

**2024-2025 Supplemental and Temporary Pay Plan**

Spring Branch ISD

<b>Athletics</b>	<b>Game Control</b>		
	Announcer/Assistant Announcer/Spotter	Per Contest	\$35.00 - \$165.00
	Press Box Supervisor (Varsity Football)	Per Contest	\$50.00 - \$85.00
	Video Board Operator (Varsity Football)	Per Contest	\$50.00 - \$85.00
	Scoreboard Operator - Timekeeper	Per Contest	\$10.00 - \$55.00
	Score Keeper	Per Contest	\$10.00 - \$55.00
	Sideline Supervisor (Varsity Football)	Per Contest	\$50.00 - \$85.00
<b>Athletics</b>	<b>Gate &amp; Parking Control</b>		
	Parking Supervisor (Varsity Football)	Per Contest	\$65.00 - \$110.00
	Ticket Supervisor (Varsity Football)	Per Contest	\$100.00 - \$145.00
	Ticket Takers	Per Contest	\$35.00 - \$90.00
	Ticket Assistant/Pass Gate Supervisor	Per Contest	\$100.00 - \$145.00
	Ticket Sellers	Per Contest	\$12.00 - \$90.00
<b>Athletics</b>	<b>U.I.L. Camps</b>		
	Supervisor	Per Hour	\$20.00 - \$35.00
	Worker	Per Hour	\$12.00 - \$30.00
<b>Athletics</b>	<b>Concession Workers (*Duties assigned by Executive Director of Athletics)</b>		
	Supervisor	Per Hour	\$12.00 - \$40.00
	Worker/Student*	Per Hour	\$12.00 - \$30.00
<b>Athletics</b>	<b>Other Rates (*Duties assigned by Executive Director of Athletics)</b>		
	Athletic Event Supervisor/Administrator	Per Hour	\$25.00- \$55.00
	Event/Rental Service Worker/Student Worker*	Per Hour	\$12.00 - \$35.00
	Parking Supervisor - Special Events	Per Hour	\$18.00 - \$40.00
	Parkers - Special Events	Per Hour	\$12.00 - \$35.00
	Gate Control - Special Events	Per Hour	\$10.00 - \$35.00
	Contract/Licensed Athletic Trainer	Per Hour	\$30.00 - \$50.00
	CPR Training - Athletic Trainers	Per Trainee	\$18.00 - \$20.00
	Referee/Starter	Per Hour	\$20.00 - \$75.00
	UIL Officials (Various Roles)	Per Contest	Per UIL Guidelines
<b>Graduation</b>	<b>Other Rates Specific to Assigned Duties; All Duties Below are Assigned by Executive Director of Athletics</b>		
	Administrators (Non-SBISD Graduations)	Per Hour	\$50.00
	Announcer	Per Hour	\$30 - \$50
	Teachers/Professionals/Paraprofessionals	Per Hour	\$30.00
	IT Paraprofessionals	Per Hour	Regular Hourly Rate
	Auxiliary (Non-Exempt)	Per Hour	Regular Hourly Rate
	Temporary Workers	Per Hour	Regular Hourly Rate
<b>District After School Program</b>			
	Teachers/Professionals/Paraprofessionals	Per Hour	\$25.00
<b>District Summer Programs</b>			
	High School Director	Pay based on experience	\$12,000 - \$16,500
	Middle School Director	Pay based on experience	\$10,800 - \$15,500
	Secondary Director*	Pay based on experience	\$12,000 - \$19,000
	Elementary Director	Pay based on experience	\$12,000 - \$16,500
	Special Language /Pre-K to 4th Grade Director**	Pay based on experience	\$12,000 - \$21,400
	Special Language Program Director	Pay based on experience	\$12,000 - \$16,500
	Enrichment Director K-12	Pay based on experience	\$10,000 - \$12,750
	Counselor	Pay based on experience	\$3,650 - \$5,750
	Summer School SSI Test Coord. (Cert Prof)	Per Hour	\$35.00
	High School EOC Test Coord. (Cert Prof)	Pay based on experience	\$4,900 - \$7,500
	HS EOC Test 2nd Location Monitor (Cert Prof)	Per Hour	\$35.00
	Lead Teacher	Per Hour	\$35.00
	Teacher	Per Hour	\$30.00
	Librarian	Per Hour	\$30.00
	Nurse	Per Hour	\$30.00
	Nurse Assistant	Reg hrly not to exceed	\$25.00
	Paras	Reg hrly not to exceed	\$25.00
	Support	Reg hrly not to exceed	\$25.00
	High School Future Leaders (HS Juniors/Seniors)	Per Hour	\$7.25
	Aspiring Leader Summer Admin Intern	Flat rate	\$7,000.00
	Aspiring Leadership Prog Summer Intern	Flat rate	\$4,500.00

Summer Program Bus Driver

Per Hour

Regular Hourly Rate

\*If this position is utilized, High School Director and Middle School Director would not be utilized.

\*\*If this position is utilized, Elementary and Special Language Director would not be utilized.

<b>Childcare</b>		
High School Students	Per Hour	\$7.25
College Students	Per Hour	\$8.50
<b>Adult Education</b>		
Driver Education	Per Hour	\$17.00 - \$20.00
Continuing Education Teacher	Per Hour	\$17.00 - \$26.00
Part Time Office Help	Per Hour	\$10.00 - \$18.00
<b>Private Music</b>		
Teacher	Per hour	\$35.00
<b>Auxiliary Trades</b>		
Night Shift Differential		5% - 10%
Lead Differential		5%
<b>Elections</b>		
Election Training	Per Session	\$35.00
Election Judge	Per Hour	\$18.00
Election Alt Judge	Per Hour	\$16.00
Elections Clerk	Per Hour	\$14.00
<b>Police Certification Pay</b> Certification Pay is calculated as part of base pay		
Intermediate Certification		\$540.00
Advanced Certification	Additional	\$1,180.00
Master Certification	Additional	\$1,630.00
Physical Agility Screening	Per Year	\$1,000.00
<b>General Rates by Position</b>		
Professionals (Teachers)	Per Hour	\$25.00
Tutoring (Teachers)	Per Hour	\$30.00
AP Test Proctor/Test Organizer	Per Hour	\$35.00
Jumpstart Teacher	Per Hour	\$25.00
Paraprofessional/Clerk	Per Hour	\$12.50 - \$18.00
Student Help (\$7.85 w/2 yrs SBISD Experience)	Per Hour	\$7.25
Student Teacher/College Intern	Per Hour	\$15.00
<b>Special Education</b>		
In-Home Trainers	Per Hour	\$32.00
In-Home Trainers (Bilingual)	Per Hour	\$37.00
LSSP/SLP/DIAG Extra Help as Needed	Per Hour	Regular Hourly
Private School Speech Therapy (after hrs)	Per Hour	\$46.67
Translator (Bilingual)	Per Hour	\$20.00
Translation (Bilingual)	Per word or hourly	\$0.06
After School Program	Per Hour	Reg Hourly or OT
ESY (Extended Summer Program Director)	Pay based on experience	\$14,000 - \$19,600
ESY (Extended Summer Program Site Coordinator)	Pay based on experience	\$5,600 - \$8,400
ESY (Extended Summer Program Teachers)	Per Hour	\$30.00
ESY (Extended Summer Program Lead Teachers)	Per Hour	\$35.00
ESY (Extended Summer Program Paras)	Reg hrly not to exceed	\$25.00
ESY (Extended Summer Program Nurses)	Per Hour	\$30.00
ESY (Extended Summer Program Physical Therapist)	Per Hour	\$54.00
ESY (Extended Summer Program Coords)	Per Hour	\$40.00
ESY (Extended Summer Program SLP)	Per Hour	\$54.00
ESY (Specified Behavior Para)	Per Hour	Regular Hourly
ESY (Visually Impaired Teacher)	Per Hour	\$40.00
Mandt Trainer	Per Hour	\$45.00
Special Olympics Coach AND Head of Delegation	Per Event	\$1,800.00
Special Olympics Coach OR Head of Delegation	Per Event	\$1,200.00
Special Olympics Nurse	Per Hour	\$30.00
<b>Evaluations:</b>		
English FIE	Per Assmt	\$500.00
English Arena	Per Assmt	\$500.00
English AU Psychological (Includes AU PSY, IQ & Achievement)	Per Assmt	\$650.00
English IQ	Per Assmt	\$200.00
English Achievement	Per Assmt	\$200.00

English Report Writing Only	Per Report	\$75.00
Speech Language	Per Assmt	\$250.00
Speech Language IEP Writing	Per Assmt	\$25.00
<b>Bilingual Evaluations:</b>		
Bilingual FIE	Per Assmt	\$600.00
Bilingual Arena	Per Assmt	\$600.00
Bilingual AU Psychological (Includes AU PSY, IQ & Achievement)	Per Assmt	\$750.00
Bilingual IQ	Per Assmt	\$250.00
Bilingual Achievement	Per Assmt	\$250.00
Bilingual Report Writing Only	Per Report	\$75.00
Bilingual Speech Language	Per Assmt	\$350.00
Bilingual Speech Language IEP Writing	Per Assmt	\$25.00

<b>Misc. Flat Rate Payments</b>
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Administration of CBE Exams (semester)		\$1,500.00
Administration of CBE Exams (annual)		\$3,000.00
Assistant Mustang Mentor (annual)		\$1,000.00
Collegiate Challenge Coord (semester)		\$500.00
Color Guard Choreography		\$4,000.00
Curriculum Writing - New Course		up to \$4,000.00
Curriculum Writing - Significant Modifications		up to \$2,500.00
Curriculum Writing - Moderate Modifications		up to \$1,500.00
Ed Tech Summer Curriculum Campout Facilitator		\$400.00
Jumpstart Mentoring (semester)		\$1,000.00
Jumpstart Planning Lead	Per Project	\$1,000.00
Language Arts After - School Workshop		\$100.00
Lead Mustang Mentor Coord (annual)		\$2,000.00
National English Honor Society - High School		\$750.00
Newspaper - Middle School		\$750.00
Regional Art Event Participation		\$100.00
Strategic Plan (Academics Department Only)		up to \$10,000.00
Texas Assoc of School Nutrition (TASN) Certification Based on cert level & completion (Child Nutrition Service Department only)		\$100 to \$400
Visual Arts Staff Dev. & Planning		\$500.00
Visual Arts Eduphoria Inputting & Maint.		\$1,000.00
Visual Arts Curriculum Writing		\$500.00
Visual Arts Webmaster		\$1,000.00
Bus Driver (Coach)	Flat rate	\$60.00

<b>Opportunity Culture</b>
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Aspiring Teacher		\$500.00
Student Teacher Resident (multiple universities)	Annual Based on Cert Prgrm/Days	\$20,000.00

<b>Payments Per Task</b>	<i>(*As assigned by Executive Director of Student Support Services)</i>	
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Benchmark Test Reading & Writing	Per Test	\$175.00
Credit By Exam Scoring	Per Exam	\$7.00
Mandt Report Writing	Per Report	\$50.00
Specialized GT Testing		Regular Hourly
Transcribing (Elem/MS/International) *	Per Hour	\$25.00

<b>Technology</b>
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Incentive Pay (Non-Administrators)	Per Month	\$100.00
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Unless specified above, temporary employees will be paid at the minimum of the pay band for the position in which they are working. All nonexempt employees are to be paid at least time and one-half their regular hourly rate for hours worked in excess of 40 in a work week or are provided comp time or overtime pay. Minimum wage is \$7.25 per hour

Please note that District staff such as police officers, technology services staff, athletics staff, facilities staff, or other non-exempt staff, who are scheduled to work a special event which the campus does not cancel at least 24 hours in advance of the event's scheduled start date are entitled to two hours of compensation at the rate of pay for which the district employee would otherwise have earned working the scheduled event.