO	3,150	
SECONDARY	HS Journalism Activities (NTO, OCTECHS, OCA)	1,600	1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Journalism Activities (OHS, PHS)	3,150	1 per HS (OHS,PHS)
SECONDARY	HS Speech Activities (NTO)	3,150	
SECONDARY	HS Sponsor National Honor Society (OHS, PHS)	800	1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Nat'l Honor Society (NTO, OCTECHS, OCA)	600	1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Speech Activities (OHS, PHS)	3,150	1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Student Council (NTO, OCTECHS, OCA)	1,100	1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Student Council (OHS, PHS)	2,100	1 per HS (OHS,PHS)
SECONDARY	HS UIL Academics Coach	500	Up to 8 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS UIL Academics Lead Sponsor	1,500	1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	MS Cheer Sponsor	2,100	1 per MS
SECONDARY	MS Dept Chair (ELAR, Math, Science, Social Studies, Sped,	3,150	
SECONDARY	MS Sponsor Journalism Activities	1,600	1 per MS
SECONDARY	MS Sponsor National Honor Society	600	1 per MS
SECONDARY	MS Sponsor Student Council	1,100	1 per MS
SECONDARY	MS/HS Campus AVID Coordinator	1,600	
SECONDARY	MS/HS Certified Math Teacher	2,100	
SECONDARY	MS/HS Certified Robotics Teacher	2,100	Classroom Robotics Only
SECONDARY	MS/HS Certified Science Teacher	2,100	
<b>SPECIAL EDUCATION</b>			
SPECIAL EDUC	SPED Lead Assistive Technology	1,500	
SPECIAL EDUC	SPED Lead: Diagnostician, Speech Path, LSSP, Behavior Specialist	3,150	
SPECIAL EDUC	SPED Speech Pathologist Assistant	3,000	
SPECIAL EDUC	SPED Speech Pathologist (Supervising Speech Path Asst) & LSSP (Supervising LSSP)	1,100	
SPECIAL EDUC	SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of the Visual Impaired (VI)	4,000	
SPECIAL EDUC	SPED Certified Teacher Orientation & Mobility	2,100	
SPECIAL EDUC	SPED Certified Teacher Behavioral Support (BSC / BSCAU)	5,000	
SPECIAL EDUC	SPED Certified Teacher Specialized Classroom (SC)	3,000	
SPECIAL EDUC	SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, Visual Impaired, and DHH Auditory Impaired, Music Therapy)	1,200	
SPECIAL EDUC	SPED Special Olympics (adaptive PE)	4,750	
<b>SUMMER C&amp;I</b>			
SUMMER C&I	Elementary Administrator	12,000	May 31st - July 20th
SUMMER C&I	Middle School Administrator	5,000	May 31st - June 30th
SUMMER C&I	High School Administrator	5,000	May 31st - June 30th

Group	Stipend	2022-2023	Limit/Qualifications
SUMMER C&I	High School Administrator	4,000	July 1st - July 20th
SUMMER C&I	Elem Teacher (General Ed, Bilingual, Sped)	4,000	May 31st - July 20th AM/PM session separate
SUMMER C&I	Elem Teacher - Enrichment	4,000	May 31st - July 20th AM/PM session separate
SUMMER C&I	Middle School Teacher - Academic	3,400	May 31st - June 30th
SUMMER C&I	High School Teacher - Academic	3,400	June session AM/PM
SUMMER C&I	High School Teacher - Academic	2,500	July session AM/PM
SUMMER C&I	Behavior Specialist	4,000	May 31st - July 20th AM/PM session separate
SUMMER C&I	Elementary Media Specialist	1,200	4 days
SUMMER C&I	Middle School Media Specialist	1,200	4 days
SUMMER C&I	Nurse	2,600	AM/PM session separate
SUMMER C&I	Counselors	4,000	3 per HS (OHS,PHS)
SUMMER C&I	Camp SIP Teachers	2,560	June 13th - 23rd
<b>ATHLETICS</b>			
ATHLETICS	Group I (Other) Head Coach Non Football	7,000	
ATHLETICS	Group I Varsity Football Coach	7,000	2 per HS
ATHLETICS	Group I Varsity Football Coach (Off/Def Coord)	7,000	2 per HS
ATHLETICS	Group II Assistant HS Coach	5,750	
ATHLETICS	Group II MS Athletics Coordinator	5,500	2 per MS
ATHLETICS	Group III MS Coach	4,750	
ATHLETICS	Group IV Coach (Elem. P.E.)	1,300	
ATHLETICS	HS Asst Head Football Coach	3,150	1 per HS
ATHLETICS	HS Dual Sports Coordinator	3,150	1 per HS
ATHLETICS	HS Girls Athletic Coordinator	3,500	1 per HS
ATHLETICS	HS Head Athletic Trainer	5,000	1 per HS
ATHLETICS	Asst Athletic Trainer HS	5,000	1 per HS
ATHLETICS	Asst Athletic Trainer HS / MS	5,000	1 per HS
ATHLETICS	HS Head Cross Country Coach	4,500	2 per HS (Boys/Girls)
ATHLETICS	HS Powerlifting Coach	4,500	1 per HS
<b>FINE ARTS</b>			
FINE ARTS	HS Art Teacher Lead	3,000	1 per HS (OHS,PHS)
FINE ARTS	HS Art VASE	1,500	HS Qualifying per Fine Arts
FINE ARTS	HS Band Asst Director	4,200	
FINE ARTS	HS Band Color Guard	5,000	
FINE ARTS	HS Choir Asst Director	3,700	
FINE ARTS	HS Choir Pop Ensemble Accompanist	1,850	1 per HS (OHS,PHS)
FINE ARTS	HS Dance Asst Director	3,150	
FINE ARTS	HS Dance Head Director	5,150	
FINE ARTS	HS Guitar	4,000	
FINE ARTS	HS Harp	4,000	
FINE ARTS	HS JROTC Instructor	3,150	2 per HS
FINE ARTS	HS Orchestra Asst Director	3,150	
FINE ARTS	HS Sponsor Flag Team/Wildbunch	1,500	
FINE ARTS	HS Theatre Arts Asst Director	2,000	
FINE ARTS	HS Theatre Arts Head Director	4,000	

Group	Stipend	2022-2023	Limit/Qualifications
FINE ARTS	MS Art VASE	1,000	MS Qualifying per Fine Arts
FINE ARTS	MS Band Asst Director	3,150	
FINE ARTS	MS Band Head Director	4,200	
FINE ARTS	MS Choir Asst Director	1,600	
FINE ARTS	MS Choir Head Director	3,700	
FINE ARTS	MS Dance Asst Director	1,600	
FINE ARTS	MS Dance Head Director	3,100	
FINE ARTS	MS Guitar Asst	800	MS Qualifying per Fine Arts
FINE ARTS	MS Guitar/Mariachi Head Director	1,050	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Asst Director	1,600	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Head Director	3,150	
FINE ARTS	MS Piano/Keyboard Teacher	800	MS Qualifying per Fine Arts
FINE ARTS	MS Theatre Arts	2,000	MS Qualifying per Fine Arts
<b>TECHNOLOGY</b>			
TECHNOLOGY	Information Technology – CCNA	3,150	
<b>OTHER</b>			
OTHER	Career Ladder II [Grandfathered employees]	500	Grandfathered employees only
OTHER	Career Ladder III [Grandfathered employees]	1,000	Grandfathered employees only
OTHER	Enhancement/Staffing Allotment	3,500	Enhancement Allot/Staffing Opt (approval required)
OTHER	ESL Cluster [Grandfathered Employees]	1,030	Grandfathered employees only
OTHER	CDL Certification	3,000	per department approval
OTHER	Police Department - Field Training Officer - Certified	100	per month/per department approval
OTHER	Police Department - Internal Affairs Officer Pay	100	per month/per department approval
OTHER	Police Department - SWAT	150	per month for active member
OTHER	School Nutrition Certification 1	500	
OTHER	School Nutrition Certification 2	800	
OTHER	School Nutrition Certification 3	1,000	
OTHER	School Nutrition Certification 4	1,200	
OTHER	School Nutrition Certification 5	1,500	
OTHER	Strategic Principal Appointment designated by Supt	7,500	1/2 Dec 1/2 June
OTHER	TIA Administrator	6,000	per HR approval
OTHER	Travel - HS Head Football Coaches	7,200	OHS & PHS
OTHER	Travel - HS Principals	4,325	OHS & PHS
OTHER	Travel-Assistant Athletic Director	4,000	
OTHER	Travel-Executive Directors, Directors of Communications, Transportation, Food Service, Fine Arts, RDSPD	4,400	
OTHER	Travel-School Nutrition Assistant Directors, Dietitian, Supervisors	1,750	Paid out of federal funds
OTHER	Travel-Superintendent, Cabinet, Principal Supervisors	7,500	
OTHER	Strategic Admin Appointment as designated by the Supt	1,250-7,500	1/2 in December, 1/2 in June
OTHER	UT On Ramp Teacher	2,600	OHS(6),PHS(6)

Group	Stipend	2022-2023	Limit/Qualifications
OTHER	Unforeseen Circumstances (approval required)	TBD	Negotiated, based on appropriate market conditions

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
<b>CURRICULUM &amp; PD</b>				
C & I	Writers/Developers	\$20	Per Hour	Off-Duty
C & I	Attendees	\$17	Per Hour	Off-Duty Teachers
C & I	Attendees	\$10	Per Hour	Off-Duty Non-Exempt
C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
C & I	Presenters, Preparation	\$60	Per Half Day	Off-Duty
Summer	Training - Presenter	\$300	Per Day	
Summer	Training - Participant	\$100	Per Day	
Summer	Nurse	\$20	Per Hour	
Summer	Secretary	OT Rate	Per Hour	
Summer	Clerk	\$14	Per Hour	
Summer	Aide	\$14	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, non-certified, 45 college hours	\$13	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, Certified	\$22	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Optional Extended Day and Magnet Programs	Aides	OT Rate	Per Hour	
Extended Day (High School)	Administrator	\$25	Per Hour	
Extended Day (High School)	Teachers	\$22	Per Hour	
Extended Day (High School)	Clerk	OT Rate	Per Hour	
Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
After School Credit Recovery	Teachers	\$32	Per Hour	
After School Credit Recovery	Aides	OT Rate	Per Hour	
Saturday School	Administrator	\$25	Per Hour	
Saturday School	Teachers	\$22	Per Hour	
Saturday School	Media Specialists	\$22	Per Hour	
Summer Learning	Aides: gen ed, sped, bilingual	\$16	Per Hour	
Summer Learning	Clerk	\$16	Per Hour	
Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Other	Detention Supervision	\$22	Per Hour	
Tutoring	Tutoring and Instruction, Certified	\$32	Per Hour	
Tutoring	Tutoring and Instruction, Certified at "F" rated campuses	\$40	Per Hour	"F" rated campuses
Tutoring	Tutoring and Instruction, non-certified	\$17	Per Hour	
Tutoring	Tutor, AVID	\$13	Per Hour	
Tutoring	Regular AT Risk Tutor - TPC	\$22	Per Hour	
Tutoring	Regular AT Risk Tutor - Title 1	\$22	Per Hour	
Distance Learning	Teachers	\$250	Per Student/Sem.	
Dyslexia Program	Teacher, Part-time	\$22	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
<b>TALENT DEVELOPMENT</b>				
OPT	OPT Content Tutor	\$40	Per Hour	
Summer School	OPT Apprentice	\$20	Per Hour	Must be an OPT Apprentice
Summer School	OPT Mentor Teachers	\$1,000	Per Year	
<b>TEMPORARY REPLACEMENTS</b>				
Administrators	High School Principal	\$400	Per Day	Contingent upon experience
Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
Administrators	Secondary Assistant Principal	\$325	Per Day	
Administrators	Elementary Assistant Principal	\$300	Per Day	
Administrators	Counselor	\$250	Per Day	
Administrators	Speech Therapists	\$340	Per Day	
Administrators	Diagnosticians	\$300	Per Day	
Classroom Substitutes	Non-Certified	\$120	Per Day	
Classroom Substitutes	Certified (in Texas)	\$150	Per Day	
Classroom Substitute -in the same position for 10 consecutive days or more	Non-Certified	\$198	Per Day	Sub Office approval required
Classroom Substitute -in the same position for 10 consecutive days or more	Certified	\$228	Per Day	Sub Office approval required
Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year
<b>ATHLETICS</b>				
<b>ALL DUTIES PAID FOR REGULAR SEASON, NON-ECISD AND PLAYOFF EVENT, GAME OR TOURNAMENT</b>				
High School Football - Out of Town Games	Ticket Seller	\$45	Per Game	
Varsity Football	Nurse	\$30	Per Hour	West-East Side
Varsity Football	Supervisor	\$100	Per Game	
Varsity Football	Scoreboard	\$45	Per Game	
Varsity Football	Timer/Clock/ DownBox	\$45	Per Game	
Varsity Football	Ticket Sellers	\$45	Per Game	
Varsity Football	Announcer	\$120	Per Game	
Varsity Football	Ticket Takers	\$40	Per Game	
Varsity Football	Press box	\$40	Per Game	
Varsity Football	Ramp Workers HS/MS/Elem Sections	\$40	Per Game	
Varsity Football	Gates /-Sideline / Elevator	\$40	Per Game	
Varsity Football	PA Spotter	\$40	Per Game	
Varsity Football	Chain Crew	\$40	Per Game	
Varsity Football	Open Gates Early	\$5	Per Game	
Varsity Football	Filming for Daktronics Board	\$100	Per Game	
Varsity Football	Pre-Production Daktronics	\$100	Per Game	
Varsity Football	Daktronics and Computer	\$100	Per Game	
Varsity Football	STATS	\$65	Per Game	
Junior Varsity Football	Ticket Sellers	\$30	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Junior Varsity Football	Ticket Takers	\$30	Per Game	
Junior Varsity Football	Gates	\$30	Per Game	
Junior Varsity Football	PA Spotter	\$30	Per Game	
Junior Varsity Football	Chain Crew	\$30	Per Game	
Junior Varsity Football	Supervisor	\$100	Per Game	
Junior Varsity Football	Announcer	\$45	Per Game	
Junior Varsity Football	Scoreboard	\$35	Per Game	
Junior Varsity Football	Timer / Clock	\$35	Per Game	
Junior Varsity Football	Downbox	\$35	Per Game	
Junior Varsity Football	Filming for Daktronics Board	\$100	Per Game	
Junior Varsity Football	Pre-Production Daktronics	\$100	Per Game	
Junior Varsity Football	Daktronics and Computer	\$80	Per Game	
Middle School Football	Ticket Sellers	\$25	Per Game	
Middle School Football	Ticket Takers	\$25	Per Game	
Middle School Football	Gates	\$25	Per Game	
Middle School Football	Press Box	\$30	Per Game	
Middle School Football	Chain Crew	\$25	Per Game	
Middle School Football	Supervisor	\$100	Per Game	
Middle School Football	Announcer	\$45	Per Game	
Middle School Football	Scoreboard	\$30	Per Game	
Middle School Football	Timer	\$30	Per Game	
Middle School Football	Downbox	\$30	Per Game	
Middle School Football	Daktronics and Computer	\$80	Per Game	
High School Basketball	Ticket Seller	\$25	Per Game	
High School Basketball	Ticket Taker	\$25	Per Game	
High School Basketball	Clock	\$25	Per Game	
High School Basketball	Bookkeeper	\$30	Per Game	
High School Basketball	Supervisor	\$100	Per Game	
Middle School Basketball	Ticket Seller	\$20	Per Game	
Middle School Basketball	Ticket Taker	\$20	Per Game	
Middle School Basketball	Clock	\$20	Per Game	
Middle School Basketball	Bookkeeper	\$20	Per Game	
Middle School Basketball	Supervisor	\$100	Per Game	
High School Volleyball	Ticket Seller	\$25	Per Game	
High School Volleyball	Ticket Taker	\$25	Per Game	
High School Volleyball	Clock	\$25	Per Game	
High School Volleyball	Bookkeeper	\$30	Per Game	
High School Volleyball	Libero Tracker	\$25	Per Game	
High School Volleyball	Supervisor	\$100	Per Game	
Middle School Volleyball	Ticket Seller	\$20	Per Game	
Middle School Volleyball	Ticket Taker	\$20	Per Game	
Middle School Volleyball	Clock	\$20	Per Game	
Middle School Volleyball	Bookkeeper	\$20	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Middle School Volleyball	Libero Tracker	\$20	Per Game	
Middle School Volleyball	Supervisor	\$100	Per Game	
Baseball	Ticket Seller	\$25	Per Game	
Baseball	Ticket Taker	\$25	Per Game	
Baseball	Scorekeeper	\$25	Per Game	
Baseball	Pitch Count	\$25	Per Game	
Baseball	Announcer	\$45	Per Game	
Baseball	Supervisor	\$100	Per Game	
Softball	Ticket Seller	\$25	Per Game	
Softball	Ticket Taker	\$25	Per Game	
Softball	Scorekeeper	\$25	Per Game	
Softball	Announcer	\$45	Per Game	
Softball	Supervisor	\$100	Per Game	
High School Soccer Varsity & JV	Ticket Seller	\$30	Per Game	
High School Soccer Varsity & JV	Ticket Taker	\$30	Per Game	
High School Soccer Varsity & JV	Gate	\$30	Per Game	
High School Soccer Varsity & JV	Announcer	\$45	Per Game	
High School Soccer Varsity & JV	Supervisor	\$45	Per Game	
High School Soccer Varsity & JV	Filming for Daktronics Board	\$100	Per Game	
High School Soccer Varsity & JV	Pre-Production Daktronics	\$100	Per Game	
High School Soccer Varsity & JV	Daktronics and Computer	\$80	Per Game	
High School Soccer Varsity & JV	Announcer	\$40	Per Game	
High School Soccer Varsity & JV	Scoreboard	\$40	Per Game	
High School Soccer Varsity & JV	Timer	\$40	Per Game	
Middle School Soccer	Ticket Seller	\$20	Per Game	
Middle School Soccer	Ticket Taker	\$20	Per Game	
Middle School Soccer	Gate	\$20	Per Game	
Middle School Soccer	Supervisor	\$30	Per Game	
Middle School Soccer	Announcer	\$20	Per Game	
Middle School Soccer	Scoreboard	\$20	Per Game	
Middle School Soccer	Timer	\$20	Per Game	
Middle School Track	Certified Referee	Avg \$250	Agreed Amt	
Middle School Track	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
Middle School Track	Gate Keeper/ Ticket Sellers	\$10	Per Hour	
Middle School Track	Starter	\$150	Agreed Amt	
Middle School Track	Announcer	\$120	Per Event	
Gymnastics	Ticket Sellers	\$10	Per Hour	
Gymnastics	Registration Workers	\$10	Per Hour	
Gymnastics	Table Workers	\$10	Per Hour	
Gymnastics	Elementary Meets - Judges	\$10	Per Hour	
Athletics	Game Videographer	\$100	Per Event	
Athletics	Pre-Production Daktronics Board	\$100	Per Event	
Athletics	Filming & Training for Daktronics	\$100	Per Event	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Athletics	Officials (UIL Schedule fee)	TBD		All Sports
Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
Athletics	Drive Bus	\$25	Per Route	
Athletics	Daktronics and Computer	\$80	Per Game	
Athletics	Sub/Part Time Ticket Seller	\$10	Per Hour	
Athletics	Office Ticket Sellers	\$10	Per Hour	Summer/Football Season 8-5pm
Athletics	Assigner Fees (per Chapter Fee Schedule)	TBD		
Cross-Country Meet	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Assistant Director	\$20	Per Hour	
West Texas Relays/District or Area Track	Registrars / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Gate Keeper	\$10	Per Hour	
West Texas Relays/District or Area Track	Clerks	\$10	Per Hour	
West Texas Relays/District or Area Track	Ticket Sellers	\$10	Per Hour	
West Texas Relays/District or Area Track	Ticket Takers	\$10	Per Hour	
West Texas Relays/District or Area Track	Timing System	Avg \$1,000	Per Day	
West Texas Relays/District or Area Track	Press box Attendant	\$10	Per Hour	
West Texas Relays/District or Area Track	Pre-Production Daktronics Board/Filming	\$100	Per Day	
West Texas Relays/District or Area Track	Daktronics and Computer	\$80	Per Day	
West Texas Relays/District or Area Track	Starter	Avg \$150	Agreed Amt	
West Texas Relays/District or Area Track	Announcer	\$120	Per Event	
West Texas Relays/District or Area Track	Certified Referee	Avg \$250	Per Game	Not Held Every Year
Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	
Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	
Graduation	Ramps/Usher/Gates	\$75	Per Event	
Graduation	Nurse/Trainer	\$30	Per Hour	
Football	Gates	\$45	Per Game	
Football	PA Spotter	\$40	Per Game	
Football	Chain Crew	\$40	Per Game	
Football	Supervisor	\$60	Per Game	
Football	Assistant Supervisor	\$50	Per Game	
Football	Announcer	\$80	Per Game	
Football	Scoreboard	\$50	Per Game	
Football	Timer	\$50	Per Game	
Football	Downbox	\$45	Per Game	
Football	Filming & Training for Daktronics Board	\$100	Per Game	
Football	Pre-Production Daktronics	\$100	Per Game	
Football	Daktronics and Computer	\$85	Per Game	
<b>FINE ARTS</b>				
Fine Arts	Coordinator MS/HS Art Show	\$250	Per Event	
Fine Arts	Organizer Solo-Ensemble Contest	\$250	Per Event	
Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
Piano Accompanist	Accompany Middle School Choir	\$20	Per Hour	
Piano Accompanist	Accompany High School Choir	\$25	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
<b>ACADEMIC CONTESTS</b>				
Octathlon	Octathlon Coordinator - Judges	\$300	Per Meet	
Octathlon	Octathlon Essay Judge	\$75	Per Meet	
Octathlon	Octathlon Test Monitor	\$75	Per Meet	
Octathlon	Octathlon Speech Judge	\$75	Per Meet	
Octathlon	Octathlon Computer Staff	\$100	Per Meet	
Octathlon	Octathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
Octathlon	Octathlon Speech Timer	\$50	Per 2.5 hours	
Octathlon	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hours	
Octathlon	Octathlon Exam Runner	\$75	Per 6 hours	
Decathlon	Decathlon Tabulators	\$50	Fri PM	
Decathlon	Decathlon Tabulators	\$100	Sat AM/PM	
Decathlon	Decathlon Computer Staff - Data Entry	\$50	Fri PM	
Decathlon	Decathlon Computer Staff - Data Entry	\$100	Sat AM/PM	
Decathlon	Decathlon Computer Staff Coordinator	\$200	Per Meet	
Decathlon	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
Decathlon	Decathlon Essay Graders	\$75	Fri AM/PM	Training Meeting
Decathlon	Decathlon Super Quiz Proctors	\$50	Sat PM	
Decathlon	Decathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ECISD Administrators	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ECISD Administrators	Awards Manager	\$280	For 14 Hour	
Advanced Academic Services Staff	AAS Secretary & AAS Clerks	OT Rate	Per Hour	
<b>CAMPUS</b>				
Campus Science Liaison (Lamar only)		\$1,600	Per Year	
"Just Say No" Sponsor		\$300	Per Year	
Additonal Days Bonham "SOAR"	Select personnel only	\$300	Per Day	
Additional Days	Asst Principal	Daily Rate	Per Day	
<b>OTHER</b>				
Camp SIP (MS & Elementary)	Teacher	\$2,800	June	Teachers hired for Camp SIP
Bus Driver Secondary AEP Drivers & Monitors		\$0.55	Per Hour	added duties only
Bus Driver	Day trips of 5 or more hours	\$2.58	Per Hour	Overnight trips not applicable
Bus Driver Specialist		\$1.00	Per Hour	per hour for supervision duties
Innovation Architect		\$30	Per Hour	
Nursing	Screeners	\$10	Per Hour	
Nursing	Sub Nurses	\$20	Per Hour	
Deaf Education	Interpreter, Teacher	\$17	Per Hour	
Deaf Education	Interpreter, Aide	\$13	Per Hour	
Special Education Program	Child Care Substitute	\$10	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2022-2023	Pay Basis	Limit/Qualifications
Special Education Program	In-Home Trainer	\$17	Per Hour	
Special Education Program: Diagnostician	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Special Education Program: Speech Language Pathologist	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Police Department	Holiday Patrol	Hourly Rate of Officer	Per Hour	
Police Department	Transportation Substitute	\$15	Per Hour	
Police Department	Holiday/24 Hour call	\$150	Per Day	
Police Department	Holiday/12 Hour call	\$125	Per Day	
Student Assistance Services	Care Team Trainer	\$45	Per Day	
Substitute and Part-Time Workers	General Part-Time Worker	\$10	Per Hour	
Substitute and Part-Time Workers	Truancy Court Clerk	\$10	Per Hour	
Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$10	Per Hour	
Substitute and Part-Time Workers	Food Service	Food Service Pay Grade Minimum	Per Hour	
Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	
Substitute and Part-Time Workers	Technician	\$15	Per Hour	
Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
Substitute and Part-Time Workers	Diagnosticians	\$60	Per Hour	
Substitute and Part-Time Workers	Substitute Aide/Clerk Secretary	\$10	Per Hour	
Elementary Attendance/PEIMS Clerks	10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
Travel - School Nutrition Managers		TBD		Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
Transportation	COC Route	\$25	Per Route	
Transportation	Driver Certification	Hourly Rate		
Graduation	Exempt	\$17	Per Hour	
Graduation	Nurse	\$20	Per Hour	
Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
Other	Document Translation	\$22	Per Hour	

<b>Supplemental Area of Responsibility</b>	<b>Supplemental Duties Performed</b>	<b>2022-2023</b>	<b>Pay Basis</b>	<b>Limit/Qualifications</b>
Performing Arts Center (PAC) Supervisor	Open/Close/Monitor/Technical	\$25	Per Hour	Paid by depart/campus budget
Special Education Program (Diagnostician, Speech Language Pathologist)	Evaluations, Reports, Student Support Services	\$65	Per Hour	
Unforeseen Circumstances (Approval Required)	Negotiated, based on appropriate market conditions	TBD		