

**ELGIN ISD**

# **Salary & Stipend Scales**

**2023–2024**



Approved by the Elgin ISD School Board on 05.15.2023

Stipends subject to change due to programmatic need.

**Elgin ISD  
2023-2024 Salary Scale**

Teachers & Librarians		
Years of Experience	Daily Rate	Annual Rate
0	\$290.38	\$54,300
1	\$292.01	\$54,605
2	\$293.40	\$54,865
3	\$294.74	\$55,115
4	\$296.07	\$55,365
5	\$297.41	\$55,615
6	\$300.09	\$56,115
7	\$305.43	\$57,115
8	\$308.11	\$57,615
9	\$310.78	\$58,115
10	\$313.45	\$58,615
11	\$316.13	\$59,115
12	\$318.80	\$59,615
13	\$321.48	\$60,115
14	\$324.15	\$60,615
15	\$326.82	\$61,115
16	\$329.50	\$61,615
17	\$332.17	\$62,115
18	\$334.84	\$62,615
19	\$337.52	\$63,115
20	\$340.19	\$63,615
21	\$342.87	\$64,115
22	\$348.21	\$65,115
23	\$350.89	\$65,615
24	\$353.56	\$66,115
25+	\$356.23	\$66,615

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$54,300
10-Month Hiring Range Maximum:	\$66,615
Continuing Teachers and Librarians (beyond Step 25) will receive an increase of \$1,750	

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

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

\$2,000 Doctorate Degree - General Stipend

Employees may only receive one advanced degree stipend

**Elgin ISD**  
**2023-2024 Administrative & Professional Salary Scale**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$222.22</b>	<b>\$271.00</b>	<b>\$319.78</b>
	Coordinator, Custodial Services	260	<b>187 Days</b>	41,555	50,677	59,799
	Coordinator, Food Service Operation	226	<b>217 Days</b>	48,222	58,807	69,392
	Coordinator, Transportation Routing	217	<b>226 Days</b>	50,222	61,246	72,270
	Director, CDC	226	<b>260 Days</b>	57,777	70,460	83,143
	Manager Trainer, Food Service	226				
	Specialist, Climate & Behavioral	217				
	Specialist, CC & MR	226				
	Speech Therapist Asst	187				
<b>2</b>			<b>Daily</b>	<b>\$257.78</b>	<b>\$314.36</b>	<b>\$370.94</b>
	Accountant, Special Revenue	226	<b>197 Days</b>	50,783	61,929	73,075
	Armed Security Officer	217	<b>207 Days</b>	53,360	65,073	76,785
	Coordinator, ACE Site	197	<b>217 Days</b>	55,938	68,216	80,494
	Coordinator, HC Classified Staff	226	<b>226 Days</b>	58,258	71,045	83,832
	Coordinator, Payroll	226				
	Coordinator, PEIMS	226				
	Executive Asst, Supt & School Board	226				
	Families in Transition Liaison	217				
	Network Technician	226				
	Coach, Family Engagement	197				
<b>3</b>			<b>Daily</b>	<b>\$290.37</b>	<b>\$354.11</b>	<b>\$417.85</b>
	Advisor, College & Career	217	<b>187 Days</b>	54,299	66,219	78,138
	ARD Facilitator	197	<b>197 Days</b>	57,203	69,760	82,316
	Coach, Instructional BIL/ESL	226	<b>207 Days</b>	60,107	73,301	86,495
	Diagnostician, Intern	207	<b>217 Days</b>	63,010	76,842	90,673
	Instructional Coach	207,217,226	<b>226 Days</b>	65,624	80,029	94,434
	Nurse (RN)	187				
	ROTC Instructor	226				
	Specialist, Behavior	217				
	Specialist, Curriculum	217				
	Specialist, Instructional Tech	226				
	Specialist, Special Education	217				
<b>4</b>			<b>Daily</b>	<b>\$307.80</b>	<b>\$375.36</b>	<b>\$442.92</b>
	Coordinator, Purchasing	226	<b>187 Days</b>	57,559	70,192	82,826
	Counselor, ES	197	<b>197 Days</b>	60,637	73,946	87,255
	Counselor, INT	207	<b>207 Days</b>	63,715	77,700	91,684

Counselor, MS	207	<b>217 Days</b>	66,793	81,453	96,114
Counselor, Phoenix HS	226	<b>226 Days</b>	69,563	84,831	100,100
Counselor, SEL ES	197				
Counselor, SEL MS	207				
Diagnostician	226				
Mental Health & Behavioral Health Specialist	226				
Occupational Therapist	187				
School Psychologist	226				
SEL Counselor, INT	207				
Social Worker	226				
Speech Pathologist	197				

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		<b>Daily</b>	<b>\$326.26</b>	<b>\$397.88</b>	<b>\$469.50</b>
Administrator Intern, ES	207	<b>207 Days</b>	67,536	82,361	97,187
Asst Principal, ES	207	<b>217 Days</b>	70,798	86,340	101,882
CCMR Counselor, HS	217	<b>226 Days</b>	73,735	89,921	106,107
Coordinator, Bilingual/ESL	226				
Coordinator, Communications	226				
Coordinator, Curriculum	226				
Coordinator, Digital Learning	226				
Coordinator, Dyslexia/504/RTI	226				
Coordinator, Dual Credit & PTEC	226				
Coordinator, Fine Arts	226				
Coordinator, MTSS Coordinator,	226				
Special Ed Counselor, HS	226				
Counselor, SEL HS	217				
Manager, Aware Project	217				
Specialist, Recovery	226				
	207				

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		<b>Daily</b>	<b>\$345.84</b>	<b>\$421.75</b>	<b>\$497.67</b>
Administrator Intern, IS, MS, HS	217, 226	<b>217 Days</b>	75,047	91,520	107,994
Asst Principal, HS	226	<b>226 Days</b>	78,160	95,316	112,473
Asst Principal, INT	217				
Asst Principal, MS	217				
Director, ACE Project	226				
Director, Food Service	226				
Director, Human Capital	226				
Director, Maintenance	226				
Director, Transportation	226				

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		<b>Daily</b>	<b>\$366.59</b>	<b>\$447.06</b>	<b>\$527.53</b>
Associate Principal, HS	226	<b>226 Days</b>	82,849	101,036	119,222

Director, Assessment & Accountability	226
Director, Bilingual/ESL	226
Director, Curriculum	226
Director, Federal/State Programs	226
Director, Finance/Accounting	226
Director, Professional Learning	226
Director, Project Grant	226
Director, Safety/Risk Manager	226
Director, Student Services & Support	226
Principal, ES	226
Principal, INT	226
Principal, PHS	226
Systems Engineer	226

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Director, Athletics	226
Director, CCMR CTE & P-TECH	226
Director, Special Education	226
Principal, MS	226

Daily	\$388.58	\$473.88	\$559.18
226 Days	87,819	107,097	126,375

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Exec. Director, Operations	226
Exec. Director, Leadership & Campus Support	226
Exec. Director, Safety & risk Management	226
Principal, HS	226

Daily	\$427.44	\$521.27	\$615.10
226 Days	96,601	117,807	139,013

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Asst Supt, C&I	226
Asst Supt, HC	226
Chief Financial Officer	226
Chief Technology Officer	226

Daily	\$470.19	\$573.40	\$676.61
226 Days	106,263	129,588	152,914

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Deputy Superintendent	226
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Daily	\$517.21	\$630.74	\$744.27
226 Days	116,889	142,547	168,205

Elgin ISD

2023-2024 Clerical & Paraprofessional Salary Scale

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

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.29</b>	<b>\$21.58</b>
	Aide, Child Care (CDC)	192	<b>176 Days</b>	21,120	25,752	30,385
	Classroom Aide, DAEP	187	<b>187 Days</b>	22,440	27,362	32,284
	Classroom Aide, Intervention	187	<b>192 Days</b>	23,040	28,093	33,147
	Classroom Aide, ISS	187				
	Classroom Aide, Library	187				
	Classroom Aide, PE	187				
	Classroom Aide, PK	187				
	Classroom Aide, PK Bilingual	187				
	Classroom Aide, SPED Resource/Inclusion	187				
	Classroom Aide, Title 1 Intervention	187				
	Parking Lot Monitor	176				
<b>2</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.51</b>	<b>\$23.02</b>
	Classroom Aide, SPED 18+	187	<b>187 Days</b>	23,936	29,187	34,438
	Classroom Aide, SPED ECSE / Life Skills	187	<b>207 Days</b>	26,496	32,309	38,121
	Classroom Aide, SPED Solid Roots	187	<b>217 Days</b>	27,776	33,869	39,963
	Clerk, Attendance HS	217				
	Clerk, Attendance MS	207				
	Coordinator, CDC	217				
	Hall Monitor	187				
	Receptionist, ES	217				
	Receptionist, HS	217				
	Receptionist, INT	217				
	Receptionist, MS	217				
<b>3</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.73</b>	<b>\$24.46</b>
	Receptionist, District	226	<b>187 Days</b>	25,432	31,012	36,592
	Specialist, Early Literacy	187	<b>207 Days</b>	28,152	34,329	40,506
	Student Support Liaison	207	<b>226 Days</b>	30,736	37,480	44,224
<b>4</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.95</b>	<b>\$25.90</b>
	Administrative Asst	226	<b>207 Days</b>	29,808	36,349	42,890
	Administrative Asst, AP HS	226	<b>217 Days</b>	31,248	38,105	44,962
	Administrative Asst, Athletics HS	226	<b>226 Days</b>	32,544	39,686	46,827
	Administrative Asst, Counselor HS	217				
	Administrative Asst, Counselor MS	207				
	Administrative Asst, AP ES, INT, MS	207, 217				
	Administrative Asst, PHS / DAEP	226				

Administrative Asst, Principal ES	226
Administrative Asst, Principal INT	226
Administrative Asst, Principal MS	226
Bookkeeper, HS	226
Registrar, ES	226
Registrar, INT	226
Registrar, MS	226
Specialist, Records Management	226

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Administrative Asst, ACE	226
Administrative Asst, Ath/Fine Arts	226
Administrative Asst, CN	226
Administrative Asst, SPED	226
Administrative Asst, Transportation	260
Nurse (LVN)	187
Registrar, HS	226
Specialist, Accounts Payable	226
Specialist, CTE	226
Specialist, Human Capital	226
Specialist, Payroll	226

Hourly	\$20.75	\$25.31	\$29.87
<b>187 Days</b>	31,042	37,864	44,686
<b>226 Days</b>	37,516	45,760	54,005
<b>260 Days</b>	43,160	52,645	62,130

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Administrative Asst, Business	226
Administrative Asst, Human Capital	226
Administrative Asst, M&O	260
Administrative Asst, Teaching & Learning	226
Administrative Asst, Technology	226
Computer Technician	226
Specialist, Federal & State Programs	226

Hourly	\$22.00	\$26.83	\$31.66
<b>226 Days</b>	39,776	48,509	57,241
<b>260 Days</b>	45,760	55,806	65,853

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Computer Technician, Lead	226
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Hourly	\$27.25	\$33.23	\$39.21
<b>226 Days</b>	49,268	60,080	70,892

Elgin ISD

2023-2024 Transportation Salary Scale

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>	Bus Monitor	176	Hourly	\$15.00	\$18.29	\$21.58
			176 Days	21,120	25,752	30,385
<b>2</b>	Utility Driver	176	Hourly	\$16.00	\$19.51	\$23.02
			176 Days	22,528	27,470	32,412
<b>3</b>	Bus Washer/Fueler	176	Hourly	\$20.50	\$25.00	\$29.50
			176 Days	28,864	35,200	41,536
			187 Days	30,668	37,400	44,132
<b>4</b>	Clerk, Transportation Data Specialist, Student Management	187	Hourly	\$22.00	\$26.83	\$31.66
			187 Days	32,912	40,138	47,363
			260 Days	45,760	55,806	65,853
<b>5</b>	Bus Driver	176	Hourly	\$24.00	\$29.27	\$34.54
			176 Days	33,792	41,212	48,632
			226 Days	43,392	52,920	62,448
<b>6</b>	Lead Bus Driver	176	Hourly	\$26.00	\$31.71	\$37.42
			260 Days	54,080	65,957	77,834
<b>6</b>	Senior Mechanic	260	Hourly	\$26.00	\$31.71	\$37.42
			260 Days	54,080	65,957	77,834



**Elgin ISD**

**2023-2024 Child Nutrition Salary Scale**

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

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>				
<b>1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.29</b>	<b>\$21.58</b>
	Food Service Floater	179	<b>179 Days</b>	21,480	26,191	30,903
	Food Service Worker	179				
<b>2</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.51</b>	<b>\$23.02</b>
	Asst Manager, Food Service	182	<b>182 Days</b>	23,296	28,407	33,517
<b>3</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.95</b>	<b>\$25.90</b>
	Manager, Food Service ES	182	<b>182 Days</b>	26,208	31,959	37,710
	Warehouse Worker, Food Service	226	<b>226 Days</b>	32,544	39,686	46,827
<b>4</b>			<b>Hourly</b>	<b>\$20.50</b>	<b>\$25.00</b>	<b>\$29.50</b>
	Manager, Food Service MS	182	<b>182 Days</b>	29,848	36,400	42,952
	Manager, Food Service HS	182				
	Manager, Food Service INT	182				

**Elgin ISD**

**2023-2024 Maintenance & Operations Salary Scale**

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

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
<b>1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.29</b>	<b>\$21.58</b>
	Crossing Guard	176	<b>176 Days</b>	21,120	25,752	30,385
	Custodian	260	<b>260 Days</b>	31,200	38,043	44,886
<b>2</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.51</b>	<b>\$23.02</b>
	Groundskeeper	260	<b>260 Days</b>	33,280	40,581	47,882
<b>3</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.95</b>	<b>\$25.90</b>
	General Maintenance Worker	260	<b>260 Days</b>	37,440	45,656	53,872
	Warehouse Worker	260				
	Lead Custodian, ES	260				
	Lead Custodian, INT	260				
	Lead Custodian, MS	260				
<b>4</b>			<b>Hourly</b>	<b>\$20.50</b>	<b>\$25.00</b>	<b>\$29.50</b>
	Electrician Apprentice	260	<b>260 Days</b>	42,640	52,000	61,360
	HVAC Apprentice	260				
	Lead Custodian, HS	260				
	Lead Grounds, Athletic	260				
	Lead Grounds, Campus	260				
<b>5</b>			<b>Hourly</b>	<b>\$24.00</b>	<b>\$29.27</b>	<b>\$34.54</b>
	HVAC	260	<b>260 Days</b>	49,920	60,882	71,843
	Skilled Tradesworker, Carpenter (unlicensed)	260				
	Skilled Tradesworker, Electrician	260				
	Skilled Tradesworker, Plumber	260				
<b>6</b>			<b>Hourly</b>	<b>\$26.00</b>	<b>\$31.71</b>	<b>\$37.42</b>
	Supervisor, Warehouse	260	<b>260 Days</b>	54,080	65,957	77,834

<b>Elgin ISD</b>		
<b>2023-2024 Campus Stipend Scale</b>		
<b>Elementary Schools</b>	<b>#</b>	<b>Rate</b>
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
Spelling Bee Sponsor	1	\$250
Student Council Sponsor	1	\$250
Translator	1	\$1,000
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
Spelling Bee Sponsor	1	\$250
Student Council Sponsor	1	\$800
Translator	1	\$1,000
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
History Fair Coordinator	1	\$250
Instructional Technology Support	1	\$1,500
NJHS Sponsor	2	\$400
Science Fair Coordinator	2	\$750
Spelling Bee Sponsor	1	\$250
Student Council Sponsor	1	\$800
Theater Arts Director	1	\$3,500
Translator	1	\$1,000

UIL Coach	14	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$1,000
<b>High School</b>		
ACC Liaison	1	\$5,000
Art Club Sponsor	1	\$500
Asst. Band Director	2	\$7,000
Band Director (226 days)	1	\$10,000
Choir Director	1	\$5,000
Dance	1	\$7,000
DECA Sponsor	1	\$500
Department Chair - CTE	2	\$1,500
Department Chair - Fine Arts	1	\$1,500
Department Chair - Spanish	1	\$1,500
Department Chair - Special Education	1	\$1,500
Department Chair (M, S, SS, ELA)	4	\$1,500
Dual Credit (per semester)	10	\$500
ESL/LPAC Coordinator - Teacher	1	\$1,000
FFA Sponsor	1	\$1,500
HOSA Sponsor	1	\$500
IMA Coordinator	1	\$3,000
Instructional Technology Support	1	\$1,500
Key Club Sponsor	1	\$500
NHS Sponsor	1	\$1,500
Theater Director	1	\$5,000
R.E.A.L. Club Sponsor	1	\$500
Skills USA / FIRST Robotics	4	\$500
Spanish Club Sponsor	1	\$500
Student Council Sponsor	1	\$1,500
T.A.F.E. Club Sponsor	1	\$500
Translator	2	\$1,000
UIL Coach - Teacher	10	\$500
UIL Coordinator - Teacher	1	\$1,500
Yearbook Sponsor	1	\$2,000

Elgin ISD		
2023-2024 District Stipend Scale		
District Stipends	#	Rate
CDL (Coach)	1 per	\$500
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 - Supervision	1	\$750
LSSP - Bilingual	1	\$6,000
LSSP - Lead	1	\$750
LSSP / SLP	3	\$3,000
SLP - Bilingual	1	\$5,000
Special Education Teacher	22	\$2,000
Special Education Teacher, 18+, ECSE, Solid Roots, LS	8	\$3,500
Mentor Teacher	35	\$1500/ Mentee
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

\*\$500 per additional mentee up to a total of 4.

<b>Elgin ISD</b>		
<b>2023-2024 Athletic Stipend Scale</b>		
<b>Middle School</b>	<b>#</b>	<b>Rate</b>
Athletic Coordinator - Boys	1	\$2,500
Athletic Coordinator - Girls	1	\$2,500
Athletic Trainer	1	\$12,000
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	1	\$2,250
Cross Country Coach - 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
<b>High School</b>		
Athletic Coordinator - Boys	1	\$6,500
Athletic Coordinator - Girls	1	\$6,500
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	1	\$4,200
Cross Country Head Coach - 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	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
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	2	\$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

Elgin ISD		
2023-2024 Substitute / Supplemental Pay Scale		
Substitute	Daily	Long Term (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
Substitute	Daily / Hourly	
ACE Youth Care Specialist	\$16.00 / hr.	
ACE Youth Care Worker	\$15.00 / hr.	
Administrator	\$300.00 / day	
Bus Driver	\$22.00 / hr.	
Bus Monitor	\$15.00 / hr.	
CDC	\$15.00 / hr.	
Consultant	Individually Negotiated	
Counselor	\$200.00 / day	
Custodian	\$15.00 / hr.	
Extra Help	Sub Rates	
Food Service	\$15.00 / hr.	
Maintenance Worker	\$16.00 / hr.	
Principal	\$400.00 / day	
Secretary (Vacant Position)	\$16.00 / hr.	
Student Teacher	Daily / Hourly	
Student Teacher - Clinical assignment period	\$105.00 / day	
Supplemental	Rate	
ACE Summer Program (Paraprofessional Employee)	\$20.00 / hr.	
ACE Summer Program (Professional Employee)	\$35.00 / hr.	
Attending Professional Development - non-contract Days (Professional Employee) (Requires Prior Approval)	\$50.00 / half day	
Delivering Staff Development (Professional Employee)	\$50.00 / half day	
Homebound Teacher	\$40.00 / hr.	
Planning Staff Development (Professional Employee)	\$50.00 / half day	
Summer School (*For COVID-19 Learning Loss) (Paraprofessional Employee)	\$25.00 / hr.	
Summer School (*For COVID-19 Learning Loss) (Teacher)	\$50.00 / hr.	
Tutor (Paraprofessional Employee)	Hourly Rate of Employee	
Tutor (Professional Employee)	\$25.00/hr. (maximum 2 hrs./day)	
Writing Curriculum (Professional Employee)	\$100.00 / day	
SpEd Evaluations / Report Writing	\$100.00 / day	
Game Day		
Sport	Worker	Rate
Baseball	Announcer	\$40.00 / Game
	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Pitch Count	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Basketball	Announcer	\$40.00 / Game
	Book	\$20.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$20.00 / Game
Football (sub-varsity)	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Football (varsity)	Announcer	\$40.00 / Game
	Crowd Control	\$40.00 / Game
	Gate	\$40.00 / Game



	Scoreboard	\$40.00 / Game
	Ticket Booth	\$40.00 / Game
Soccer	Ticket Booth	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Softball	Announcer	\$40.00 / Game
	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Track	Back-up	\$200.00 / Meet
	Gate	\$40.00 / Meet
	Starter	\$200.00 / Meet
Volleyball	Book	\$20.00 / Game
	Clock	\$20.00 / Game
	Gate	\$40.00 / Game
	Libero Tracker	\$20.00 / Game
Playoff Hosting	Gym Supervisor	\$100.00 / Game
	Technology - FB	\$35.00 / hr.
Facility Rental	Technology	\$35.00 / hr.
Powerlifting	Judge	Contracted Judge Rate
	Book/Computer	\$150.00
Security for Athletic Events		\$65.00 / hr.