



**ECTOR COUNTY INDEPENDENT
SCHOOL DISTRICT
COMPENSATION RESOURCE MANUAL
2023-2024**

Updated 2-26-2024

**Ector County ISD
2023-2024 New Hire Guide for
Teachers, Librarians, and Nurses (RN)**

Years of Experience	New Hire Salary
0	\$60,600
1	\$60,750
2	\$61,050
3	\$61,350
4	\$61,650
5	\$62,150
6	\$62,750
7	\$63,350
8	\$63,650
9	\$63,950
10	\$64,250
11	\$64,650
12	\$65,050
13	\$65,450
14	\$65,850
15	\$66,250
16	\$66,750
17	\$67,150
18	\$67,550
19	\$67,950
20	\$68,350
21	\$69,050
22	\$69,450
23	\$69,850
24	\$70,250
25	\$70,650
26	\$71,050
27	\$71,450
28	\$71,850
29	\$72,250
30+	\$72,650

\$3,650 Doctorate Degree Stipend

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

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

2023-2024 Administrative Professional Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$243.38	\$295.00	\$346.63
	Accountant - Finance	227	187 Days	45,512	55,165	64,820
	Accountant - School Nutrition	227	227 Days	55,247	66,965	78,685
	Bookkeeper, Payroll	227				
	Manager - Instructional Material	227				
	Manager - Risk Benefits	227				
	School Nutrition Technology Admin	227				
	Specialist - Communication	227				
	Specialist - Parent/Community Engagement	227				
	Specialist - SAS Homeless	187				
	Specialist - School Nutrition	227				
	Specialist - Social Service	187				
	Specialist - Substitute & Part-Time	227				
2			Daily	\$289.62	\$340.73	\$391.84
	Accountant - Payroll Special Projects	227	187 Days	54,159	63,717	73,274
	Accountant - Special Revenue	227	197 Days	57,055	67,124	77,192
	Adm Review/Dismissal Facilitator	197	207 Days	59,951	70,531	81,111
	Buyer-School Nutrition	227	227 Days	65,744	77,346	88,948
	Coordinator - Child Care	227				
	Coordinator - Community Outreach	207				
	Data Fellow	227				
	Grant Writer	227				
	Guidance Apprentice	187				
	Social Worker	187				
	Specialist - Dropout Prevention	187				
	Specialist - Teen Parent	197				
	Speech Language Pathologist - Assistant	187				
	Staff Auditor	227				
3			Daily	\$324.38	\$381.62	\$438.86
	Accountant - Payroll	227	197 Days	63,903	75,179	86,455
	Administrative Intern	207	207 Days	67,147	78,995	90,844
	Advisor - College & Career	207	217 Days	70,390	82,812	95,233
	Communication Specialist-Bilingual & ESL	227	227 Days	73,634	86,628	99,621
	Counselor - Alt Ed Center	207				
	Counselor - Elementary & ECC	197				
	Counselor - Elementary, MS & HS SAS	207				
	Counselor - Choice High Schools	217				
	Counselor - Middle School	207				
	Counselor - Special ED	197				

Diagnostician (Virtual)	197
Dietitian	227
Social Worker - Lead	217
Specialist - Behavior	207
Specialist - Communication/Bilingual	227
Specialist - Recruiting	227
Supervisor - COC Grad Lab	227
Supervisor - Business Operation Warehouse	227
Supervisor -Purchasing	

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Asst Principal - Elementary & EEC	217
Athletics Trainer	207, 217
Coordinator - High School Testing	217
Coordinator - IB Middle Years Programme	207
Coordinator - Staff & Payroll Budget	227
Counselor - Career & Tech	217
Counselor - High School	217
Counselor - TRAC	217
Dean of Students - Alt Center & Middle School	207
Diagnostician	197, 227
LSSP Intern	197
Speech Language Pathologist (Virtual)	187
Speech Language Pathologist - Intern	187
Supervisor - ATC-G Campus	207

Daily	\$330.58	\$400.70	\$470.82
187 Days	61,818	74,931	88,043
197 Days	65,124	78,938	92,752
207 Days	68,430	82,945	97,460
217 Days	71,736	86,952	102,168
227 Days	75,042	90,959	106,876

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Asst Principal - Alt Center & Middle School	217
Coordinator - Advanced Academics	227
Coordinator - Autism	227
Coordinator - AVID	227
Coordinator - Benefits	227
Coordinator - Bilingual	227
Coordinator - Blended Learning	227
Coordinator - Conferencing High Impact Tutor	227
Coordinator - Digital Learning	227
Coordinator - ELAR	227
Coordinator - ESL	227
Coordinator - ESSER 3 Compliance	227
Coordinator - Fine Arts	227
Coordinator - International Teacher	227
Coordinator - Lang Other Than English	227
Coordinator - Math	227
Coordinator - Science	227
Coordinator - Social Studies	227
Coordinator - Social & Emotional Learning	227
Coordinator - State Assessment	227

Daily	\$347.11	\$420.74	\$494.37
187 Days	64,910	78,678	92,447
197 Days	68,381	82,886	97,391
217 Days	75,323	91,301	107,278
227 Days	78,794	95,508	112,222

Coordinator - Talent Development	227
Coordinator - Teen Pregnancy Service	227
Dean of Students - NTO	217
Director - Choral High School	197
Director - Mariachi High School	197
Director - Orchestra High School	197
LSSP	197
Occupational Therapist	197
Physical Therapist	197
Specialist - Energy Education	227
Speech Language Pathologist	187, 227

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Asst Director - Finance	227
Asst Director - School Nutrition	227
Asst Principal - High School	217, 227
Dean - Career & Tech Education	227
Chief of Staff	227
Director - Administrative Services	227
Director - Advanced Academic Services	227
Director - Assessments & Accountability	227
Director - Athletics	227
Director - Attendance	227
Director - Band High School	217
Director - Bilingual	227
Director - CCMR & Post Secondary Ed	227
Director - District AVID	227
Director - Dual Credit Development	227
Director - Early Childhood Education	227
Director - Guidance & Counseling	227
Director - Health Services	227
Director - Leadership	227
Director - Research & Evaluation	227
Director - Steam Initiative and Special Projects	227
Internal Auditor	227
Supervisor - Accounting	227
Supervisor - Dyslexia	227
Supervisor - Special Ed Behavior	227
Supervisor - Special Ed	227

Daily	\$367.93	\$445.98	\$524.03
217 Days	79,841	96,778	113,715
227 Days	83,520	101,237	118,955

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Associate Principal - High School	227
Director - Construction	227
Director - District Data Analytics	227
Director - Energy/Custodial Operations	227
Director - Facilities	227
Director - Payroll	227

Daily	\$390.01	\$472.74	\$555.47
227 Days	88,532	107,312	126,092

Director - Purchasing	227
Director - RDSPD	227
Director - School Nutrition	227
Director - Transportation	227
Principal - Early Education Center	227
Principal - Elementary	227

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Coordinator/Head Football Coach	227
Director - Benefits/Risk Management	227
Director - District Operations	227
Director - Human Resources	227
Director - Planning & School Choice	227
Director - Professional Learning	227
Director - Talent Development	227
Principal - Alter Center	227
Principal - Choice High School	227
Principal - Middle School	227
Principal - New Tech High School	227

Daily	\$425.11	\$515.29	\$605.47
227 Days	96,500	116,971	137,442

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Exec Director - BIL/ESL/Migrant	227
Exec Director - Career & Tech Ed	227
Exec Director - Choice Programs/Access/Support	227
Exec Director - Curriculum & Instruction	227
Exec Director - Development Office	227
Exec Director - Federal & State Programs	227
Exec Director - Fine Arts	227
Exec Director - Guidance/Counseling/Wellness	227
Exec Director - Special Services	227
Exec Director - Research/ Evaluation/ Account	227
Exec Director - Talent Development	227
Principal - High School	227

Daily	\$463.38	\$561.67	\$659.96
227 Days	105,187	127,499	149,811

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Chief Communications Officer	227
Chief Technology Officer	227
Exec Director - Athletics	227
Exec Director - District Operations	227
Exec Director - Finance, Budget & Accounting	227
Exec Director - Human Resources	227
Exec Director - Leadership	227

Daily	\$542.15	\$657.15	\$772.15
227 Days	123,068	149,173	175,278

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Associate Supt - Curriculum & Instruction	227
Associate Supt - Athletics/Human Capital/Operations	227
Associate Supt - Student & School Support	227

Daily	\$650.58	\$788.58	\$926.58
227 Days	147,682	179,008	210,334

Chief Financial Officer
Chief of Schools

227
227

2023-2024 Technology Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Technician - Computer	227	Hourly	\$21.92	\$26.25	\$30.58
			227 Days	39,807	47,670	55,533
2	Technician - Computer (High School) Technician - Help Desk Trainer Technician - Information Systems	227 227 227	Hourly	\$23.35	\$27.96	\$32.57
			227 Days	42,404	50,775	59,147
			Hourly	\$26.85	\$32.15	\$37.45
			227 Days	48,760	58,384	68,009
3	Senior Technician - Help Desk Technician - Data Network	227 227	Hourly	\$26.85	\$32.15	\$37.45
			227 Days	48,760	58,384	68,009
			Hourly	\$230.87	\$276.49	\$322.11
4	Specialist - Inventory Specialist - PEIMS Specialist - Intergration Support	227 227 227	227 Days	52,407	62,763	73,119
			Hourly	\$272.43	\$326.26	\$380.09
			227 Days	61,842	74,061	86,280
			Hourly	\$302.40	\$362.15	\$421.90
5	Instructional Analyst - Application Instructional Analyst - Student Application Senior Administrator - Data Network System Web Master	227 227 227 227	227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
			Hourly	\$302.40	\$362.15	\$421.90
			227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
			Hourly	\$302.40	\$362.15	\$421.90
			227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
6	Administrator - G Suite Administrator - System Manager - Technology Area Support Manager - Technology Support Manager - WAN Area Network Engineer Network Specialist Senior Analyst - Business Senior Analyst - Student Senior Analyst - Integration	227 227 227 227 227 227 227 227 227	Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
			Hourly	\$302.40	\$362.15	\$421.90
			227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
			Hourly	\$302.40	\$362.15	\$421.90
			227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
7	Coordinator - Data Coordinator - Technology Services Senior Administrator - Cybersecurity Senior Administrator - System Development Senior Administrator - System/Active Director	227 227 227 227 227	Hourly	\$331.12	\$396.55	\$461.98
			227 Days	75,164	90,017	104,869
			Hourly	\$302.40	\$362.15	\$421.90
			227 Days	68,645	82,208	95,771
			Hourly	\$331.12	\$396.55	\$461.98
227 Days	75,164	90,017	104,869			

Senior Coordinator - Data Compliance 227
 Senior Engineer - IT Network 227

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Manager - Business Application 227
 Manager - Network Hardware 227
 Manager - Network Software 227
 Manager - Student Application 227

Daily	\$362.57	\$434.22	\$505.87
227 Days	82,303	98,568	114,832

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Director - Digital Learning 227
 Director - Information Systems 227
 Director - Information Technology 227
 Director - Technology Services 227

Daily	\$387.96	\$464.62	\$541.28
227 Days	88,067	105,469	122,871

2023-2024 Police Pay Plan
 Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Telecommunicator I	227	Hourly 227 Days	\$20.00 36,320	\$23.75 43,130	\$27.50 49,940
2	Telecommunicator II	227	Hourly 227 Days	\$23.41 42,513	\$28.03 50,902	\$32.65 59,292
3	Police Officer	197 ,227	Hourly 197 Days 227 Days	\$30.89 48,683 56,096	\$37.00 58,312 67,192	\$43.11 67,941 78,288
4	Police Corporal	227	Daily 227 Days	\$261.99 59,472	\$313.76 71,224	\$365.53 82,975
5	Police Sergeant	227	Daily 227 Days	\$277.71 63,040	\$332.59 75,498	\$387.47 87,956
6	Police Lieutenant	227	Daily 227 Days	\$297.15 67,453	\$355.87 80,782	\$414.59 94,112
7	Asst Chief of Police	227	Daily 227 Days	\$329.84 74,874	\$395.02 89,670	\$460.20 104,465
8	Chief Police	227	Daily 227 Days	\$445.29 101,081	\$533.28 121,055	\$621.27 141,028

2023-2024 Clerical Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2			Hourly	\$15.15	\$18.00	\$20.85
	Clerk - ATC	197	187 Days	22,664	26,928	31,192
	Clerk - Audio Visual	187	197 Days	23,876	28,368	32,860
	Clerk - Counselor	207	207 Days	25,088	29,808	34,528
	Clerk - COVID	227	227 Days	27,512	32,688	37,864
	Clerk - Building EEC	207				
	Clerk - Flex	187				
	Clerk - High School	207				
	Clerk - Library	187				
	Clerk - Middle School	187				
	Clerk - Office	187, 197, 207				
	Clerk - Special Ed	187				
	Community Liaison - Visiting	187				
	Receptionist/Truancy - High School	227				
3			Hourly	\$15.70	\$18.81	\$21.92
	Case Worker	217	187 Days	23,487	28,140	32,792
	Clerk - Athletic	207	197 Days	24,743	29,645	34,546
	Clerk - Building Elementary	197	207 Days	25,999	31,149	36,300
	Clerk - Attendance/PEIMS High School/Choice HS	197	217 Days	27,255	32,654	38,053
	Clerk - Attendance/PEIMS Middle School	197	227 Days	28,511	34,159	39,807
	Clerk - Data Processing Bilingual	227				
	Clerk - Data Processing HS & MS	227				
	Clerk - Diagnostician	197				
	Clerk - Help Desk (IT)	227				
	Clerk - Office/District	227				
	Clerk - Payroll Utility	227				
	Clerk - School of Choice/Student Admissions	227				
	Clerk- Special ED Speech	187,227				
	Court Liaison	197				
4			Hourly	\$16.41	\$19.65	\$22.89
	Bookkeeper - Middle School	187	187 Days	24,549	29,396	34,243
	Clerk - Autism	227	227 Days	29,801	35,684	41,568
	Clerk - 504/Dyslexia	227				
	Clerk - Campus Payroll	227				
	Clerk - Computer SN	227				
	Clerk - Curriculum	227				
	Clerk - Human Capital	227				
	Clerk - Position Control	227				
	Clerk - Special Ed PEIMS	227				

Registrar/PEIMS DAEP	227
Registrar/PEIMS NTO	227
Secretary - ATC	227

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Admin Asst - Director	227
Admin Asst - Office	227
Admin Asst - Principal Alt Center	227
Admin Asst - Principal Choice Schools	227
Admin Asst - Principal Elementary & EEC	227
Admin Asst - Principal Middle School	227
Admin Asst - Principal NTO	227
Agent - Fingerprint/Background Enrollment	227
Bookkeeper - High School	217
Bookkeeper - Special Ed	227
Clerk - Inventory Control	227
Registrar/PEIMS High School	227

Hourly	\$17.14	\$20.53	\$23.92
217 Days	29,755	35,640	41,525
227 Days	31,126	37,282	43,439

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Admin Asst - Director	227
Admin Asst - Principal High School	227
Admin Asst - RDSPD	227
Bookkeeper - Account Payable	227
Certification Officer - HR & Talent Development	227
Clerk - Accounting	227
Clerk - Accounts Payable	227
Clerk - Payroll	227
Clerk - Purchasing	227
Clerk - Special Projects	227
Liaison - Records Management	227
Specialist - District Testing	227
Specialist - Purchasing Contract	227

Hourly	\$18.69	\$22.38	\$26.07
227 Days	33,941	40,642	47,343

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Admin Asst - Exec Director	227
Buyer - P-Card Administrator - Purchasing	227
Specialist - Child Care	187
Specialist - Health Benefits	227
Specialist - Human Resources	227
Specialist - Payroll	227
Specialist - Title I Fiscal & Program Comp	227

Hourly	\$20.36	\$24.39	\$28.42
187 Days	30,459	36,487	42,516
227 Days	36,974	44,292	51,611

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Admin Asst - Chief Communications Officer	227
Admin Asst - Chief Technology Officer	227
Admin Asst - Exec Director Human Resources	227
Admin Asst - Exec Director Operations	227

Hourly	\$22.40	\$26.83	\$31.26
227 Days	40,678	48,723	56,768

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Admin Asst - Associate Supt	227
Admin Asst - Finance	227
Specialist - Policy/Procedure/Records	227

Hourly	\$24.64	\$29.51	\$34.38
227 Days	44,746	53,590	62,434

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Admin Asst - Supt	227
Specialist - Community Engagement Partnership	227
Specialist - Student Admissions	227

Hourly	\$27.73	\$33.20	\$38.67
227 Days	50,358	60,291	70,225

2023-2024 Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.15	\$17.75	\$20.35
	Aide - Flex	187	187 Days	22,664	26,554	30,444
	Aide - Instructional	187				
	Aide - Montessori	187				
	Aide - Music	187				
	Aide - Physical Ed	187				
	Aide - Pre K	187				
	Aide - Title 1	187				
2			Hourly	\$15.50	\$18.55	\$21.60
	Aide - Alter Ed	187	187 Days	23,188	27,751	32,314
	Aide - Bilingual/ESL	187	227 Days	28,148	33,687	39,226
	Aide - Bilingual Pre-K	187				
	Aide - Horticulture	227				
	Aide - Sp Ed (LD)	187				
	Aide - Sp Ed PPCD	187				
	Aide - Sp Ed Speech Therapy	187				
	Child Care Provider	187				
3			Hourly	\$16.20	\$19.38	\$22.56
	Aide- Audio Visual	187	187 Days	24,235	28,992	33,750
	Aide - School Health	187				
	Aide - Sp Ed (SCC)	187				
	Aide - Sp Ed Applied Life Skills	187				
	Aide - Sp Ed Basic Skills	187				
	Aide - Sp Ed Specialized Classroom	187				
	Certified Nurse Asst	187				
4			Hourly	\$16.90	\$20.25	\$23.60
	Aide - Bilingual Tester	187	187 Days	25,282	30,294	35,306
	Aide - Culinary Arts	187				
	Aide - Graphic Design	187				
	Aide - Sp Ed 18+ Program	187				
	Aide - Sp Ed Behavior Support	187				
5			Hourly	\$18.00	\$21.57	\$25.14
	Opportunity Culture - Reach Associate	187	187 Days	26,928	32,269	37,609
6			Hourly	\$20.25	\$24.26	\$28.27
	Aide - Sp Ed Auditory Impaired	187	187 Days	30,294	36,293	42,292
	Instructional Facilitator	187				

Opportunity Culture -Teacher Resident 187

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Aide - Sp Ed Auditory Impaired (certified) 187
 Licensed Vocational Nurse 187

Hourly	\$22.25	\$26.68	\$31.11
187 Days	33,286	39,913	46,541

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Occupational Therapist Asst 187
 Physical Therapist Asst 187

Hourly	\$31.20	\$37.36	\$43.52
187 Days	46,675	55,891	65,106

2023-2024 Auxiliary Pay Plan

Ector County ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
2					
	Bus Monitor	184	Hourly \$15.15	\$17.75	\$20.35
	Bus Monitor - Sped	184	184 Days	22,301	26,128
3					
	Custodian	247	Hourly \$15.50	\$18.55	\$21.60
	LIFT Monitor	184	184 Days	22,816	27,306
	Night Watchman	251	247 Days	30,628	36,655
			251 Days	31,124	37,248
4					
	Custodian - Asst Head	247	Hourly \$16.20	\$19.38	\$22.56
	Groundskeeper	247	227 Days	29,419	35,194
	Mechanic - Vehicle Lubrication	227	247 Days	32,011	38,295
	Specialist-Campus Safety	227			
	Transportation - Bus Washer	227			
5					
	Asst - Central Receiving Warehouse	227	Hourly \$16.90	\$20.25	\$23.60
	Asst - IM Receiving Warehouse	227	227 Days	30,690	37,682
	Clerk- Mail Carrier	227	247 Days	33,394	40,014
	Custodian - Admin	247			
	Custodian - Head ES	247			
	Custodian - Warehouse	247			
	Technician - Bus Servicer	227			
	Transportation - Tire Servicer	227			
6					
	Apprentice - Carpenter	247	Hourly \$17.75	\$21.26	\$24.77
	Apprentice - Electrician	247	227 Days	32,234	38,608
	Apprentice - Plumber	247	247 Days	35,074	42,010
	Clerk - Parts Room	227			
	Custodian - Head Admin	247			
	Custodian - Head MS	247			
	Technician - Print/Mail Service	227			
	Transportation - Bus Repair	227			
7					
	Caretaker - AG Farm	227	Hourly \$18.65	\$22.33	\$26.01
	Caretaker - Stadium	227	227 Days	33,868	40,551
	Custodian - Head HS	247	247 Days	36,852	44,124
	General - Painter	247			51,396

Maintenance/Groundskeeper	247
Roofer	247
Stain Finish Worker	247
Technician - Irrigation	247
Warehouse Attendant - Maintenance	247

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Caretaker - Head Stadium	227
Dispatcher - Transportation	207
General - Carpenter	247
Lead - Painter	247
Lead - Roofer	247
Masonry	247
Operator - Heavy Equipment	247
Welder - Shop	247

Hourly	\$20.00	\$23.78	\$27.56
207 Days	33,120	39,380	45,639
217 Days	34,720	41,282	47,844
227 Days	36,320	43,184	50,049
247 Days	39,520	46,989	54,459

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Cabinet Maker	247
Electrician - General	247
Field Trip Scheduler	207
Foreman - Carpentry	247
Foreman - Certified Applicator of Record	247
Foreman - Grounds	247
Foreman - Painting	247
Lead Dispatcher	227
Mechanic - Sheet Metal	247
Mechanic - Shop	247
Mechanic - Vehicle	227
Plumber	247

Hourly	\$22.17	\$26.40	\$30.63
207 Days	36,713	43,718	50,723
217 Days	38,487	45,830	53,174
227 Days	40,261	47,942	55,624
247 Days	43,808	52,166	60,525

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Asst - IM Receiving Warehouse	227
Asst Supervisor - Warehouse Maintenance	247
HVAC Mechanic (licensed)	247
Lead Tech - Electrical	247
Master - Locksmith	247
Master - Plumber	247
Mechanic - Vehicle Lead	227
Operations Mgr. - Finance & Compliance	227
Operations Mgr. - Routing	227
Operations Mgr. - Safety	227
Supervisor - Custodian	247
Supervisor - Drivers	227

Hourly	\$25.84	\$30.76	\$35.68
227 Days	46,925	55,860	64,795
247 Days	51,060	60,782	70,504

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Foreman - Electrician	247
Foreman - Plumbing	247

Hourly	\$30.00	\$35.72	\$41.44
227 Days	54,480	64,868	75,255
247 Days	59,280	70,583	81,885

Supervisor - Construction/Roofing	247
Supervisor - Operations/Project	247
Supervisor - Transportation Shop	227
Supervisor - Transportation Operations	227
Supervisor - Warehouse Maintenance	247

BD	
Bus Driver	184
Bus Driver - Sped	184

Hourly	\$21.25	\$25.29	\$29.33
184 Days	31,280	37,227	43,174

2023-2024 School Nutrition Pay Plan

Ector County ISD

*Annual amounts are based on 7 hours per day for pay grade 2-3

*Annual amounts are based on 8 hours per day for pay grade 4-10

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
2	Cafe Worker	184	Hourly	\$15.15	\$17.75	\$20.35
	Cook - Asst	184	184 Days	19,513	22,862	26,211
3	Cook - Head	184	Hourly	\$15.50	\$18.55	\$21.60
			184 Days	19,964	23,892	27,821
4	Cook - Lead	184	Hourly	\$16.20	\$19.38	\$22.56
			184 Days	23,846	28,527	33,208
5	Delivery - Warehouse SN	227	Hourly	\$16.90	\$20.25	\$23.60
	Manager - School Nutrition ES	186	186 Days	25,147	30,132	35,116
6	Manager - School Nutrition MS	186	227 Days	30,690	36,774	42,857
			Hourly	\$17.75	\$21.26	\$24.77
7	Manager - School Nutrition HS	186	186 Days	26,412	31,634	36,857
			Hourly	\$18.65	\$22.32	\$25.99
8	Asst Supervisor - Warehouse SN	227	186 Days	27,751	33,212	38,673
	Dual Manager - School Nutrition	186	Hourly	\$19.76	\$23.66	\$27.56
9	Supervisor - Warehouse School Nutrition	227	186 Days	29,402	35,206	41,009
	Technician - School Nutrition Mechanic	227	227 Days	33,884	42,966	50,048
10	Supervisor - School Nutrition	227	Hourly	\$22.46	\$26.74	\$31.02
	Technician Lead - School Nutrition Mechanic	227	227 Days	40,787	48,559	56,332
10	Supervisor - School Nutrition	227	Hourly	\$26.16	\$31.15	\$36.14
	Technician Lead - School Nutrition Mechanic	227	227 Days	47,057	56,568	65,630

Stipend	2023-2024	Extra Day	Contract Terms	Limit/Qualifications
SIGN ON BONUS/RETENTION				
New Hire Sign-On Bonus: ELEM Bilingual Teacher	2,000			Eligible employees may only receive one time
New Hire Sign-On Bonus: ELEM/MS/HS Special Ed Teacher	2,000			Eligible employees may only receive one time
New Hire Sign-On Bonus: MS/HS Math, Science, ELAR	2,000			Eligible employees may only receive one time
New Hire / Retention: SLP, DIAG, LSSP, Sped Counselor	4,000			Eligible employees receive 1/2 in September, 1/2 in June. IDEA funds.
INSTRUCTION				
Opportunity Culture: Master Team Reach Teacher MTRT	12,000			
Opportunity Culture: Multi-Classroom Leader MCL I	15,000			
Opportunity Culture: Multi-Classroom Leader MCL II	17,000			
Opportunity Culture: Multi-Classroom Leader MCL III	20,000			
Opportunity Culture: Team Reach Teacher TRT I	8,000			
Opportunity Culture: Team Reach Teacher TRT II	10,000			
TIA: Master Designated Teacher Tier 1-5	12,000 - 32,000			
TIA: Exemplary Designated Teacher Tier 1-5	6,000 - 18,000			
TIA: Recognized Designated Teacher Tier 1-5	3,000 - 9,000			
TIA: National Board Certified Teacher	3,000 - 32,000			
Doctorate, JD Degree (All Staff)	3,650			
Leadership for Ector's Acceleration Program (LEAP) A-ILT Teacher	5,000			TSL Grant funded. Paid in two installments
Masters Degree (In Subject Area TOR)	2,500			
Masters Degree (Grandfathered Prior to August 2019)	2,600			Grandfathered employees only
Masters Degree (Not in Subject Area TOR)	1,500			
Masters Degree Incentive Plan (advanced approval required)	1,050			\$350 per successfully completed course in teaching area; max \$1,050 per yr
Masters Degree Plus 30 Hours (Discon't in 2014)	3,090			Existing Employees Grandfathered
Mentor - Teacher	1000			For each zero year teachers (2 max)
Mentor - Media Specialist	500			Per Person Mentored
Bilingual Certified Teacher of Record in Elem Bilingual Classroom	3,500			
ESL Certified Teacher of Record in ELAR	2,100			
ESL Certified Teacher of Record Science, Social Studies, Math	550			
UT On Ramp Teacher	2,600			OHS(6),PHS(6)
STEM Stipend (STEM Academy campus only)	500-5000			Determined by STEM
Take Flight	1,200			
Academic Language Therapist-Certified	1,500			
Dyslexia Therapist-Licensed	2,100			
ELEMENTARY				
ELEM Distance Allowance	1,000			Fly, Cavazos, West, EK Downing
ELEM Esports	800			Up to 10 coaches approved by C&I
SECONDARY				
HS Counselors Summer Assignment	4,000			3 per HS (OHS/PHS)
HS AP Coordinator PHS	2,000			1 at PHS
HS AP/IB Coordinator OHS	2,500			1 at OHS
HS Cheer Sponsor - Sub varsity	3,150	10	10 Month	
HS Cheer Sponsor - Varsity	5,150	10	10 Month	
HS Decathlon/Octathlon Coach	1,200			Up to 5 per HS (OHS, PHS, NTO, OCA)
HS Decathlon/Octathlon Lead Sponsor	3,200			1 per HS (OHS, PHS, NTO, OCA)
HS Dept Chair (ELAR, Math, Science, Social Studies, Sped, LOTE, CTE, Fine Arts, ESL)	3,700	10	10 Month	(OHS/PHS)
HS Drama NTO	3,150			
HS Esports Coach	1,500			1 per campus

Stipend	2023-2024	Extra Day	Contract Terms	Limit/Qualifications
HS Journalism Activities (NTO, OCTECHS, OCA)	1,600			1 per HS (NTO,OCTECHS, OCA)
HS Journalism Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
HS Speech Activities (NTO)	3,150			
HS Sponsor National Honor Society (OHS, PHS)	800			1 per HS (OHS,PHS)
HS Sponsor Nat'l Honor Society (NTO, OCTECHS, OCA)	600			1 per HS (NTO,OCTECHS, OCA)
HS Sponsor Speech Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
HS Sponsor Student Council (NTO, OCTECHS, OCA)	1,100			1 per HS (NTO,OCTECHS, OCA)
HS Sponsor Student Council (OHS, PHS)	2,100			1 per HS (OHS,PHS)
HS UIL Academics Coach	500			Up to 8 per HS (OHS, PHS, NTO, OCA)
HS UIL Academics Lead Sponsor	1,500			1 per HS (OHS, PHS, NTO, OCA)
MS Cheer Sponsor	2,100			1 per MS
MS Dept Chair (ELAR, Math, Science, Social Studies, Sped, Elec)	3,150	10	10 Month	
MS Esports Coach	1,100			1 per campus
MS Sponsor Journalism Activities	1,600			1 per MS
MS Sponsor National Honor Society	600			1 per MS
MS Sponsor Student Council	1,100			1 per MS
MS/HS Campus AVID Coordinator	1,600			
MS/HS Certified Math Teacher	2,100			
MS/HS Certified Robotics Teacher	2,100			Classroom Robotics Only
MS/HS Certified Science Teacher	2,100			
SPECIAL EDUCATON				
SPED Lead Assistive Technology	1,500			
SPED Lead: Diag, Speech Path, LSSP, Behavior Specialist	3,500			1 per Lead diags (2), speech path(2), LSSP, and Behavior Specialist
SPED Speech Pathologist Assistant	3,000			
SPED Speech Pathologist (Supervising Speech Path Asst) & LSSP (Supervising LSSP), Diag Supervising Ard Facilitator	1,500			Paid if funds available per SPED Dept
SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of the Visual Impaired (VI)	4,000			
SPED Certified Teacher Orientation & Mobility	2,100			
SPED Certified Teacher Behavioral Support (BSC/BSCAU)	6,000			
SPED Certified Teacher Specialized Classroom (SC)	3,000			
SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, Visual Impaired, and DHH Auditory Impaired, Music Therapy)	1,200			
SPED Special Olympics (adaptive PE)	4,750			
ATHLETICS				
Group I (Other) Head Coach Non Football	7,000	10	10 Month	
Group I Varsity Football Coach	7,000	15	10 Month	2 per HS
Group I Varsity Football Coach (Off/Def Coord)	7,000	20	10 Month	2 per HS
Group II Assistant HS Coach	5,750	10	10 Month	
Group II MS Athletics Coordinator	5,500	10	10 Month	2 per MS
Group III MS Coach	4,750		10 Month	
Group IV Coach (Elem. P.E.)	1,300		10 Month	
HS Asst Head Football Coach	3,150			1 per HS
HS Dual Sports Coordinator	3,150			1 per HS
HS Girls Athletic Coordinator	3,500	5		1 per HS
HS Head Athletic Trainer	5,000			1 per HS
Asst Athletic Trainer HS	5,000			1 per HS
Asst Athletic Trainer HS / MS	5,000			1 per HS
HS Head Cross Country Coach	4,500			2 per HS (Boys/Girls)
HS Powerlifting Coach	4,500			1 per HS

Stipend	2023-2024	Extra Day	Contract Terms	Limit/Qualifications
FINE ARTS				
HS Art Teacher Lead	3,000			2-assigned by Fine Arts
HS Art VASE	1,500			HS Qualifying per Fine Arts
HS Band Asst Director	4,200		11 Month	
HS Band Color Guard	3,150	10	10 Month	
HS Choir Asst Director	3,700		10 Month	
HS Choir Pop Ensemble Accompanist	1,850			1 per HS (OHS,PHS)
HS Dance Asst Director	3,150	10	10 Month	
HS Dance Head Director	5,150	10	10 Month	
HS Guitar	4,000			
HS Harp	4,000		10 Month	
HS JROTC Instructor	3,150		12 Month	2 per HS
HS Orchestra Asst Director	3,150		10.5 Month	
HS Sponsor Flag Team/Wildbunch	1,500			
HS Technical Theatre Arts Director	3,000		10 Month	
HS Theatre Arts Head Director	4,000	10	10 Month	
MS Art VASE	1,000			MS Qualifying per Fine Arts
MS Band Asst Director	3,150		11 Month	
MS Band Head Director	4,200		11 Month	
MS Choir Asst Director	1,600		10 Month	
MS Choir Head Director	3,700		10 Month	
MS Dance Asst Director	1,600			
MS Dance Head Director	3,100			
MS Guitar Asst	800		10 Month	MS Qualifying per Fine Arts
MS Guitar/Mariachi Head Director	1,050		10 Month	MS Qualifying per Fine Arts
MS Orchestra Asst Director	1,600		10.5 Month	MS Qualifying per Fine Arts
MS Orchestra Head Director	3,150		10.5 Month	
MS Theatre Arts	2,000		10 Month	MS Qualifying per Fine Arts
CAREER & TECHNICAL EDUCATION				
HS Culinary Arts Catering Lead	2,000		10 Month	
HS CTSO Advisors	500		10 Month	Up to 4 per high School campus(OHS, PHS, NTO); Up to 10 at the CTE campuses (Ag Farm, Frost, CTE at NTO, and Sewell)
Education & Training Teacher: non-dual credit	2,500			One Teacher TCLAS Funded
Education & Training Teacher: dual credit	2,500			Two Teachers TCLAS Funded
Texas College Bridge	100			\$100 per student completion Texas College Bridge TSI prep curriculum. TCLAS funded
OTHER				
Bilingual Certified -Student Support Personnel (Diag, LSSP, Speech Path)	2,500			Determined by assignment
Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
CDL Certification	3,000			Transportation Office Staff
Information Technology – CCNA	3,150			
Information Technology – CISSP	3,150			
Information Technology – GISP	3,150			
Police Department - Field Training Officer - Certified	100			per month/per department approval
Police Department - Internal Affairs Officer Pay	100			per month/per department approval
Police Department - SWAT	150			per month for active member
School Nutrition Certification 1	500			
School Nutrition Certification 2	800			
School Nutrition Certification 3	1,000			
School Nutrition Certification 4	1,200			

Stipend	2023-2024	Extra Day	Contract Terms	Limit/Qualifications
School Nutrition Certification 5	1,500			
Strategic Administrative/Teacher Appointment as designated by the Superintendent	1,250-10,000			1/2 December 1/2 in June
Teacher Incentive Allotment Administrator	6,000			HR approval
Title One Stipend	3,500			1/2 December 1/2 June
Travel - HS Head Football Coaches, Exec Dir & Directors of Athletics	7,200			OHS & PHS/ATHLETICS
Travel - HS Principals	4,325			OHS & PHS
Travel-Executive Directors, Directors of Transportation, Food Service, Operations, RDSPD	4,400			
Travel-School Nutrition Assistant Directors, Dietitian, Supervisors	1,750			Paid out of federal funds
Travel-Superintendent, Cabinet, Principal Supervisors (EDL)	7,500			
Unforeseen Circumstances (approval required)	TBD			Negotiated, based on appropriate market conditions

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
CURRICULUM & PD				
C & I	Writers/Developers	\$40	Per Hour	Off-Duty
C & I	Attendees - Teachers	\$17	Per Hour	Off-Duty Teachers
C & I	Attendees - Paraprofessionals	\$15	Per Hour	Off-Duty Non-Exempt
C & I	Attendees - Administrators	\$100	Per Day	Off-Duty Admin
C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
C & I	Presenters, Preparation	\$60	Per 1/2 Day	Off-Duty
Summer	Training - Presenter	\$300	Per Day	Off-Contract
Summer	Training - Participant	\$100	Per Day	Off-Contract Exempt
Summer	Training -Nurse	\$20	Per Hour	Off-Contract
Summer	Training-Clerk	\$15	Per Hour	Off-Contract
Summer	Training-Aide	\$15	Per Hour	Off-Contract
Optional Extended Day and Magnet Programs	Teachers, non-certified, 45 college hours	\$15	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, Certified	\$22	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Optional Extended Day and Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Tutoring	Student Tutor, AVID	\$15	Per Hour	Federal, State and Local
Tutoring	Regular AT Risk Tutor - TPC,Title 1	\$32	Per Hour	
Distance Learning	Teacher	\$250	Per Stu/Sem	
Tutoring/Credit Recovery	Teacher	\$32	Per Hour	Federal, State and Local
Tutoring/Credit Recovery	Teacher for Unrated Camuses	\$40	Per Hour	Federal, State and Local
Tutoring/Credit Recovery	Paraprofessional	OT Rate		Federal, State and Local
Tutoring/Credit Recovery	Certified Administrator	\$35	Per Hour	Federal, State and Local
Tutoring/Credit Recovery	Certified Counselor	\$32	Per Hour	Federal, State and Local
C&I SUMMER LEARNING				
Principal	ELEM Principal (Bil/Mono)	\$480	Per Day	
Principal	Middle School	\$312.50	1/2 Day	
Principal	High School	\$400	Per Day	
Teacher	PK - 5th Gr - Teacher (Bil/Mono)	\$360	Per Day	\$180 per 1/2 day
Teacher	ELEM Enrichment	\$360	Per Day	\$180 per 1/2 day
Camp SIP Teacher (GT)	ELEM/MS	\$200	Per Day	
Teacher	Middle School	\$180	1/2 Day	
Teacher	9-12 EOC	\$360	Per Day	\$180 per 1/2 day
Teacher	TPRS/9-12 Edgenuity/SAT Boot Camp	\$300	Per Day	\$150 per 1/2 day
Counselor	High School / SAS	\$300	Per Day	\$150 per 1/2 day
Nurse	ELEM/MS/HS	\$270	Per Day	\$135 per 1/2 day
Media Specialist	ELEM/MS/HS	\$300	Per Day	\$150 per 1/2 day
Paraprofessional	Instructional Facilitator	\$25	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
Instructional Aide	Instructional Aide	\$16	Per Hour	
Clerk	ELEM/MS/HS	\$16	Per Hour	
Nurse Aide	Certified	\$16	Per Hour	
OPT Interns		\$20	Per Hour	
TPRS Child Care Worker		\$16	Per Hour	
Professional Development	SL Teachers	\$300	Per Day	
Testing Administrators	HS/EOC only	\$40	Per Hour	
TALENT DEVELOPMENT				
Odessa Pathways to Teaching	OPT Content Tutor	\$40	Per Hour	
Summer School	OPT Apprentice	\$20	Per Hour	Must be an OPT Apprentice
Summer School	OPT Mentor Teachers	\$1,000	Per Year	
Principals	Assigned Principal Fellows	\$1,500	Per Year	
MCL	Assigned Teacher Resident	\$750	Per Sem	
Aspiring Teachers	Paraprofessionals in program	\$27.78	Per Hour	
TEMPORARY REPLACEMENTS / SUBSTITUTE and PART-TIME WORKERS				
Administrators	High School Principal	\$400	Per Day	Contingent upon experience
Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
Administrators	Secondary Assistant Principal	\$325	Per Day	
Administrators	Elementary Assistant Principal	\$300	Per Day	
Administrators	Counselor	\$250	Per Day	
Administrators	Speech Therapists	\$340	Per Day	
Administrators	Diagnosticians	\$300	Per Day	
Classroom Substitute -in the same position for 10 consecutive days or more	Non-Certified	\$198	Per Day	Sub Office approval required
Classroom Substitute -in the same position for 10 consecutive days	Certified	\$228	Per Day	Sub Office approval required
Classroom Substitutes	Non-Certified	\$120	Per Day	
Classroom Substitutes	Certified (in Texas)	\$150	Per Day	
Substitute and Part-Time Workers	General Part-Time Worker	\$15	Per Hour	includes summer maintenance & custodial
Substitute and Part-Time Workers	Truancy Court Clerk	\$15	Per Hour	
Substitute and Part-Time Workers	Maintenance Worker - Retired/Former	\$15	Per Hour	
Substitute and Part-Time Workers	Food Service	TBD	Per Hour	Food Service Pay Grade Minimum
Substitute and Part-Time Workers	Transportation Worker	TBD	Per Hour	Bus Driver Minimum

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
Substitute and Part-Time Workers	Technician	\$15	Per Hour	
Substitute and Part-Time Workers	Speech Pathologist	\$75	Per Hour	
Substitute and Part-Time Workers	Diagnosticians	\$75	Per Hour	
Substitute and Part-Time Workers	Substitute Aide/Clerk Secretary	\$15	Per Hour	
Substitute Nurse		\$20	Per Hour	
Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year

ATHLETICS

ALL DUTIES PAID FOR REGULAR SEASON, NON-ECISD AND PLAYOFF EVENT, GAME OR TOURNAMENT

Varsity Football	Supervisor	\$100	Per Game	
Varsity Football	Scoreboard	\$45	Per Game	
Varsity Football	Timer/Clock/ DownBox	\$45	Per Game	
Varsity Football	Announcer	\$120	Per Game	
Varsity Football	Ticket Takers/Scanners/Bag Check/Sellers	\$45	Per Game	
Varsity Football	Press box	\$40	Per Game	
Varsity Football	Ramp Workers HS/MS/Elem Sections	\$40	Per Game	
Varsity Football	Gates /-Sideline / Elevator	\$40	Per Game	
Varsity Football	PA Spotter	\$40	Per Game	
Varsity Football	Chain Crew	\$45	Per Game	
Varsity Football	Downbox	\$50	Per Game	
Varsity Football	Open Gates Early	\$5	Per Game	
Varsity Football	Filming for Daktronics Board	\$100	Per Game	
Varsity Football	Pre-Production Daktronics	\$100	Per Game	
Varsity Football	Daktronics and Computer	\$100	Per Game	
Varsity Football	STATS	\$65	Per Game	
Junior Varsity Football	Ticket Takers/Scanners/Bag Check/Sellers	\$35	Per Game	
Junior Varsity Football	Gates	\$30	Per Game	
Junior Varsity Football	PA Spotter	\$30	Per Game	
Junior Varsity Football	Chain Crew	\$30	Per Game	
Junior Varsity Football	Supervisor	\$100	Per Game	
Junior Varsity Football	Announcer	\$50	Per Game	
Junior Varsity Football	Scoreboard	\$35	Per Game	
Junior Varsity Football	Timer / Clock	\$35	Per Game	
Junior Varsity Football	Downbox	\$35	Per Game	
Junior Varsity Football	Daktronics and Computer	\$70	Per Game	
Middle School Football	Ticket Takers/Scanners/Bag Check/Sellers	\$30	Per Game	
Middle School Football	Gates	\$30	Per Game	
Middle School Football	Press Box	\$30	Per Game	
Middle School Football	Chain Crew	\$25	Per Game	
Middle School Football	Supervisor	\$50	Per Game	
Middle School Football	Announcer	\$50	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
Middle School Football	Scoreboard	\$30	Per Game	
Middle School Football	Timer	\$30	Per Game	
Middle School Football	Downbox	\$30	Per Game	
Middle School Football	Daktronics and Computer	\$60	2 Events	
High School Basketball	Ticket Seller	\$25	Per Game	
High School Basketball	Ticket Taker	\$25	Per Game	
High School Basketball	Clock	\$25	Per Game	
High School Basketball	Bookkeeper	\$30	Per Game	
High School Basketball	Supervisor	\$100	Per Game	
Middle School Basketball	Ticket Seller	\$25	Per Game	
Middle School Basketball	Ticket Taker	\$25	Per Game	
Middle School Basketball	Clock	\$25	Per Game	
Middle School Basketball	Bookkeeper	\$25	Per Game	
Middle School Basketball	Supervisor	\$100	Per Game	
High School Volleyball	Ticket Seller	\$25	Per Game	
High School Volleyball	Ticket Taker	\$25	Per Game	
High School Volleyball	Clock	\$25	Per Game	
High School Volleyball	Bookkeeper	\$30	Per Game	
High School Volleyball	Libero Tracker	\$25	Per Game	
High School Volleyball	Supervisor	\$80	Per Day	Tournament
Middle School Volleyball	Ticket Seller	\$25	Per Game	
Middle School Volleyball	Ticket Taker	\$25	Per Game	
Middle School Volleyball	Clock	\$25	Per Game	
Middle School Volleyball	Bookkeeper	\$25	Per Game	
Middle School Volleyball	Libero Tracker	\$20	Per Game	
Middle School Volleyball	Supervisor	\$80	Per Day	Tournament
Baseball	Ticket Seller	\$30	Per Game	
Baseball	Ticket Taker	\$30	Per Game	
Baseball	Scorekeeper	\$30	Per Game	
Baseball	Pitch Count	\$25	Per Game	
Baseball	Announcer	\$50	Per Game	
Baseball	Supervisor	\$80	Per Day	Tournament/Playoffs
Softball	Ticket Seller	\$30	Per Game	
Softball	Ticket Taker	\$30	Per Game	
Softball	Scorekeeper	\$30	Per Game	
Softball	Announcer	\$50	Per Game	
Softball	Supervisor	\$80	Per Day	Tournament/Playoffs
High School Soccer Varsity & JV	Ticket Seller	\$30	Per Game	
High School Soccer Varsity & JV	Ticket Taker	\$30	Per Game	
High School Soccer Varsity & JV	Gate	\$30	Per Game	

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
High School Soccer Varsity & JV	Announcer	\$50	Per Game	
High School Soccer Varsity & JV	Supervisor	\$45	Per Game	
High School Soccer Varsity & JV	Daktronics and Computer	\$80	Per Game	
High School Soccer Varsity & JV	Scoreboard	\$40	Per Game	
High School Soccer Varsity & JV	Timer	\$40	Per Game	
Middle School Soccer	Ticket Seller	\$25	Per Game	
Middle School Soccer	Ticket Taker	\$25	Per Game	
Middle School Soccer	Gate	\$25	Per Game	
Middle School Soccer	Supervisor	\$30	Per Game	
Middle School Soccer	Announcer	\$30	Per Game	
Middle School Soccer	Scoreboard	\$25	Per Game	
Middle School Soccer	Timer	\$25	Per Game	
Middle School Track	Certified Referee	Avg \$250	Agreed Amt	
Middle School Track	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
Middle School Track	Gate Keeper/ Ticket Sellers	\$12	Per Hour	
Middle School Track	Starter	\$150	Agreed Amt	
Middle School Track	Announcer	\$120	Per Event	
Gymnastics	Ticket Sellers	\$12	Per Hour	
Gymnastics	Registration Workers	\$12	Per Hour	
Gymnastics	Table Workers	\$12	Per Hour	
Gymnastics	Elementary Meets - Judges	\$12	Per Hour	
Gymnastics	Elementary - After School PE Aides	OT Rate	8 Weeks	All Schools included
Athletics	Pre-Production Daktronics Board	\$100	Per Event	
Athletics	Filming & Training for Daktronics	\$100	Per Event	
Athletics	Officials (UIL Schedule fee)	TBD		All Sports
Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
Athletics	Drive Bus	\$25	Per Hour	
Athletics	Sub/Part Time Ticket Seller	\$12	Per Hour	
Athletics	Office Ticket Sellers	\$12	Per Hour	Summer/Football Season 8-5pm
Athletics	Assigner Fees (per Chapter Fee Schedule)	TBD		
Cross-Country Meet	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Assistant Director	\$20	Per Hour	
West Texas Relays/District or Area Track	Registrars / Data Entry	\$20	Per Hour	
West Texas Relays/District or Area Track	Gate Keeper	\$12	Per Hour	
West Texas Relays/District or Area Track	Clerks	\$12	Per Hour	

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
West Texas Relays/District or Area Track	Ticket Sellers	\$12	Per Hour	
West Texas Relays/District or Area Track	Ticket Takers	\$12	Per Hour	
West Texas Relays/District or Area Track	Timing System	Avg \$1,000	Per Day	
West Texas Relays/District or Area Track	Press box Attendant	\$12	Per Hour	
West Texas Relays/District or Area Track	Pre-Production Daktronics Board/Filming	\$100	Per Day	
West Texas Relays/District or Area Track	Daktronics and Computer	\$80	Per Day	
West Texas Relays/District or Area Track	Starter	Avg \$150	Agreed Amt	
West Texas Relays/District or Area Track	Announcer	\$120	Per Event	
West Texas Relays/District or Area Track	Certified Referee	Avg \$250	Per Game	Not Held Every Year
Summer Strength & Conditioning (UIL)	Director/Athletic Trainer	\$25	Per Hour	
Summer Strength & Conditioning (UIL)	Instructors	\$22	Per Hour	
Graduation	Ramps/Usher/Gates	\$75	Per Event	
Graduation	Nurse/Trainer	\$30	Per Hour	
UTPB Football	Gates	\$45	Per Game	
UTPB Football	PA Spotter	\$40	Per Game	
UTPB Football	Chain Crew	\$40	Per Game	
UTPB Football	Supervisor	\$60	Per Game	
UTPB Football	Assistant Supervisor	\$50	Per Game	
UTPB Football	Announcer	\$120	Per Game	
UTPB Football	Scoreboard	\$50	Per Game	
UTPB Football	Timer	\$50	Per Game	
UTPB Football	Downbox	\$45	Per Game	
UTPB Football	Filming & Training for Daktronics Board	\$100	Per Game	
UTPB Football	Pre-Production Daktronics	\$100	Per Game	
UTPB Football	Daktronics and Computer	\$85	Per Game	
FINE ARTS				
Fine Arts	Coordinator District Fine Arts Event	\$350	Per Event	
Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
Piano Accompanist	ECISD Music Ensembles	\$40	Per Hour	
ACADEMIC CONTESTS				
ACADEMIC CONTESTS	Octathlon Coordinator - Judges	\$300	Per Meet	
ACADEMIC CONTESTS	Octathlon Essay Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon Test Monitor	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon Speech Judge	\$75	Per Meet	
ACADEMIC CONTESTS	Octathlon Computer Staff	\$100	Per Meet	

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
ACADEMIC CONTESTS	Octathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS	Octathlon Speech Timer	\$50	Per 2.5 hr	
ACADEMIC CONTESTS	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hr	
ACADEMIC CONTESTS	Octathlon Exam Runner	\$75	Per 6 hours	
ACADEMIC CONTESTS	Decathlon Tabulators	\$50	Fri PM	
ACADEMIC CONTESTS	Decathlon Tabulators	\$100	Sat AM/PM	
ACADEMIC CONTESTS	Decathlon Computer Staff - Data Entry	\$50	Fri PM	
ACADEMIC CONTESTS	Decathlon Computer Staff - Data Entry	\$100	Sat AM/PM	
ACADEMIC CONTESTS	Decathlon Computer Staff Coordinator	\$200	Per Meet	
ACADEMIC CONTESTS	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
ACADEMIC CONTESTS	Decathlon Essay Graders	\$75	Fri AM/PM	Training Meeting
ACADEMIC CONTESTS	Decathlon Super Quiz Proctors	\$50	Sat PM	
ACADEMIC CONTESTS	Decathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS-ECISD Admin	Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ACADEMIC CONTESTS-ECISD	Awards Manager	\$280	For 14 Hour	
ACADEMIC CONTESTS-AAS Staff	AAS Secretary & AAS Clerks	OT Rate	Per Hour	
CAMPUS				
Science Liaison (Lamar only)		\$1,600	Per Year	
"Just Say No" Sponsor		\$300	Per Year	
OTHER				
Bus Driver	Day trips of 5 or more hours	\$2.58	Per Hour	Overnight trips not applicable
Bus Driver Secondary AEP Drivers & Monitors		\$0.55	Per Hour	added duties only
Bus Driver Specialist		\$1.00	Per Hour	per hour for supervision duties
Departmental	Document Translation	\$30	Per Hour	
Elementary Attendance/PEIMS Clerks	10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
Enhancement/Staffing Allotment		\$3,500	Per Sem	Approval required. Paid January and June
Performing Arts Center (PAC) Supervisor	Open/Close/Monitor/Technical	\$25	Per Hour	Paid by depart/campus budget
Police Department	Holiday Patrol	TBD	Per Hour	Hourly Rate of Officer
Police Department	Transportation Substitute	\$15	Per Hour	
Police Department	Holiday/24 Hour call	\$150	Per Day	
Police Department	Holiday/12 Hour call	\$125	Per Day	
Special Education Program	Child Care Substitute	\$15	Per Hour	
Special Education Program	In-Home Trainer	\$17	Per Hour	Off-Duty
Special Education Program: Diag, LSSP, Speech Path	Evaluations, Reports, Student Support Services	\$75	Per Hour	
Strategic School Admin PD Assisgnment		\$300	Per Day	Specific Non-duty days as approved by Chief of Schools and dependent upon available funds

Supplemental Area of Responsibility	Supplemental Duties Performed	2023-2024	Pay Basis	Limit/Qualifications
Transportation	Driver Certification	Hourly Rate		
Travel - School Nutrition Managers		TBD		Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
Unforeseen Circumstances (Superintendent Approval Required)	Negotiated, based on appropriate market conditions	TBD		