

## ELGIN ISD 2022-2023 SALARY SCALE

### Classroom Teachers, Librarians, Specialists & Registered Nurses

Years	Annual	Daily	
Experience	Salary	Rate	
0	\$52,855	\$282.65	Salaries listed are based on 10-month employment.
1	\$53,115	\$284.04	Educational Diagnostician Interns on this payscale until fully certified.
2	\$53,365	\$285.37	
3	\$53,615	\$286.71	Teachers and Librarians: \$1500 Stipend for Masters Degree* \$2000 Stipend for Doctorate Degree*
4	\$53,865	\$288.05	
5	\$54,365	\$290.72	
6	\$55,365	\$296.07	
7	\$55,865	\$298.74	
8	\$56,365	\$301.42	Future salaries cannot be predicted based upon the salary scale.
9	\$56,865	\$304.09	
10	\$57,365	\$306.76	
11	\$57,865	\$309.44	
12	\$58,365	\$312.11	Raises are based upon available funding and the annual pay raise budget approved by the Board of Trustees.
13	\$58,865	\$314.79	
14	\$59,365	\$317.46	
15	\$59,865	\$320.13	
16	\$60,365	\$322.81	
17	\$60,865	\$325.48	
18	\$61,365	\$328.16	
19	\$61,865	\$330.83	Professional employees are not eligible for compensatory time.
20	\$62,365	\$333.50	
21	\$63,365	\$338.85	
22	\$63,865	\$341.52	
23	\$64,365	\$344.20	
24	\$64,865	\$346.87	
25+	\$65,365	\$349.55	*Employees may only receive one Advanced Degree stipend.

**ELGIN ISD 2022-23 SALARY SCALE**

**Administrative & Professional Personnel**

Pay Grade			Minimum	Midpoint	Maximum	
<b>Pay Grade</b>	<b>1</b>	Band Assistant	Daily	\$212.00	\$254.00	\$286.00
		CC&MR Specialist				
		CDC Director				
		Executive Assistant - Supt. & School Board				
		Human Capital Generalist				
<b>Pay Grade</b>	<b>2</b>	Armed Security	Daily	\$231.00	\$271.00	\$311.00
		Family Engagement Specialist				
		Homeless & Foster Care Liaison				
		Maintenance & Operations Coordinator				
		Network Technician				
		Site Coordinator, ACE				
		Special Revenue Accountant				
		Speech Therapist Assistant				
		Payroll Coordinator				
		PEIMS Coordinator				
<b>Pay Grade</b>	<b>3</b>	Counselor, ES, MS, PHS / Social Worker / SEL Counselor	Daily	\$282.00	\$318.00	\$364.00
		Coordinator, Behavior Mgmt.				
		LSSP / Diagnostician / ARD Facilitator				
		Occupational Therapist				
		Specialist, Special Ed				
		Speech Pathologist / Therapist				
ROTC Instructor						
<b>Pay Grade</b>	<b>4</b>	Assistant Principal, ES	Daily	\$292.00	\$343.00	\$394.00
		Coordinator, Bilingual / ESL				
		Coordinator, Communications				
		Coordinator, Digital Learning				
		Coordinator, Fine Arts				
		Coordinator, Human Capital				
		Coordinator, Instructional, District				
		Coordinator, Migrant and Student Services				
		Coordinator, MTSS				
		Coordinator, Purchasing				
		Coordinator, Special Programs, RTI, 504, Dyslexia				
		Coordinator, Testing, ES				
		Counselor, HS / CCMR				
		Recovery Specialist				
<b>Pay Grade</b>	<b>5</b>	Assistant Principal: IS, MS, ECHS, HS	Daily	\$310.00	\$363.00	\$408.00
		Coordinator, Testing: IS, MS, HS				
		Director, Accounting				
		Director, ACE				
		Director, Maintenance				
		Director, Transportation				
		Systems Engineer				
<b>Pay Grade</b>	<b>6</b>	Associate Principal, HS	Daily	\$329.00	\$386.00	\$458.00
		Director, Assessment & Accountability				
		Director, Bilingual & ESL				
		Director, Federal Programs				
		Director, Program Support & Guidance				
		Principal: ES, IS, ECHS, PHS/DAEP				
		Project Grant Director				
Risk Manager/Safety Director						
<b>Pay Grade</b>	<b>7</b>	Director, Athletics	Daily	\$355.00	\$417.00	\$478.00
		Director, Curriculum				
		Director, Leadership Development & Professional Learning				
		Director, SpEd				
		Principal, MS				
<b>Pay Grade</b>	<b>8</b>	Director, CCMR, CTE & P-TECH	Daily	\$412.00	\$483.00	\$554.00
		Exec Director, Maintenance & Operations				
		Principal, HS				
<b>Pay Grade</b>	<b>9</b>	Assistant Superintendent	Daily	\$445.00	\$522.00	\$599.00
		Chief Finance Officer				
		Chief Technology Officer				
<b>Pay Grade</b>	<b>10</b>	Deputy Superintendent	Daily	\$457.00	\$590.00	\$631.00

## ELGIN ISD 2022-23 SALARY SCALE

### Clerical & Paraprofessional Personnel

<u>Pay Grade</u>				<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>	<b>1</b>	Child Care Aide	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.00</b>	<b>\$19.00</b>
		Classroom Aide				
		Hall Monitor				
		Library Aide				
		Parking Lot Monitor				
		Parent & Student Outreach Liaison				
<b>2</b>	<b>2</b>	Attendance Clerk, Assistant / Secretary	<b>Hourly</b>	<b>\$16.00</b>	<b>\$18.00</b>	<b>\$21.00</b>
		Counselor Assistant				
		Coordinator, CDC				
		Receptionist				
<b>3</b>	<b>3</b>	District Receptionist	<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.00</b>	<b>\$23.00</b>
		Early Childhood Literacy Specialist (K-3)				
		Records Management Specialist				
<b>4</b>	<b>4</b>	Administrative Assistant	<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.00</b>	<b>\$25.00</b>
		Registrar: ES, IS, MS				
<b>5</b>	<b>5</b>	Accounts Payable Specialist	<b>Hourly</b>	<b>\$20.00</b>	<b>\$23.00</b>	<b>\$27.00</b>
		Bookkeeper				
		CTE Specialist				
		Federal & State Programs Specialist				
		Nurse (LVN)				
		Payroll Specialist				
		Registrar, HS				
<b>6</b>	<b>6</b>	District Computer Technician	<b>Hourly</b>	<b>\$22.00</b>	<b>\$26.00</b>	<b>\$30.00</b>
<b>7</b>	<b>7</b>	Lead District Computer Technician	<b>Hourly</b>	<b>\$24.00</b>	<b>\$29.00</b>	<b>\$34.00</b>

**ELGIN ISD 2022-23 SALARY SCALE**

**Maintenance & Operations Personnel**

<b>Pay Grade</b>	<b>1</b>	Crossing Guard	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Custodian		<b>\$15.00</b>	<b>\$17.00</b>	<b>\$19.00</b>
<b>Pay Grade</b>	<b>2</b>	General Maintenance Worker	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Groundskeeper		<b>\$16.00</b>	<b>\$19.00</b>	<b>\$22.00</b>
		Lead Custodian (ES, IS, MS)				
		Warehouseman (DW)				
<b>Pay Grade</b>	<b>3</b>	Lead Custodian (HS)	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Apprentice - Skilled Trades		<b>\$17.00</b>	<b>\$20.00</b>	<b>\$23.00</b>
<b>Pay Grade</b>	<b>4</b>	Grounds Supervisor/Lead Groundskeeper	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$20.00</b>	<b>\$25.00</b>	<b>\$30.00</b>
<b>Pay Grade</b>	<b>5</b>	Skilled Trades Worker	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Warehouse Supervisor		<b>\$21.00</b>	<b>\$26.00</b>	<b>\$31.00</b>
		HVAC				
<b>Pay Grade</b>	<b>6</b>	Custodial Services Supervisor	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$23.00</b>	<b>\$28.00</b>	<b>\$33.00</b>

**ELGIN ISD 2022-23 SALARY SCALE**

<b>Transportation</b>						
<b>Pay Grade</b>	<b>1</b>	Bus Monitor	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$15.00</b>	<b>\$19.00</b>	<b>\$23.00</b>
<b>Pay Grade</b>	<b>2</b>	Bus Fueler / Bus Washer	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Utility Driver		<b>\$17.00</b>	<b>\$21.00</b>	<b>\$25.00</b>
<b>Pay Grade</b>	<b>3</b>	Dispatcher	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Student Management Specialist		<b>\$22.00</b>	<b>\$26.00</b>	<b>\$30.00</b>
		Transportation Data Clerk				
		Bus Driver				
		Mechanic				
<b>Pay Grade</b>	<b>4</b>	Senior Mechanic	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Lead Bus Driver		<b>\$23.00</b>	<b>\$27.00</b>	<b>\$31.00</b>

## ELGIN ISD 2022-23 SALARY SCALE

### Child Nutrition Services

<b>Pay Grade</b>	<b>1</b>	Substitute	<b>Hourly</b>	<b>Fixed</b>		
				<b>\$15.00</b>		
<b>Pay Grade</b>	<b>2</b>	Cashier	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Kitchen Worker		<b>\$15.00</b>	<b>\$17.00</b>	<b>\$19.00</b>
		Warehouse Delivery Man				
<b>Pay Grade</b>	<b>3</b>	Assistant Manager	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$17.00</b>	<b>\$20.00</b>	<b>\$23.00</b>
<b>Pay Grade</b>	<b>4</b>	Manager (ES)	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$18.00</b>	<b>\$21.00</b>	<b>\$24.00</b>
<b>Pay Grade</b>	<b>5</b>	Manager (IS, MS, HS)	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Warehouseman		<b>\$19.00</b>	<b>\$24.00</b>	<b>\$28.00</b>
<b>Pay Grade</b>	<b>6</b>	Assistant Food Service Director	<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		Manager Trainer		<b>\$212.00</b>	<b>\$254.00</b>	<b>\$286.00</b>
<b>Pay Grade</b>	<b>7</b>	Director	<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
				<b>\$293.00</b>	<b>\$343.00</b>	<b>\$390.00</b>

## ELGIN ISD 2022-23 STIPEND SCALE

District Stipends	#	Rate
Child Development Educational Advancement	10	\$500
Diagnostician - Supervision	1	\$750
Diagnostician - Bilingual	1	\$6,000
Dual Language Program (Bilingual Certified)	30	\$7,000
Dual Language Program (ESL Certified )	15	\$3,500
Dyslexia Teacher (Bilingual Certified)	1	\$3,500
Dyslexia - Level 1 Practicum	3	\$1,000
Dyslexia - Level 2 Practicum	1	\$2,000
Licensed Pest Control <i>(Only if required per Job Description)</i>	1	\$1,500
LSSP - Supervisor	1	\$750
LSSP - Bilingual	1	\$6,000
LSSP - Lead	1	\$750
LSSP / SLP	3	\$3,000
SLP - Bilingual	1	\$5,000
Special Education Teacher	29	\$1,000
Master Teacher	13	\$10,000
Mentor Teacher	35	\$500
PHS, DAEP, & ECDC Nurse Support	1	\$1,200
SAMA Facilitator	1	\$375/ semester
SLPA Supervisor	1	\$750/ semester
SLP- Lead	1	\$750
Special Olympics Head of Delegation	1	\$500
Technology Technician Travel	4	\$1,500

## ELGIN ISD 2022-23 STIPEND SCALE

### Campus Academic Stipends

Elementary Schools	#	Rate
Grade Level Chair (PK, K, 1, 2, 3, 4)	5/6	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair - Specials	1	\$1,000
Instructional Technology Support	1	\$1,500
Lego Robotics Sponsor	1	\$750
Science Fair Coordinator	1	\$750
Student Council Sponsor	1	\$250
UIL Coach	21	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$250
<b>Intermediate School</b>		
Department Chair (M, S, SS, ELA)	4	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair - Electives	1	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
Instructional Technology Support	1	\$1,500
Science Fair Coordinator	1	\$750
UIL Coach	14	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$1,000
<b>Middle School</b>		
Assistant Band Director	1	\$7,000
Band Director	1	\$8,000
Choir Director	1	\$3,500
Dance	1	\$3,500
Department Chair - Electives	1	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair (M, S, SS, ELA)	4	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
GT Sponsor	1	\$500
History Fair Coordinator	1	\$250
Instructional Technology Support	1	\$1,500
NJHS Sponsor	2	\$400
Science Fair Coordinator	2	\$750
Student Council Sponsor	1	\$800
Theater Arts	1	\$1,000
UIL Coach	14	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$1,000



## ELGIN ISD 2022-23 STIPEND SCALE

### Campus Academic Stipends, Continued

<b>High School</b>		
Academic Coordinator	1	\$3,000
ACC Liaison	1	\$5,000
Art Club Sponsor	1	\$500
Asst. Band Director	1	\$7,000
Band Director (226 days)	1	\$10,000
Choir Director	1	\$5,000
Dance	1	\$7,000
Department Chair - CTE	1	\$1,500
Department Chair - Fine Arts	1	\$1,500
Department Chair - Spanish	1	\$1,500
Department Chair - Special Education	1	\$1,000
Department Chair (M, S, SS, ELA)	4	\$1,500
Dual Credit (per semester)	10	\$500
ESL/LPAC Coordinator - Teacher	1	\$1,000
FFA	1	\$1,500
Instructional Technology Support	1	\$1,500
Key Club Sponsor	1	\$500
NHS Sponsor	1	\$1,375
One Act Play Sponsor	1	\$2,000
R.E.A.L. Club Sponsor	1	\$500
Skills USA / FIRST Robotics	5	\$250
Spanish Club Sponsor	1	\$500
Student Council Sponsor	1	\$1,500
T.A.F.E. Club Sponsor	1	\$500
UIL Coach - Teacher	10	\$500
UIL Coordinator - Teacher	1	\$1,500
Yearbook Sponsor	1	\$2,000

## ELGIN ISD 2022-23 STIPEND SCALE

### Athletic Stipends

Middle School	#	Rate
Athletic Coordinator - Boys	1	\$2,500
Athletic Coordinator - Girls	1	\$2,500
Stadium Manager	1	\$1,000
Football Head Coach	1	\$3,500
Football Assistant Coach	5	\$3,000
Cheer Sponsor	1	\$2,250
Cross Country Coach - Boys & Girls	1	\$2,250
Soccer Coach - Boys	2	\$2,250
Soccer Coach - Girls	2	\$2,250
Tennis Coach - Boys & Girls	2	\$2,250
Basketball Coach - Boys	4	\$2,250
Basketball Coach - Girls	4	\$2,250
Track Coach - Girls	4	\$2,250
Track Coach - Boys	4	\$2,250
Volleyball Coach	4	\$2,250
High School		
Athletic Coordinator - Boys <i>*Effective 2023-24 SY</i>	1	\$6,500
Athletic Coordinator - Girls <i>*Effective 2023-24 SY \$6,500</i>	1	\$5,000
Athletic Trainer	2	\$12,000
Athletic Website/Media Coordinator	1	\$2,000
Baseball Head Coach	1	\$6,000
Baseball Assistant Coach	3	\$3,500
Basketball Head Coach - Boys	1	\$6,000
Basketball Assistant Coach - Boys	3	\$3,500
Basketball Head Coach - Girls	1	\$6,000
Basketball Assistant Coach - Girls	3	\$3,500
Cheerleading Head Coach	1	\$4,000
Cheerleading Assistant Coach	1	\$3,000
Cross Country Head Coach - Boys & Girls	1	\$4,200
Golf Head Coach (Year Round) - Boys	1	\$2,500
Golf Head Coach (Year Round) - Girls	1	\$2,500
Football Head Coach <i>*Effective 2023-24 SY</i>	1	\$13,500
Football Cord/First Assistant Coach	2	\$9,000
Football Assistant Coach	8	\$6,000
Football Special Teams Coordinator	1	\$8,000
Football JV Coach	1	\$6,000
Football 9th Grade Coach	1	\$6,000
Maintenance & Operations Coordinator	1	\$3,000
Powerlifting Head Coach - Boys	1	\$4,000
Powerlifting Assistant Coach - Boys	1	\$2,000

**ELGIN ISD 2022-23 STIPEND SCALE****Athletic Stipends, Continued**

Powerlifting Head Coach - Girls	1	\$4,000
Powerlifting Assistant Coach - Girls	1	\$2,000
Soccer Head Coach - Boys	1	\$6,000
Soccer Assistant Coach - Boys	1	\$3,500
Soccer Head Coach - Girls	1	\$6,000
Soccer Assistant Coach - Girls	1	\$3,500
Strength & Conditioning Coach	1	\$9,000
Recruiting Coordinator	1	\$2,000
Softball Head Coach	1	\$6,000
Softball Assistant Coach	3	\$3,500
Tennis Head Coach (Year Round) - Boys & Girls	1	\$4,200
Track Head Coach - Boys	1	\$6,000
Track Assistant Coach - Boys	3	\$3,500
Track Head Coach - Girls	1	\$6,000
Track Assistant Coach - Girls	3	\$3,500
Video/Film Coordinator	1	\$2,000
Volleyball Head Coach	1	\$6,000
Volleyball Assistant Coach	3	\$3,500

<b>ELGIN ISD 2022-2023 SALARY SCALE</b>		
<b>Substitute / Student Teacher / Supplemental</b>		
<b>Substitute</b>	<b>Daily</b>	<b>Long Term</b> (starts on 21st consecutive day & retroactive for previous 20 days)
Classroom Teacher/Aide/Office		
HS Diploma	\$100.00/ day	
Assoc. Degree	\$105.00 / day	\$125.00 / day
Bachelors Degree or higher	\$110.00 / day	\$150.00 / day
Certified Teacher	\$115.00 / day	\$200.00 / day
<b>Substitute</b>		
	<b>Daily / Hourly</b>	
Counselor		\$200.00 / day
Administrator		\$300.00 / day
Consultant		Individually Negotiated
Principal		\$400.00 / day
Bus Driver		\$22.00 / hr.
Bus Monitor		\$15.00 / hr.
Custodian		\$15.00 / hr.
ACE Youth Care Worker		\$15.00 / hr.
ACE Youth Care Specialist		\$16.00 / hr.
CDC		\$15.00 / hr.
Extra Help		Sub Rates
Maintenance Worker		\$16.00 / hr.
Secretary ( <i>Vacant Position</i> )		\$16.00 / hr.
<b>Student Teacher</b>		
	<b>Daily / Hourly</b>	
Student Teacher - Clinical assignment period		\$105.00 / day
<b>Supplemental</b>		
	<b>Rate</b>	
Tutor ( <i>Professional Employee</i> )		\$25.00/hr. (maximum 2 hrs./day)
Tutor ( <i>Paraprofessional Employee</i> )		Hourly Rate of Employee
ACE Summer Program ( <i>Professional Employee</i> )		\$35.00 / hr.
ACE Summer Program ( <i>Paraprofessional Employee</i> )		\$25.00 / hr.
Summer School (*For COVID-19 Learning Loss) ( <i>Teacher</i> )		\$50.00 / hr.
Summer School (*For COVID-19 Learning Loss) ( <i>Paraprofessional Employee</i> )		\$25.00 / hr.
Planning Staff Development ( <i>Professional Employee</i> )		\$100.00 / day
Delivering Staff Development ( <i>Professional Employee</i> )		\$100.00 / day
Writing Curriculum ( <i>Professional Employee</i> )		\$100.00 / day
Attending Professional Development - non-contract Days ( <i>Professional Employee</i> )		\$100.00 / day

**ELGIN ISD 2022-2023 SALARY SCALE**

**Substitute / Student Teacher / Supplemental, Continued**

**Game Day**

<b>Sport</b>	<b>Worker</b>	<b>Rate</b>
Baseball	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Basketball	Book	\$20.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$20.00 / Game
Football (sub-varsity)	Gate	\$40.00 / Game
Football (varsity)	Gate	\$40.00 / Game
	Ticket Booth	\$40.00 / Game
	Crowd Control	\$40.00 / Game
	Announcer	\$40.00 / Game
Soccer (per game)	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Softball	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Track	Starter	\$200.00 / meet
	Back-up	\$200.00 / meet
Volleyball	Book	\$20.00 / Game
	Clock	\$20.00 / Game
	Gate	\$40.00 / Game
	Libero Tracker	\$20.00 / Game