



Ector County ISD
Compensation Resource Manual
2020 - 2021

June 16, 2020

Ector County ISD
2020-2021 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$54,250
1	\$54,590
2	\$54,990
3	\$55,390
4	\$55,790
5	\$56,440
6	\$56,840
7	\$57,240
8	\$57,640
9	\$58,040
10	\$58,440
11	\$58,840
12	\$59,240
13	\$59,700
14	\$60,200
15	\$60,700
16	\$61,200
17	\$61,700
18	\$62,200
19	\$62,700
20	\$63,200
21	\$63,700
22	\$64,200
23	\$64,700
24	\$65,200
25	\$65,700
26	\$66,200
27	\$66,700
28	\$67,200
29	\$67,700
30+	\$68,200

2020-2021 Proposed Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	228.94	277.50	326.06
	Accountant, Finance	227	187 Days	42,811.78	51,892.50	60,973.22
	Accountant, Payroll Spec Projects	227	207 Days	47,390.58	57,442.50	67,494.42
	Bookkeeper/Payroll	227	227 Days	51,969.38	62,992.50	74,015.62
	Community Liaison VIP	227				
	Coordinator, T3M	207				
	Manager, Risk/Benefits	227				
	School Nutrition Technology Ad	227				
	Specialist, Communication	227				
	Specialist, Communications Translator	227				
	Specialist, SAS Homeless	187				
2			Daily	274.45	319.13	363.81
	Accountant, Payroll	227	187 Days	51,322.15	59,677.31	68,032.47
	Accountant, Special Projects	227	197 Days	54,066.65	62,868.61	71,670.57
	Admin Review/Dismissal Facility	197	217 Days	59,555.65	69,251.21	78,946.77
	Buyer, School Nutrition	227	227 Days	62,300.15	72,442.51	82,584.87
	Coordinator, Child Care	227				
	Coordinator, Instructional Material	227				
	Social Worker	187				
	Social Worker, Ext	217				
	Special Education Evaluator	197				
	Specialist, Drop Out Prevention	187				
	Specialist, Education Data	227				
	Specialist, Teen Parent	197				
	Speech Pathologist, Asst	187				
	Staff Auditor	227				
3			Daily	296.77	351.21	405.65
	College & Career Advisor	207	197 Days	58,463.69	69,188.37	79,913.05
	Counselor, Alt	207	207 Days	61,431.39	72,700.47	83,969.55
	Counselor, CAEC	207	217 Days	64,399.09	76,212.57	88,026.05
	Counselor, CTEC	207	227 Days	67,366.79	79,724.67	92,082.55
	Counselor, EEC	197				
	Counselor, Elem	197, 207				
	Counselor, Elem SAS	207				
	Counselor, MS	207, 217				
	Counselor, SAS	207				
	Counselor, Secondary SAS	207				
	Counselor, Sped	197				
	Counselor, Tech	207				

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

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

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

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Associate Principal, MS	227
Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academics	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
Coordinator, Career & Tech	227
Coordinator, Dyslexia	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, International Teacher	227
Coordinator, Language Other Than English	227
Coordinator, Leadership	227
Coordinator, Math	227
Coordinator, Post-Secondary Education	227
Coordinator, School Nutrition	227
Coordinator, Schools of Choice	227
Coordinator, Science	227
Coordinator, Social & Emotional Learning	227
Coordinator, Social Studies	227
Coordinator, Talent Development	227
Coordinator, Teen Pregnancy Service	227
Dean of Students	217
Director, Choral HS	197

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

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

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

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

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

Daily		378.86	459.22	539.58
227	Days	86,001.22	104,242.94	122,484.66

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

Daily		412.95	500.55	588.15
227	Days	93,739.65	113,624.85	133,510.05

Principal, MS	227
Principal, Choice HS	227

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Chief Communications Officer	227
Chief Innovation Officer	227
Exec Director, Accountability	227
Exec Director, Bilingual/ESL/Migrant	227
Exec Director, Career & Tech Ed	227
Exec Director, Curriculum & Instruction	227
Exec Director, District Operations	227
Exec Director, Federal & State Prog	227
Exec Director, Guidance & Counselor	227
Exec Director, Special Services	227
Exec Director, Student & School Support	227
Exec Director, Talent Development	227
Principal, HS	227

Daily		450.12	545.60	641.08
227	Days	102,177.24	123,851.20	145,525.16

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Asst Supt, Student & School Support	227
Chief Operations Officer	227
Chief Technology Officer	227
Exec Director, Athletics	227
Exec Director, HR	227
Exec Director, Leadership	227

Daily		517.64	627.44	737.24
227	Days	117,504.28	142,428.88	167,353.48

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Associate Supt, Curriculum & Instruction	227
Chief Financial Officer	227

Daily		600.46	727.83	855.20
227	Days	136,304.42	165,217.41	194,130.40

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Deputy Superintendent	227

Daily		666.51	807.89	949.27
227	Days	151,297.77	183,391.03	215,484.29

2020-2021 Proposed Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	21.00	25.00	29.00
	Technician, Computer	227	227 Days	38,136.00	45,400.00	52,664.00
	Technician, Help Desk/Trainer	227				
	Technician, Operations	227				
2			Hourly	21.86	26.50	31.14
	Technician, Help Desk	227	227 Days	39,697.76	48,124.00	56,550.24
	Technician, HS	227				
	Trainer, Information Systems Technician	227				
3			Hourly	25.80	31.27	36.74
	Technician, Data Network	227	227 Days	46,852.80	56,786.32	66,719.84
4			Daily	220.83	267.67	314.51
	Administrator, NTO Tech	227	227 Days	50,128.41	60,761.09	71,393.77
	Specialist, Inventory	227				
	Supervisor, Help Desk	227				
	Supervisor, Technician	227				
5			Daily	260.58	315.85	371.12
	Administrator, Senior Data Network Systems	227	227 Days	59,151.66	71,697.95	84,244.24
	Instructional Application Analyst, Business	227				
	Instructional Application Analyst, Student	227				
	Web Master	227				
6			Daily	290.54	352.17	413.80
	Administrator, G Suite	227	227 Days	65,952.58	79,942.59	93,932.60
	Administrator, System	227				
	Application Analyst, Senior	227				
	Manager, WAN Area	227				
	Network Engineer	227				
	Network Specialist	227				
	Programmer, Student	227				
7			Daily	319.60	387.39	455.18
	Administrator, Senior Cybersecurity	227	227 Days	72,549.20	87,937.53	103,325.86
	Administrator, Senior System/Active Directory	227				
	Administrator, Senior System/Development	227				
	Coordinator, Senior Data Compliance	227				
	Engineer, Senior IT Network	227				
	Manager, Infrastructure	227				

Manager, Operations	227
Programmer/Manager, Business Application	227
Programmer/Manager, Student Application	227

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Administrator, Online Program	227
Manager, Network Hardware	227
Manager, Network Software	227

Daily	348.36	422.26	496.16
227 Days	79,077.72	95,853.02	112,628.32

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Director, Information Systems	227
Director, Information Technology	227
Director, Instructional Technology	227

Daily	376.23	456.04	535.85
227 Days	85,404.21	103,521.08	121,637.95

2020-2021 Proposed Police Pay Plan
 Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Crime Scene Technician	227	Hourly	19.27	23.50
			227 Days	34,994.32	50,357.68
2	Telecommunicator I	227	Hourly	22.74	27.73
			227 Days	41,295.84	59,419.52
3	Police Officer	197, 227	Hourly	30.61	36.88
			197 Days	48,241.36	68,004.40
			227 Days	55,587.76	78,360.40
4	Police Corporal	227	Daily	259.57	312.74
			227 Days	58,922.39	83,061.57
5	Police Sergeant	227	Daily	275.15	331.50
			227 Days	62,459.05	88,044.22
6	Police Lieutenant	227	Daily	286.38	351.39
			227 Days	65,008.26	94,522.80
7	Asst Chief of Police	227	Daily	312.16	383.02
			227 Days	70,860.32	103,030.76
8	Chief of Police	227	Daily	362.10	444.30
			227 Days	82,196.70	119,515.50

2020-2021 Proposed Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	12.50	15.00	17.51
	Clerk, Alamo	227	187 Days	18,700.00	22,440.00	26,194.96
	Clerk, ATC	197	197 Days	19,700.00	23,640.00	27,595.76
	Clerk, Audio Visual	187	207 Days	20,700.00	24,840.00	28,996.56
	Clerk, Counselor	207	227 Days	22,700.00	27,240.00	31,798.16
	Clerk, EEC Building	207				
	Clerk, ES	187				
	Clerk, HS	187, 197, 207				
	Clerk, Library	187				
	Clerk, Library EEC	187				
	Clerk, MS	187				
	Clerk, Office	187,197, 207				
	Clerk, Receptionist	207				
	Clerk, Sp Ed	187				
	Community Liaison, Visiting	187				
	Receptionist HS/Truancy	227				
	Supervisor, T3M Coursework System	187, 197				
	Supervisor, T3M School Wide LIT	187				
	Supervisor, T3M SELP	187				
3			Hourly	13.50	16.35	19.20
	Case Worker	217	187 Days	20,196.00	24,459.60	28,723.20
	Clerk, Athletic	207	197 Days	21,276.00	25,767.60	30,259.20
	Clerk, Attendance/PEIMS	197	207 Days	22,356.00	27,075.60	31,795.20
	Clerk, Data Processing	227	217 Days	23,436.00	28,383.60	33,331.20
	Clerk, Data Processing Bilingual	207	227 Days	24,516.00	29,691.60	34,867.20
	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				
	Court Liaison	197				
	Phone Operator/Receptionist	227				
4			Hourly	14.57	17.66	20.75
	Bookkeeper, Campus MS	187	187 Days	21,796.72	26,419.36	31,042.00
	Clerk, Campus Payroll	227	227 Days	26,459.12	32,070.56	37,682.00
	Clerk, Computer FS	227				
	Clerk, Curriculum	227				
	Clerk, Human Capital	227				

Clerk, Position Control	227
Clerk, Sec 504/Dyslexia	227
Clerk, Sp Ed PEIMS	227
Registrar, DAEP	227
Registrar, Tech	227
Secretary, ATC	227

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Admin Asst, Bookkeeper/Director	227
Admin Asst, Director	227
Admin Asst, Office	227
Admin Asst, Principal Alt	227
Admin Asst, Principal EC	227
Admin Asst, Principal EEC	227
Admin Asst, Principal ES	227
Admin Asst, Principal MS	227
Admin Asst, Principal Tech	227
Admin Asst, Principal Year Round	227
Bookkeeper, Campus HS	197
Clerk, Accounting	227
Clerk, Accounts Payable	227
Clerk, Payroll	227
Clerk, Purchasing	227
Clerk, Special Projects	227
Print/Mail Service Asst	227
Receptionist, Human Capital	227
Registrar/PEIMS Clerk	227
Registrar/PEIMS, HS	227
Specialist, Purchasing Contracts	227

Hourly	15.73	19.07	22.41
197 Days	24,790.48	30,054.32	35,318.16
227 Days	28,565.68	34,631.12	40,696.56

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Admin Asst, Director	227
Admin Asst, Director Instructional Tech	227
Admin Asst, HR Director	227
Admin Asst, Principal HS	227
Admin Asst, Reg Deaf	227
Bookkeeper/Account	227
Manager, Sub Services	227
Records Manager Liaison	227
Specialist, District Testing	227

Hourly	17.41	20.98	24.55
227 Days	31,616.56	38,099.68	44,582.80

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Admin Asst, Exec Director	227
Purchase Buyer/P-Card	227
Specialist, Child Care	187
Specialist, Health Benefits	227
Specialist, Payroll	227

Hourly	19.33	23.29	27.25
187 Days	28,917.68	34,841.84	40,766.00
227 Days	35,103.28	42,294.64	49,486.00

8

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

Hourly	21.46	25.85	30.24
227 Days	38,971.36	46,943.60	54,915.84

9

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

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

Hourly	25.26	30.43	35.60
227 Days	45,872.16	55,260.88	64,649.60

2020-2021 Proposed Instructional Support Pay Plan

Ector County ISD

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

8		
Occupational Therapist, Asst	187	
Physical Therapy, Asst	187	

Hourly	24.45	30.19	35.93
187 Days	36,577.20	45,164.24	53,751.28

2020-2021 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	10.50	12.75	15.00
	Café Worker	177	177.00 Days	14,868.00	18,054.00	21,240.00
2			Hourly	11.20	13.64	16.08
	Cook, Asst	177	177.00 Days	15,859.20	19,314.24	22,769.28
	Monitor, Bus	177				
3			Hourly	12.00	14.59	17.18
	Cook, Head	177	177.00 Days	16,992.00	20,659.44	24,326.88
	Custodian	247	247.00 Days	23,712.00	28,829.84	33,947.68
	Night Watchman	252	252.00 Days	24,192.00	29,413.44	34,634.88
4			Hourly	13.02	15.78	18.54
	Cook, Lead	177	177.00 Days	18,436.32	22,344.48	26,252.64
	Custodian, Asst Head	247	227.00 Days	23,644.32	28,656.48	33,668.64
	Groundskeeper	247	247.00 Days	25,727.52	31,181.28	36,635.04
	Manager, Trainee School Nutrition	177				
	Mechanic, Vehicle - Lubrication	227				
	Specialist, Campus Safety	227				
	Transportation, Bus Washer	227				
5			Hourly	13.99	16.96	19.93
	Clerk, Mail Carrier	227	185.00 Days	20,705.20	25,100.80	29,496.40
	Custodian, Admin	247	195.00 Days	21,824.40	26,457.60	31,090.80
	Custodian, Head ES	247	227.00 Days	25,405.84	30,799.36	36,192.88
	Custodian, Warehouse	247	247.00 Days	27,644.24	33,512.96	39,381.68
	Delivery, Warehouse FS	227				
	Manager, School Nutrition ES	185, 195				
	Warehouse Asst, Central Receiving	227				
	Warehouse, Textbook	227				
6			Hourly	15.21	18.33	21.45
	Carpenter, Apprentice	247	185.00 Days	22,510.80	27,128.40	31,746.00
	Clerk, Parts Room	227	227.00 Days	27,621.36	33,287.28	38,953.20
	Custodian, Head Admin	247	247.00 Days	30,054.96	36,220.08	42,385.20
	Custodian, Head MS	247				
	Electrician, Apprentice	247				
	Manager, School Nutrition MS	185				
	Printer, Asst	227				
	Technician, Print/Mail Service	227				
	Transportation, Bus Repair	227				

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Caretaker, AG Farm	227
Caretaker, Stadium	227
Custodian, Head HS	247
Grounds, Cert APP/IPM	247
Maintenance/Groundskeeper, Campus	247
Manager, Student Nutrition HS	185
Painter, General	247
Roofer	247
Stain Finish Worker	247
Technician, Irrigation	247

Hourly		16.81	20.25	23.69
185.00	Days	24,878.80	29,970.00	35,061.20
227.00	Days	30,526.96	36,774.00	43,021.04
247.00	Days	33,216.56	40,014.00	46,811.44

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Asst Supervisor, Warehouse FS	227
Caretaker, Head Stadium	227
Carpenter, General	247
Dispatcher	207, 227
Driver, Trainer SO	217
Dual Manager	185
Masonry	247
Operator, Heavy Equipment	247
Painter, Lead	247
Roofer, Lead	247
Technician, Computer Router Transportation	217
Trip Scheduler	207
Welder, Shop	247

Hourly		18.66	22.48	26.30
185.00	Days	27,616.80	33,270.40	38,924.00
207.00	Days	30,900.96	37,226.88	43,552.80
217.00	Days	32,393.76	39,025.28	45,656.80
227.00	Days	33,886.56	40,823.68	47,760.80
247.00	Days	36,872.16	44,420.48	51,968.80

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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
Supervisor, Warehouse School Nutrition	227
Technician, School Nutrition Mechanic	227

Hourly		21.08	25.40	29.72
227.00	Days	38,281.28	46,126.40	53,971.52
247.00	Days	41,654.08	50,190.40	58,726.72

10	
Asst Supervisor, Warehouse Maintenance	247
Electrical, Lead Tech	247
HVAC Mechanic (Licensed)	247
Locksmith, Master	247

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

Manager, Transportation Operations	227
Mechanic, Lead Vehicle	227
Plumber, Master	247
Supervisor, Driver Magnet	227
Supervisor, Driver Regular	227
Supervisor, Driver Sp Ed	227
Supervisor, School Nutrition	227
Technician, Lead FS Mechanic	227
Warehouse Asst, Inst Materials/Rec	227

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Foreman, Electrician	247
Foreman, Shop	227
Supervisor, Construction/Roofing	247
Supervisor, Operations/Projects	247
Supervisor, Warehouse Maintenance	247

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

BD

Bus Driver	172, 177
Bus Driver, Sp Ed	177

Hourly	19.00	23.43	27.86
172.00 Days	26,144.00	32,239.68	38,335.36
177.00 Days	26,904.00	33,176.88	39,449.76

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
SIGN ON BONUS	New Hire Sign-On Bonus - ELEM Bilingual Teacher	1,500			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus ELEM/MS/HS Special Ed Teacher	1,500			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus MS/HS - Certified Math, Science, ELAR	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign- On Bonus Pre-K	5,000			1,000 first pay check, 2,000 at semester, 2,000 end of year
Instruction	National Board Certified Teacher	3,000 -25,600			Amount is determined by designation and campus Tier
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 Designated Teacher Exemplary Tier 1	6,000			
Instruction	TIA Designated Teacher Exemplary Tier 2	7,200			
Instruction	TIA Designated Teacher Exemplary Tier 3	9,600			
Instruction	TIA Designated Teacher Exemplary Tier 4	12,000			
Instruction	TIA Designated Teacher Exemplary Tier 5	14,400			
Instruction	TIA Designated Teacher Recognized Tier 1	3,000			
Instruction	TIA Designated Teacher-Master Tier 1	11,600			
Instruction	TIA Designated Teacher-Master Tier 2	13,600			
Instruction	TIA Designated Teacher-Master Tier 3	17,600			
Instruction	TIA Designated Teacher-Master Tier 4	21,600			
Instruction	TIA Designated Teacher-Master Tier 5	25,600			
Instruction	TIA Designated Teacher-Recognized Tier 2	3,600			
Instruction	TIA Designated Teacher-Recognized Tier 3	4,800			
Instruction	TIA Designated Teacher-Recognized Tier 4	6,000			

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Instruction	TIA Designated Teacher-Recognized Tier 5	7,200			
Instruction	Doctorate Degree (All Staff)	3,650			
Instruction	Masters Degree (In Subject Area)	2,500			
Instruction	Masters Degree (Grandfathered Prior to August 2019)	2,600			
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 Stipend	2,500			<ul style="list-style-type: none"> • Bilingual-certified teacher in a bilingual classroom • Bilingual-certified SPED teacher serving bilingual students in sped classroom • Designated Bilingual Diagnostician • Dual Language Specialist • Bilingual-Certified Secondary Dual Language teacher • Designated Bilingual Speech Therapist • Bilingual Reading Coach serving Bilingual/ESL students • Bilingual or ESL Coordinator • Bilingual or ESL Specialist • Specialist – COC Bilingual/ESL Certified Interventionist

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Instruction	Bilingual/ESL- Same Position Prior to 2019-20	550			<ul style="list-style-type: none"> • Bilingual or ESL-certified GT teacher • Secondary ESL or ESL SPED certified teacher (of record) of math, science and social studies
Instruction	Bilingual/ESL- Special Areas Prior to 2019-20	550			Bilingual or ESL-certified GT teachers, secondary ESL-certified math, science and social studies teachers, secondary SPED ESL-certified math, science and social studies resource, specialized, or co-teach teachers of ESL students during 2018- 2019 who continue to serve in the same position
Instruction	Bilingual/ESL-Same Position Prior to 2019-20	1,250			<ul style="list-style-type: none"> • Bilingual-certified or ESL-certified Dyslexia teacher
Instruction	ESL Stipend	2,100			<ul style="list-style-type: none"> • PK-5 ESL and ESL SPED teachers with ESL students in ESL Content-Based Program • PK-5 ESL and ESL SPED teachers with ESL students in ESL Pull-Out Program • ESL secondary teachers of ESL students in an ESL pull-out program in ELA/R classroom • ESL secondary SPED teachers of ESL students in ELAR/writing: resource, specialized (SC), or co-teach (not inclusion) • District traveling ESL teacher • ESL facilitator • ESL-certified secondary dual language teacher
Elementary	ELEM Distance Allowance	1,000			Fly, Cavazos, West, Downing
Elementary	Gifted & Talented Scholars in Progress (SIP) Teacher	2,100			
Secondary	HS AP Coordinator PHS	2,000			1 at PHS

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Secondary	HS AP/IB Coordinator OHS	2,500			1 at OHS
Secondary	HS Cheer Sponsor - Sub varsity	3,150	10	10 Month	
Secondary	HS Cheer Sponsor - Varsity	5,150	10	10 Month	
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 Department Head (ELAR, Math, Science, Social Studies, Sped, LOTE, CTE, FINE ARTS)	3,700	10	10 Month	
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			1 per HS
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 HS
Secondary	MS Department Head (ELAR, Math, Science, Social Studies, Sped, Electives)	3,150	10	10 Month	
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			
Special Ed	SPED Lead Assistive Technology	1,500			
Special Ed	SPED Lead Diagnostician, Speech Path, or LSSP	3,150			

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Special Ed	SPED Special Olympics Coach (Adaptive PE)	3,700			
Special Ed	SPED Speech Pathologist (For Supervising Speech Pathologist Asst.)	1,100			
Special Ed	SPED Teacher (Auditory Impaired)	2,100			
Special Ed	SPED Teacher (Orientation & Mobility Certified)	2,100			
Special Ed	SPED Teacher (Visually Impaired Certified)	4,000			
Special Ed	SPED Teacher in Behavioral Support Classroom (BSC)	5,000			
Special Ed	SPED Teacher in Specialized Classroom (SCC) and Itinerant BSC	2,900			
Special Ed	SPED Teacher-of Resource, Inclusion, Co-teach, Adaptive PE, Visual Impaired, and Auditory Impaired	1,100			
Summer C&I	June- Bilingual Teachers	5,040			June Summer School
Summer C&I	June- PK-12 Teachers	3,400			June Summer School
Summer C&I	June- K-8 Administrators	4,000			June Summer School
Summer C&I	June- 9-12 Administrators	5,000			June Summer School
Summer C&I	July- All Teachers PK-12	2,560			July Summer School
Summer C&I	July- Counselors	2,560			July Summer School
Summer C&I	July- K-8 Administrators	3,040			July Summer School
Summer C&I	July- 9-12 Administrators	3,040			July Summer School
Athletics	Group I Coach (other sports)	6,400	10	10 Month	
Athletics	Group I Varsity Football Coach	6,400	15	10 Month	2 per HS
Athletics	Group I Varsity Football Coach (Off/Def Coord)	6,400	20	10 Month	2 per HS
Athletics	Group II Assistant HS Coach	5,250	10	10 Month	
Athletics	Group II MS Coordinator	5,250	10	10 Month	2 per MS
Athletics	Group III Coach	4,500		10 Month	
Athletics	Group IV Coach (Elem. P.E.)	1,300		10 Month	
Athletics	HS Assistant Head Football Coach	3,150			1 per HS
Athletics	HS Dual Sports Coordinator	3,150			1 per HS
Athletics	HS Girls Athletic Coordinator	3,150	5		1 per HS

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Athletics	HS Head Athletic Trainer	3,000			1 per HS
Athletics	HS Head Cross Country Coach	4,200			2 per HS
Athletics	HS Powerlifting Coach	4,200			1 per HS
Athletics	MS Golf Coach (Group III)	3,700			2 per District
Athletics	MS Gymnastics Coach (Group III)	3,700			4 per District
Fine Arts	HS Art Teacher Lead	3,000			1 per HS (OHS,PHS)
Fine Arts	HS Art VASE	1,500			HS Qualifying Employee per Fine Arts
Fine Arts	HS Band Asst Director	4,200		11 Month	
Fine Arts	HS Band Color Guard	5,000		10 Month	
Fine Arts	HS Choir Asst Director	3,700		10 Month	
Fine Arts	HS Choir Pop Ensemble Accompanist	1,850			1 per HS (OHS,PHS)
Fine Arts	HS Dance Asst Director	3,150	10	10 Month	
Fine Arts	HS Dance Head Director	5,150	10	10 Month	
Fine Arts	HS Guitar	4,000			
Fine Arts	HS Harp	4,000		10 Month	
Fine Arts	HS JROTC Instructor	3,150			2 per HS
Fine Arts	HS Sponsor Flag Team/Wildbunch	1500			
Fine Arts	HS Theatre Arts Asst Director	2,000		10 Month	
Fine Arts	HS Theatre Arts Head Director	4,000	10	10 Month	
Fine Arts	MS Art VASE	1,000			MS Qualifying Employee per Fine Arts
Fine Arts	MS Band Asst Director	3,150		11 Month	
Fine Arts	MS Band Head Director	4,200		11 Month	
Fine Arts	MS Choir Asst Director	1,600		10 Month	
Fine Arts	MS Choir Head Director	3,700		10 Month	
Fine Arts	MS Dance Asst Director	1,600			
Fine Arts	MS Dance Head Director	3,100			
Fine Arts	MS Guitar Asst (Ector)	800		10 Month	
Fine Arts	MS Guitar/Mariachi Head Director	1,050		10 Month	
Fine Arts	MS Orchestra Asst Director	1,600		10 1/2 Month	MS Qualifying Employee per Fine Arts

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Fine Arts	MS Orchestra Head Director	3,150		10 1/2 Month	
Fine Arts	MS Piano/Keyboard Teacher	800		10 Month	
Fine Arts	MS Theatre Arts	2,000		10 Month	MS Qualifying Employee per Fine Arts
Other	Bus Driver	2.58			Per hour travel allowance for day trips of 5 or more hours (overnight trips not applicable)
Other	Bus Driver - New Hire Sign On Bonus	500			250 after 60 days, 250 after 120 days
Other	Bus Driver Secondary AEP Drivers	0.55			per hour for added duties
Other	Bus Driver Supervisor	1.00			per hour for supervision duties
Other	Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
Other	Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
Other	CDL Certification	3,000			Transportation Office & Shop Employees Only
Other	Driver Certification				Hourly Rate of Pay
Other	ESL Cluster [Grandfathered Employees]	1,030			Grandfathered employees only
Other	Information Technology – CCNA	3,150			
Other	Microsoft Cert. Technology Specialist	1,100			
Other	Microsoft Certified IT Professional	2,600			
Other	Police Department - Field Training Officer - Certified	100			per month
Other	Police Department - Internal Affairs Officer Pay	100			per month
Other	Police Department - SWAT	150			per month for active member
Other	Retention Incentive: Instructional Aides	800			Paid in 2 payments. Prorated based on hire date. Do not receive if exit before end of semester.
Other	Retention Incentive: Para-Professionals (non-instructional Aides)	300			Paid in 2 payments. Prorated based on hire date. Do not receive if exit before end of semester.
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			

Ector County ISD
Schedule of Stipend Pay
2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Other	School Nutrition Certification 5	1,500			
Other	Strategic Principal Appointment as designated by the Superintendent	7,500			\$3,750 each semester
Other	Travel - HS Head Football Coaches	7,200			OHS & PHS
Other	Travel - HS Principals	4,325			OHS & PHS
Other	Travel - School Nutrition Managers				Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
Other	Travel-Assistant Athletic Director	3,600			
Other	Travel-Executive Directors, Directors of Communications, Transportation, Food Service, Fine Arts, RDSPD	4,400			
Other	Travel-School Nutrition Supervisors	1,350			
Other	Travel-Superintendent, Cabinet, Principal Supervisors	7,500			

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Curriculum & PD	C & I	Writers/Developers	\$20	Per Hour	Off-Duty
Curriculum & PD	C & I	Attendees	\$17	Per Hour	Off-Duty Teachers
Curriculum & PD	C & I	Attendees	\$9.30	Per Hour	Off-Duty Non-Exempt
Curriculum & PD	C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
Curriculum & PD	C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
Curriculum & PD	C & I	Presenters, Preparation	\$60	Per Half Day	Off-Duty
Curriculum & PD	Summer	Training - Presenter	\$300	Per Day	
Curriculum & PD	Summer	Training - Participant	\$100	Per Day	
Curriculum & PD	Summer	Nurse	\$20	Per Hour	
Curriculum & PD	Summer	Secretary	OT Rate	Per Hour	
Curriculum & PD	Summer	Clerk	\$14	Per Hour	
Curriculum & PD	Summer	Aide	\$14	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, 45 college hours	\$13	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, Certified	\$22	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Aides	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Administrator	\$25	Per Hour	
Curriculum & PD	Extended Day (High School)	Teachers	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Counselor	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Clerk	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Teachers	\$32	Per Hour	
Curriculum & PD	After School Credit Recovery - Odyssey Ware	Aides	OT Rate	Per Hour	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Curriculum & PD	Saturday School	Administrator	\$25	Per Hour	
Curriculum & PD	Saturday School	Teachers	\$22	Per Hour	
Curriculum & PD	Saturday School	Media Specialists	\$22	Per Hour	
Curriculum & PD	Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Curriculum & PD	Intercession	Teacher	\$22	Per Hour	
Curriculum & PD	Other	Detention Supervision	\$22	Per Hour	
Curriculum & PD	Tutoring	Tutoring and Instruction, Certified	\$32	Per Hour	
Curriculum & PD	Tutoring	Tutoring and Instruction, Certified at "F" rated campuses	\$40	Per Hour	"F" rated campuses
Curriculum & PD	Tutoring	Tutoring and Instruction, non-certified	\$17	Per Hour	
Curriculum & PD	Tutoring	Tutor, AVID	\$13	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - TPC	\$22	Per Hour	
Curriculum & PD	Tutoring	Regular AT Risk Tutor - Title 1	\$22	Per Hour	
Curriculum & PD	Distance Learning	Teachers	\$250	Per Student/Sem.	
Curriculum & PD	Dyslexia Program	Teacher, Part-time	\$22	Per Hour	
Temporary Replacements	Administrators	High School Principal	\$400	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
Temporary Replacements	Administrators	Secondary Assistant Principal	\$325	Per Day	
Temporary Replacements	Administrators	Elementary Assistant Principal	\$300	Per Day	
Temporary Replacements	Administrators	Counselor	\$250	Per Day	
Temporary Replacements	Administrators	Speech Therapists	\$340	Per Day	
Temporary Replacements	Administrators	Diagnosticians	\$300	Per Day	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
Temporary Replacements	Classroom Substitutes	Non-Certified	\$104	Per Day	
Temporary Replacements	Classroom Substitutes	Certified	\$125	Per Day	A job that requires a Texas certification
Temporary Replacements	Long Term Substitute -When a person is in the same position for 10 consecutive days or more	Non-Certified	\$197.60	Per Day	A job that requires an extended teacher ansence and cleard by the Subsutitute Office
Temporary Replacements	Long Term Substitute - When a person is in the same position for 10 consecutive days of more	Certified	\$228	Per Day	A job that requires an extended teacher ansence and cleard by the Subsutitute Office
Temporary Replacements	Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year
ATHLETICS	High School Football - Out of Town Games	Ticket Seller	\$45	Per Game	Any employee who assumes the task - Booster Meetings
ATHLETICS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS	Varsity Football	Supervisor	\$100	Per Game	
ATHLETICS	Varsity Football	Assistant Supervisor	\$45	Per Game	
ATHLETICS	Varsity Football	Scoreboard	\$45	Per Game	
ATHLETICS	Varsity Football	Timer	\$45	Per Game	
ATHLETICS	Varsity Football	Ticket Sellers	\$45	Per Game	
ATHLETICS	Varsity Football	Announcer	\$100	Per Game	
ATHLETICS	Varsity Football	Ticket Takers	\$40	Per Game	
ATHLETICS	Varsity Football	Press box	\$40	Per Game	
ATHLETICS	Varsity Football	Gates	\$40	Per Game	
ATHLETICS	Varsity Football	Elem, MS & HS Sections	\$40	Per Game	
ATHLETICS	Varsity Football	Ramps	\$40	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Varsity Football	Down Box	\$40	Per Game	
ATHLETICS	Varsity Football	Parking Supervisor	\$40	Per Game	
ATHLETICS	Varsity Football	Parking	\$35	Per Game	
ATHLETICS	Varsity Football	Press Box Assistant	\$35	Per Game	
ATHLETICS	Varsity Football	Stats	\$50	Per Game	
ATHLETICS	Varsity Football	PA Spotter	\$35	Per Game	
ATHLETICS	Varsity Football	Chain Crew	\$35	Per Game	
ATHLETICS	Varsity Football	Open Gates Early	\$5	Extra Per Game	For eligible employees
ATHLETICS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Varsity Football	Daktronics and Computer	\$100	Per Game	
ATHLETICS	Varsity Football	STATS (ADJUST PAY) should be	\$65	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Sellers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Takers	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Gates	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Press Box	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Press Box Assistant	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Stats	\$40	Per Game	
ATHLETICS	Junior Varsity Football	PA Spotter	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Chain Crew	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Supervisor	\$40	Per Game	
ATHLETICS	Junior Varsity Football	Assistant Supervisor	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Announcer	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Scoreboard	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Timer	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Downbox	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Junior Varsity Football	Pre-Production Daktronics	\$100	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

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

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Middle School Basketball	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Basketball - Tournament	Supervisor	\$20	Per Game	
ATHLETICS	High School Volleyball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Bookkeeper	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Libero Tracker	\$25	Per Game	
ATHLETICS	High School Volleyball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Clock	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Bookkeeper	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Libero Tracker	\$20	Per Game	
ATHLETICS	Middle School Volleyball - Tournament	Supervisor	\$20	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Baseball	Ticket Seller	\$25	Per Game	
ATHLETICS	Baseball	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Baseball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	Softball	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Seller	\$25	Per Game	
ATHLETICS	Softball - Tournament	Ticket Taker	\$25	Per Game	
ATHLETICS	Softball - Tournament	Scorekeeper	\$25	Per Game	
ATHLETICS	Softball - Tournament	Announcer	\$25	Per Game	
ATHLETICS	Softball - Tournament	Supervisor	\$25	Per Game	
ATHLETICS	High School Soccer	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer	Gate	\$30	Per Game	
ATHLETICS	High School Soccer	PA Spotter	\$30	Per Game	
ATHLETICS	High School Soccer	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	High School Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	High School Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Soccer - JV	Assistant Supervisor	\$35	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	High School Soccer - JV	Announcer	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Scoreboard	\$35	Per Game	
ATHLETICS	High School Soccer - JV	Timer	\$35	Per Game	
ATHLETICS	High School Soccer - Tournament	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	Gate	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament	PA Spotter	\$30	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Tournament - Varsity	Timer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Assistant Supervisor	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Announcer	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer - Varsity	Timer	\$40	Per Game	
ATHLETICS	Middle School Soccer	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer	Scoreboard	\$20	Per Game	
ATHLETICS	Middle School Soccer	PA Spotter	\$20	Per Game	
ATHLETICS	Middle School Soccer	Timer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Seller	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Ticket Taker	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Gate	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Announcer	\$20	Per Game	
ATHLETICS	Middle School Soccer - Tournament	Scoreboard	\$20	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Middle School Soccer - Tournament	Timer	\$20	Per Game	
ATHLETICS	Middle School Relays	Referee	\$280	Agreed Amt	
ATHLETICS	Middle School Relays	Assitant Director/Registrar	\$10	Per Hour	
ATHLETICS	Middle School Relays	Gate Keeper/ Ticket Sellers	\$10	Per Hour	
ATHLETICS	Middle School Relays	Security/ Press box Attendent/Clerks	\$10	Per Hour	
ATHLETICS	Middle School Relays	Starter	\$150	Agreed Amt	
ATHLETICS	Gymnastics	Ticket Sellers	\$10	Per Hour	
ATHLETICS	Gymnastics	Registration Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Table Workers	\$10	Per Hour	
ATHLETICS	Gymnastics	Elementary Meets - Judges	\$10	Per Hour	
ATHLETICS	Athletics	Game Videographer	\$100	Per Game/Event	
ATHLETICS	Athletics	Pre-Production Daktronics Board	\$100	Per Game/Event	
ATHLETICS	Athletics	Filming for Daktronics	\$100	Per Game/Event	
ATHLETICS	Athletics	Officials	UIL Fee Schedule		All Sports
ATHLETICS	Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
ATHLETICS	Athletics	Drive Bus	\$25	Per Route	
ATHLETICS	Athletics	Daktronics and Computer	\$80	Per Game	
ATHLETICS	Athletics	Sub/Part Time Ticket Sellar	\$9.30	Per Hour	
ATHLETICS	Athletics	Office Ticket Sellers	\$10	Per Hour	Summer/Football Season 8-5pm
ATHLETICS	Athletics	Assigner Fees	Chapter Fees Per Sport		
ATHLETICS	Cross-Country Meet	Assistant Director/Registrar	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Referee (agreed amount)	\$280	Per Game	
ATHLETICS	West Texas Relays (2 Days)	Assistant Director/Registrar	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Registrars	\$10	Per Hour	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	West Texas Relays (2 Days)	Gate Keeper	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Security	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Clerks	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Ticket Sellers	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Ticket Takers	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Press box Attendant	\$10	Per Hour	
ATHLETICS	West Texas Relays (2 Days)	Pre-Production Daktronics Board/Filming for Daktronics	\$100	Per Day	
ATHLETICS	West Texas Relays (2 Days)	Daktronics and Computer	\$80	Per Day	
Athletics	West Texas Relays (2Days)	Starter	\$150	Agreed Amt	
ATHLETICS	District Track Meet	Referee (agreed amount)	\$280	Per Game	Not Held Every Year
ATHLETICS	District Track Meet	Registrar	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Gate Keeper	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Security	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Press box Attendant	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Ticket Seller	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Ticket Taker	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Clerks	\$10	Per Hour	Not Held Every Year
ATHLETICS	District Track Meet	Pre-Production Daktronics Board/Filming for Daktronics	\$100	Per Day	Not Held Every Year
ATHLETICS	District Track Meet	Daktronics and Computer	\$80	Per Day	Not Held Every Year

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS	Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	\$5,00 Allotment for June \$5,000 Allotment for July
ATHLETICS	Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	\$5,00 Allotment for June \$5,000 Allotment for July
ATHLETICS	Graduation	Ramps/Usher	\$45	Per Event	
ATHLETICS	Graduation	Gates	\$45	Per Event	
ATHLETICS - PLAYOFFS	Varsity Football	Supervisor	\$60	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Announcer	\$75	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Press box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Elem, MS & HS Sections	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Parking Supervisor	\$45	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Parking	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS - PLAYOFFS	Varsity Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Chain Crew	\$40	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - PLAYOFFS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Varsity Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Basketball	Announcer	\$20	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Clock	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Libero Tracker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Volleyball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - PLAYOFFS	Softball	Announcer	\$25	Per Game	
ATHLETICS - PLAYOFFS	Softball	Supervisor	\$30	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Ticket Seller	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Gate	\$35	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - PLAYOFFS	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Announcer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Timer	\$45	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - PLAYOFFS	Soccer	Daktronics and Computer	\$80	Per Game	
ATHLETICS - UTPB	Football	Gates	\$45	Per Game	
ATHLETICS - UTPB	Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - UTPB	Football	PA Spotter	\$40	Per Game	
ATHLETICS - UTPB	Football	Chain Crew	\$40	Per Game	
ATHLETICS - UTPB	Football	Supervisor	\$60	Per Game	
ATHLETICS - UTPB	Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - UTPB	Football	Announcer	\$80	Per Game	
ATHLETICS - UTPB	Football	Scoreboard	\$50	Per Game	
ATHLETICS - UTPB	Football	Timer	\$50	Per Game	
ATHLETICS - UTPB	Football	Downbox	\$45	Per Game	
ATHLETICS - UTPB	Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - UTPB	Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - UTPB	Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Supervisor	\$60	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Scoreboard	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Timer	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Sellers	\$50	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Announcer	\$75	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ticket Takers	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Press box	\$45	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - NON ECISD	Varsity Football	Gates	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Elem, MS & HS Sections	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Ramps	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Down Box	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Parking Supervisor	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Parking	\$45	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Nurse	\$30	Per Hour	West-East Side
ATHLETICS - NON ECISD	Varsity Football	Press Box Assistant	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Stats	\$55	Per Game	
ATHLETICS - NON ECISD	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Chain Crew	\$40	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - NON ECISD	Varsity Football	Daktronics and Computer	\$85	Per Game	
ATHLETICS - NON ECISD	Basketball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Basketball	Announcer	\$20	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Clock	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Libero Tracker	\$30	Per Game	
ATHLETICS - NON ECISD	Volleyball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Scorekeeper	\$30	Per Game	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ATHLETICS - NON ECISD	Baseball	Pitch Count	\$30	Per Game	
ATHLETICS - NON ECISD	Baseball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Baseball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS - NON ECISD	Softball	Announcer	\$25	Per Game	
ATHLETICS - NON ECISD	Softball	Supervisor	\$30	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Seller	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Ticket Taker	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Gate	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	PA Spotter	\$35	Per Game	
ATHLETICS - NON ECISD	Soccer	Supervisor	\$50	Per Game	
ATHLETICS - NON ECISD	Soccer	Announcer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Scoreboard	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Timer	\$45	Per Game	
ATHLETICS - NON ECISD	Soccer	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - NON ECISD	Soccer	Daktronics and Computer	\$85	Per Game	
Fine Arts	Fine Arts	Coordinator of Jr High/Sr High Art Show	\$17	Per Hour	
Fine Arts	Fine Arts	Solo-Ensemble Contest Organizer	\$17	Per Hour	
Fine Arts	Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
Fine Arts	Music Program	Selected Teachers, in lieu of travel funds to TMEA	\$250	Per Year	
Fine Arts	Music Program	High School Band Directors - July 4th Parade	\$250	Per Director	
Fine Arts	Piano Accompanist	Accompany Junior High & High School Choirs	\$15	Per Hour	
Fine Arts	Piano Accompanist	Accompany Junior High & High School Choirs	\$22	Per Hour	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ACADEMIC CONTESTS	Octathlon	Octathlon Coordinator - Judges	\$300	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Essay Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Test Monitor	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon	Octathlon Computer Staff	\$100	Per Meet	
				Saturday afternoon/procuring personnel	
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$75		
ACADEMIC CONTESTS	Octathlon	Octathlon Speech Timer	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hours	
ACADEMIC CONTESTS	Octathlon	Octathlon Exam Runner	\$75	Per 6 hours	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$50	Friday Evening	
				Saturday morning & afternoon	
ACADEMIC CONTESTS	Decathlon	Decathlon Tabulators	\$100		
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$50	Friday Evening	
				Saturday Morning & Evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff - Data Entry	\$100		
ACADEMIC CONTESTS	Decathlon	Decathlon Computer Staff Coordinator	\$200	Per Meet	
ACADEMIC CONTESTS	Decathlon	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
				Training meeting, Friday afternoon & evening	
ACADEMIC CONTESTS	Decathlon	Decathlon Essay Graders	\$75		
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctors	\$50	Saturday Afternoon	

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
ACADEMIC CONTESTS	Decathlon	Decathlon Super Quiz Proctor Coordinator	\$75	Saturday afternoon/procuring personnel	
ACADEMIC CONTESTS	ECISD Administrators	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ACADEMIC CONTESTS	ECISD Administrators	Awards Manager	\$280	For 14 Hour	
ACADEMIC CONTESTS	Advanced Academic Services Staff	AAS Secretary	OT Rate	Per Hour	
Innovation	Innovation Architect		\$30	Per Hour	
CAMPUS	Campus Science Liaison (Lamar only)		\$1,600	Per Year	
CAMPUS	"Just Say No" Sponsor		\$300	Per Year	
OTHER	Nursing	Screeners	\$8.91	Per Hour	
OTHER	Nursing	Sub Nurses	\$20	Per Hour	
OTHER	Deaf Education	Interpreter, Teacher	\$17	Per Hour	
OTHER	Deaf Education	Interpreter, Aide	\$13	Per Hour	
OTHER	Special Education Program	Child Care Substitute	\$8.91	Per Hour	
OTHER	Special Education Program	In-Home Trainer	\$17	Per Hour	
OTHER	Police Department	Holiday Patrol	Hourly rate of officer	Per Hour	
OTHER	Police Department	Transportation Substitute	\$15	Per Hour	
OTHER	Police Department	Holiday/24 Hour call	\$150	Per Day	
OTHER	Police Department	Holiday/12 Hour call	\$125	Per Day	
OTHER	Student Assistance Services	Care Team Trainer	\$45	Per Day	
OTHER	Substitute and Part-Time Workers	General Part-Time Worker	\$8.91	Per Hour	
OTHER	Substitute and Part-Time Workers	Truancy Court Clerk	\$10	Per Hour	
OTHER	Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$9.88	Per Hour	
OTHER	Substitute and Part-Time Workers	Food Service Manager	\$9.50	Per Hour	
OTHER	Substitute and Part-Time Workers	Food Service Cashier	\$9.30	Per Hour	Plus .10 for every year of experience not to exceed midpoint

Ector County ISD
Schedule of Supplemental Pay
2020 - 2021

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

ECTOR COUNTY ISD
 ENHANCEMENT ALLOTMENT AND STAFFING OPTIONS
 2020-2021

ELEMENTARY	SECONDARY
ENHANCEMENT ALLOTMENT	ENHANCEMENT ALLOTMENT
Compressing Classes: EEC - 5th Grade and 6th Grade @ Cameron- Supplemental pay of \$3500 per semester is authorized when compression reaches equal to or greater than the threshold based on ECO-DIS staffing. Compression must be verified by EDL. Processed by Time Entry Batch at the campus. Pay out is in January and May.	Conference Period Coverage – Teachers who volunteer to give up a conference period to teach an extra class over their assigned classes will receive supplemental pay of \$3500 per semester. Processed by Time Entry Batch at the campus. Pay out is in January and May.
	Zero/Ninth/Tenth Period – Teachers who volunteer to teach a face to face zero hour (before school) or ninth/tenth hour (after school) will receive supplemental pay of \$3500 per semester. Processed by Time Entry Batch at the campus. Pay out is in January and May. Requirement: minimum of 20 students to make a section.
	Virtual Course Work – Teachers who are approved to teach a virtual class outside of the regular school day will receive supplemental pay of \$3500 per semester. Processed by Time Entry Batch at the campus. Pay out in January and May. Requirement: minimum of 20 students.
	Compressing Classes via Overflow - When staffing patterns are equal to or greater than 210 students (for 6 assigned sections) or 175 (for 5 assigned sections) the teacher will receive supplemental pay of \$3500 per semester. When staffing patterns are equal to or greater than 240 (for 6 assigned sections) or 200 (for 5 assigned sections) the campus qualifies for an Instructional Facilitator. Processed by Time Entry Batch at the campus. Pay out in January and May. Excluding: PE, Athletics, and the performing arts, i.e. band, choir, orchestra, dance.

STAFFING OPTIONS	STAFFING OPTIONS
Virtual Learning via Elevate K-12. Leader should consider scheduling virtual learning to cover vacancies. The campus will hire an *Instructional Facilitator for the "virtual class."	Virtual Learning via Elevate K-12. Leader should consider scheduling virtual learning to cover vacancies. The campus will hire a *Instructional Facilitator for the "virtual class."

ECTOR COUNTY ISD
ENHANCEMENT ALLOTMENT AND STAFFING OPTIONS
2020-2021

ELEMENTARY	SECONDARY
Instructional Facilitator - For use in the Virtual Learning, and when a teacher becomes the teacher of record for a vacant class, thus doubling the amount of students. The campus hires an Instructional Facilitator to assist in teaching both classrooms. The teacher would qualify for the supplemental pay.	Odysseyware Academics (OW) - Campuses can utilize OW Academics to allow students the opportunity to earn first time credit in Math, Science, Social Studies, and ELAR which can be offered during the school day or outside of school hours.
	Instructional Facilitator - For use in the Virtual Learning, and when a teacher becomes the teacher of record for a vacant class by giving up a conference period and/or having more than the threshold of students stated above, the campus qualifies to hire an Instructional Facilitator. The teacher would qualify for the supplemental pay.