

Cedar Hill
Independent School
District:
Compensation Manual

2009 - 2010



Teacher Salary Scale

Cedar Hill Independent School District
2009-2010 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)

Administrative & Professional Pay

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 20	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$243.68	\$292.13	\$340.58
187	\$45,568	\$54,628	\$63,688
197	\$48,005	\$57,550	\$67,094
202	\$49,223	\$59,010	\$68,797
207	\$50,442	\$60,471	\$70,500
226	\$55,072	\$66,021	\$76,971
240	\$58,483	\$70,111	\$81,739
260	\$63,357	\$75,954	\$88,551

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	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
Instructional Coordinators	226
Instructional Coordinator, Special Education	226
Behavior Support Coordinator	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
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
2009-2010 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 21	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$253.94	\$315.50	\$377.06
207	\$52,566	\$65,309	\$78,051
226	\$57,390	\$71,303	\$85,216
240	\$60,945	\$75,720	\$90,494
260	\$66,024	\$82,030	\$98,036

Assignment	Days
Assistant Principal, Middle School	207
Coordinator, Special Education	226
*Counselor, Lead District	226
Director, Education Foundation (Part-time)	226
Director, CATE (Part-time)	226
*Director, Fine Arts (future position)	226

Pay Grade AD 22	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$274.25	\$340.3	\$407.21
207	\$56,769	\$70,442	\$84,292
226	\$61,980	\$77,005	\$92,029
240	\$65,820	\$81,775	\$97,730
260	\$71,305	\$88,478	\$105,874

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

Pay Grade AD 23	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$301.67	\$374.80	\$447.93
207	\$62,446	\$77,584	\$92,722
226	\$68,177	\$84,705	\$101,232
240	\$72,400	\$89,952	\$107,503
260	\$78,434	\$97,448	\$116,461

Assignment	Days
Principal, Elementary	226
Principal, Intermediate	226
Project Director, Character Education	226

****Future positions** dependent upon future available funds.**

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 24	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$325.81	\$404.79	\$483.77
207	\$67,443	\$83,792	\$100,140
226	\$73,633	\$91,483	\$109,332
240	\$78,194	\$97,150	\$116,105
260	\$84,711	\$105,245	\$125,780

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	\$351.87	\$437.17	\$522.47
207	\$72,837	\$90,494	\$108,151
226	\$79,523	\$98,800	\$118,078
240	\$84,449	\$104,921	\$125,393
260	\$91,486	\$113,664	\$135,842

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	\$387.05	\$480.88	\$574.71
207	\$80,119	\$99,542	\$118,965
226	\$87,473	\$108,679	\$129,884
240	\$92,892	\$115,411	\$137,930
260	\$100,633	\$125,028	\$149,424

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

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD 27	Yearly Rates		
	Minimum	Midpoint	Maximum
Daily	\$425.76	\$528.97	\$632.18
207	\$88,132	\$109,496	\$130,861
226	\$96,222	\$119,547	\$142,873
240	\$102,182	\$126,953	\$151,723
260	\$110,697	\$137,532	\$164,366

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

Paraprofessional Pay

Cedar Hill Independent School District
 2009-2010 Pay Schedule
Paraprofessional – Non-Clerical

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$73.50	\$93.50	\$113.50
PG 2	\$81.00	\$103.00	\$124.00
PG 3	\$89.50	\$113.50	\$137.50

Pay Grade	Assignment	Work Days
PG 1	Aide, Child Care (Even Start)	207
PG 1	Aide, CM/Resource (Special Education)	187
PG 1	Aide, Library	187
PG 1	Aide, Physical Education	187
PG 1	Aide, Pre Kindergarten	187
PG 1	Aide, Reading Specialist	187
PG 1	Aide, Specials	187
PG 1	EDP Worker	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 High School)	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 Elementary	190
PG 3	Aide, Nurse Secondary	187
PG 3	Aide, Special Education Others *	187

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

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Paraprofessional – Clerical
(Campus)**

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$73.50	\$93.50	\$113.50
PG 2	\$81.00	\$103.00	\$124.00
PG 3	\$89.50	\$113.50	\$137.50
PG 4	\$97.00	\$125.00	\$152.00
PG 5	\$106.00	\$137.00	\$167.00
PG 6	\$117.00	\$151.00	\$184.00
PG 7	\$130.00	\$168.00	\$203.00
PG 8	\$141.00	\$181.00	\$222.00

Pay Grade	Assignment	Work Days
PG 1	Clerk, Tardy	187
PG 2	Clerk, Textbook (High School-Part time)	226
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	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, Even Start	226
PG 5	Secretary, Middle Schools	226
PG 6	Secretary, Career & Tech/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
PG 8	Specialist, Early Childhood (Even Start)	226

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Paraprofessional – Clerical
(Administration)**

Pay Grade	Daily Rates		
	Minimum	Midpoint	Maximum
PG 1	\$73.50	\$93.50	\$113.50
PG 2	\$81.00	\$103.00	\$124.00
PG 3	\$89.50	\$113.50	\$137.50
PG 4	\$97.00	\$125.00	\$152.00
PG 5	\$106.00	\$137.00	\$167.00
PG6	\$117.00	\$151.00	\$184.00
PG 7	\$130.00	\$168.00	\$203.00
PG 8	\$141.00	\$181.00	\$222.00

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 5	Clerk, Extended Day Program	202
PG 5	Clerk, Instructional Coordinators	226
PG 5	Secretary, Executive Director/Director	226
PG 6	Clerk, Accounts Payable	226
PG 6	Data Specialist, Special Education	226
PG 6	Secretary, Executive Director of Technology	240
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
2009-2010 Pay Schedule**

Auxiliary Personnel			
Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
PG 1	\$8.50	\$11.00	\$13.00
PG 2	\$9.75	\$12.00	\$14.75
PG 3	\$11.00	\$14.00	\$16.75
PG 4	\$12.50	\$15.75	\$19.00
PG 5	\$14.25	\$18.00	\$21.50
PG 6	\$16.25	\$20.50	\$24.75
PG 7	\$18.50	\$23.50	\$28.00

Pay Grade	Assignment	Work Days
PG 1	Crossing Guard	175
PG 1	Custodian	260
PG 1	Worker, Food Service	175
PG 2	Assistant Manager, Food Service	182
PG 2	Custodian, Lead	260
PG 2	Security Guard	175
PG 3	Bus Driver, Vocational	187
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	HVAC, Assistant	260
PG 6	Locksmith	260
PG 6	Vehicle Mechanic	260
PG 6	Painter	260
PG 7	Licensed Plummer	260
PG 7	Athletic Grounds Foreman	260
PG 7	Carpenter, Lead	260
PG 7	Electrician	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 2009-2010 Pay Schedule

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

1. As a general rule, administrators 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. Compensation Time may be given to **“nonexempt”** employees in lieu of overtime compensation for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay. (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 compensation time to these **“exempt”** employees.

**Cedar Hill Independent School District
2009-2010 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
Summer School	Teacher	\$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	Bus Driver	\$10.75 per hour
Paraprofessional	Non Duty Days	\$15.00 per hour
Summer	Secretarial Help	\$15.00 per hour
Summer School	Paraprofessional	\$15.00 per hour
Tech Workshop Teachers	Teaching Tech Workshops for District	\$25.00 per hour
TOPS Lab Coordinator	West Computer Lab for Community	Para -Overtime Pay rate
TOPS Lab Coordinator	West Computer Lab for Community	Teacher - \$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 per day
Substitute Teacher	Minimum 60 credits (11 to 20 days)	\$80 per day
Substitute Teacher	Minimum 60 credits (21 to complete assignment)	\$95 per day
Substitute Teacher	Degreed (1 to 10 days)	\$80 per day
Substitute Teacher	Degreed (11 to 20 days)	\$90 per day
Substitute Teacher	Degreed (21 to complete assignment)	\$100 per day
Substitute Teacher	Certified (1 to 10 days)	\$95 per day
Substitute Teacher	Certified (11 to 20 days)	\$115 per day
Substitute Teacher	Certified (21 to complete assignment)	\$130 per day
Substitute Teacher	No Available Sub/Teacher gives up conference period	\$12 per con per
Substitute Paraprofessional	For Instructional Aide/Clerical	\$62.50 per day
Substitute Nurse	Certified	\$100 per day
Substitute Food Service	No Long-Term Pay Scale	\$7.75 per hour
Substitute Custodian	No Long-Term Pay Scale	\$7.75 per hour

Incentive Pay	
Assignment	Amount
Math	\$2,500
Science	\$2,500

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

**Cedar Hill Independent School District
2009-2010 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 Paid upon arrival of score
Character Education Site Coordinators	\$500*
Character Education Teacher Training	\$100
English Second Language (ESL)	\$1,500*
Mentor Teacher	\$1,500**
SHAC Coordinator	\$1,000*

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

*** Stipend paid at end of year*

General Fund Stipends	
Assignment	Amount
Future Problem Solving Team Sponsor	*\$200
Doctorate Degree for Administrators	\$1000

**Stipends are paid after the completion of the team competition*

Maintenance & Operation Annual Stipends	
Assignment	Amount
Energy Manager	\$5,000
EOP Coordinator	\$7,500
Integrated Pest Manager	\$1,500

Data Plan Monthly Stipends	
Assignment	Amount
Chiefs	\$100
Assistant Superintendent	\$100
Executive Assistant to the Superintendent	\$100
Executive Director, Athletics	\$100
Executive Director, Human Resources	\$100
Executive Director, Management Information Systems	\$100
Network Analyst	\$100
Director, Maintenance & Operations	\$100
Custodial Supervisor/Energy Manager	\$100
Coordinator Middle School Athletics	\$100
Coordinator, PEIMS	\$100
Athletic Trainer	\$20
Tech Support	\$20

Cedar Hill Independent School District
2009-2010 Pay Schedule
Athletic Annual Stipends

High School Campus – Head Coach	Amount
Basketball	\$12,000
Baseball	\$7,000
Softball	\$7,000
Track	\$7,000
Volleyball	\$7,000
Soccer	\$7,000
Golf, Swimming and Tennis (two seasons)	\$6,000
Power lifting and Cross Country	\$4,000
Football – Offensive/Defensive Coordinators	\$10,000
Varsity Assistants	
Asst. Head Football Coach	\$6,000
Football (V)	\$4,000
Baseball	\$4,000
Basketball	\$4,000
Softball	\$4,000
Volleyball	\$4,000
Assistant	
Football	\$3,000
Basketball	\$3,000
Baseball	\$3,000
Cross Country	\$3,000
Power lifting	\$3,000
Softball	\$3,000
Soccer	\$3,000
Track	\$3,000
Volleyball	\$3,000
Golf (per semester)	\$2,500
Swimming (per semester)	\$2,500
Tennis (per semester)	\$2,500
Any third sport (if approved)	\$1,500
Game Administrators	\$2,000
Athletic Trainers	
Head Trainer	\$15,000
Assistant Trainer	\$11,000
Middle School Campus	
Football	\$2,000
Golf (per school)	\$2,000
Tennis (per school)	\$2,000
First Assignment	\$1,500
Second Assignment	\$1,500
Third Assignment	\$1,500

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
2009-2010 Pay Schedule
Stipends**

Co curricular Annual Stipends	
Assignment	Amount
Band, HS Asst	\$8,500
Band, HS Head	\$13,000
Band, Intermediate	\$6,000
Band, MS Asst	\$6,000
Band, MS Head	\$8,000
Cheerleader, HS Head	\$5,000
Choir, HS Head	\$6,000
Coordinator, Fine Arts	\$5,000
Coordinator, Performing Arts Center	\$6000
Drill Team, HS Head	\$5,500
ROTC, Lt. Col	\$13,000
ROTC, CM Sgt.	\$12,000
ROTC, MSgt	\$10,000
Vocational, Ag Teacher	\$10,000

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
Dyslexia Evaluation Specialist	\$1,500
Lead SLP	\$1,500
Lead Diagnostician	\$2,500
Intervention Teachers	\$2,000
Self-Contained Teachers	\$3,000
Special Olympics Coach – per sport**	\$500
Diagnostician/SLP – Masters Degree	\$1,000
Diagnostician/SLP – Doctoral Degree	\$2,000

*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.

Dual Credit Teachers: Cedar Valley & El Centro	
Assignment	Amount
Teaching at least 16 students per semester per class section for each course	\$848 maximum
Less than 16 students per semester per class section for each course	\$53 per student
4 hour course (which includes lab)	\$282 additional

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Co-curricular and Academic Stipends**

High School, NGC & Collegiate Annual Stipends	
Assignment	Amount
9 th Grade Honor Club Sponsor	\$300
Cheerleader, Freshman	\$2,000
Cheerleader, JV	\$2,000
Choir, HS Asst/Choir Director – NGC	\$3,000
Debate Sponsor	\$2,000
Drama Sponsor, Assistant	\$1,000
Department Heads – Core Subjects	\$1,200
Department Heads – Other	\$750
Lead Teacher – Collegiate High School	\$1,200
Drama Sponsor	\$3,000
Drama Sponsor, Asst.	\$1,000
Fine Arts, HS	\$500
Interact Sponsor	\$1,000
Junior Class Sponsor	\$500
National Honor Society	\$500
Senior Class Sponsor	\$750
Sophomore Class Sponsor	\$400
Spanish Honor Society	\$200
Student Council Sponsor	\$1,200
Student Council Sponsor – NGC	\$750
Yearbook Sponsor – High School	\$1,500
Yearbook Sponsor – NGC	\$600
Yearbook Sponsor – Collegiate	\$600

Middle School Annual Stipends	
Assignment	Amount
Cheerleader, W.S. Permenter Middle	\$1,500
Cheerleader, Bessie Coleman Middle School	\$1,000
Choir	\$3,000
Department Head, Core Subjects	\$1,000
Department Head, Other	\$500
Drama	\$1,500
National Junior Honor Society	\$300
Step Team	\$500
Student Council Sponsor	\$600
Team Leader	\$350
UIL Coordinator	\$500
Yearbook	\$600

Stipends are paid ½ in December and ½ in May

**Cedar Hill Independent School District
2009-2010 Pay Schedule
Co-curricular and Academic Stipends**

Intermediate and Elementary Annual Stipends	
Assignment	Amount
Department Heads Intermediate	\$350
Team Leader Elementary	\$300
Team Leader Intermediate	\$300
Vocal Coordinator	\$750
Music and Strings Coordinator	\$750
Visual Arts and Photography Coordinator	\$750
Theatre and Dance Coordinator	\$750

Appointed Annual Stipends	
Assignment	Amount
Teacher Coordinators (197 days)	\$3,000
Teacher, Bilingual	\$2,500
Teacher Specialist	\$2,500
Coordinator, Bilingual	\$5,000
Coordinator, Nursing/Health Services	\$2,500
Technology Lead Liaison	\$1,000
Technology Liaison	\$500
Defibrillator Trainer	\$1,500
Web Master – Elementary	\$350
Web Master – Secondary	\$500

Academic UIL Annual Stipends	
Assignment	Amount
High School	\$750
Collegiate	\$750
Middle and Intermediate Schools (1 st team)	\$500
Middle and Intermediate Schools (2 nd team)	\$250
Elementary School	\$300
Judges (District Employees or Professionals)	\$30 per event
High School/NGC Combined UIL Teams	H.S. \$500; NGC \$250

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
Business Professionals of America (BPA)	\$600
Distributive Education Clubs of America (DECA)	\$600
Family, Career and Community Leaders of America (FCCLA)	\$600
Home Economics Related occupations (HERO)	\$600
Vocational Industrial Clubs of America (VICA)	\$600
Health Occupation Students of America (HOSA)	\$600
Criminal Justice Students Association	\$600

Stipends are paid 1/2 in December and 1/2 in May

**Cedar Hill Independent School District
2009-2010 Pay Schedule**

Monthly Travel Stipends	
Assignment	Amount
Assistant Superintendent, Business Services	\$300
Associate Principal, High School	\$225
Assistant Principal, High School	\$100
Auditory Impairment Itinerant Teacher	\$50
Chief Academic Officer	\$350
Chief Financial Officer	\$350
Chief Operations Officer	\$350
Coordinator, Athletics Middle School	\$100
Coordinator, Custodial Services/Energy Manager	\$300
Coordinator, Extended Day	\$150
Coordinator, Special Education	\$100
Coordinator, Student Intervention	\$100
Coordinator, Student Support Services	\$250
Coordinator, Adapted PE for Special Education	\$100
Coordinator, Special Education Behavior Support	\$100
Coordinator, Health and PE Services	\$150
Coordinator, Help Desk (240 days)	\$225
Coordinator, Nursing/Health Services	\$150
Coordinator, PEIMS	\$125
Counselor, Collegiate High School	\$150
Dean of Instruction High School	\$100
Director, Elementary Education	\$225
Director, Secondary Education	\$225
Director, Federal & State Programs	\$225
Director, Maintenance and Operations	\$350
Director, Student Support and Community Services	\$250
Director, Special Education	\$225
Director, Testing and Research	\$225
Executive Assistant to the Superintendent	\$50
Executive Director, Athletics	\$500
Executive Director, Business Services	\$275
Executive Director, MIS	\$275
Executive Director, Instructional Technology	\$275
Executive Director, Human Resources	\$275
Instructional Specialist	\$100
Network Analyst	\$150
Principal, Elementary/Intermediate School	\$175
Principal, High School	\$600
Principal, DAEP	\$250
Principal, Middle School	\$225
Principal, Ninth Grade Center	\$225
Principal, Collegiate	\$225
Project Director, Character Education	\$200
Special Education Counselor	\$100
Special Education SBI/CBI Lead	\$100
Teacher Specialist	\$100
Technology Technicians	\$200

Contract
Begin & End
Dates for
2009-2010
Calendar

Contract Begin and End dates for 2009-10 Calendar			
Adopted by Board			
# of Duty Days	Begin Date	End Date	
187	8/13/09	6/4/2010	
197	8/6/2009	6/11/2010	
202	8/3/2009	6/15/2010	
207	8/3/2009	6/22/2010	
217	7/22/2009	6/24/2010	
226	7/1/2009	6/30/2010	
240	7/1/2009	6/30/2010	
260	7/1/2009	6/30/2010	Professional Staff
260	9/1/2009	8/31/2010	Auxiliary Staff

2009-2010 Duty Calendar								
# of days worked each month								
	187	197	202	207	217	226	240	260
July					8	22	22	23
August	13	18	21	21	21	21	21	21
September	21	21	21	21	21	21	21	22
October	21	21	21	21	21	21	21	22
November	16	16	16	16	16	16	16	20
December	14	14	14	14	14	14	18	23
January	19	19	19	19	19	19	19	21
February	20	20	20	20	20	20	20	20
March	18	18	18	18	18	18	18	23
April	21	21	21	21	21	21	21	21
May	20	20	20	20	20	20	20	21
June	4	9	11	16	18	13	23	23
	187	197	202	207	217	226	240	260
State Days	5	5	5	5	5	5	5	
Local Days	5	5	5	5	5	5	5	
Non-Paid vacation days						10		
Paid vacation days							10	10