



**ECTOR COUNTY INDEPENDENT  
SCHOOL DISTRICT  
COMPENSATION RESOURCE MANUAL  
2024-2025**

UPDATED 5/20/2025

## Ector County ISD

### 2024-2025 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$60,600 starting

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

The salaries listed above are based on 10-month employment for the 2024-2025 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.

**\$1,500 Master's Degree - General Stipend**  
**\$2,500 Master's Degree - Subject-Area Stipend**  
**\$3,650 Doctorate Degree Stipend**

## Ector County ISD

### 2024-2025 New Hire Guide for Teacher with Resident Enhanced Certification \$61,500 starting

Years of Experience	New Hire Salary
0	\$61,500
1	\$62,350
2	\$63,200
3	\$64,050
4	\$64,900
5	\$65,750
6	\$66,600
7	\$67,450
8	\$68,300
9	\$69,150
10	\$70,000
11	\$70,500
12	\$71,000
13	\$71,500
14	\$72,000
15	\$72,500
16	\$73,000
17	\$73,500
18	\$74,000
19	\$74,500
20	\$75,000
21	\$75,500
22	\$76,000
23	\$76,500
24	\$77,000
25	\$77,500
26	\$78,000
27	\$78,500
28	\$79,000
29	\$79,500
30+	\$80,000

The salaries listed above are based on 10-month employment for the 2024-2025 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.

**\$1,500 Master's Degree - General Stipend**  
**\$2,500 Master's Degree - Subject-Area Stipend**  
**\$3,650 Doctorate Degree Stipend**

## 2024-2025 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
	Bond & Grant Accountant	227	227 Days	65,744	77,346	88,948
	Buyer-School Nutrition	227				
	Communication Specialist - Content Creator	227				
	Coordinator - Child Care	227				
	Coordinator - Community Outreach	207				
	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
	Communication Specialist-Bilingual & ESL	227	217 Days	70,390	82,812	95,233
	Counselor - Alt Ed Center	207	227 Days	73,634	86,628	99,621
	Counselor - Elementary & ECC	197				
	Counselor - Elementary, MS & HS SAS	207				
	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	

4		Daily	\$330.58	\$400.70	\$470.82
Asst Principal - Elementary & EEC	217	187 Days	61,818	74,931	88,043
Athletics Trainer	207, 217	197 Days	65,124	78,938	92,752
Coordinator - High School Testing	217	207 Days	68,430	82,945	97,460
Coordinator - IB Middle Years Programme	207	217 Days	71,736	86,952	102,168
Coordinator - IB Primary Years Programme	207	227 Days	75,042	90,959	106,876
Coordinator - Post-Secondary Advising & Assessment	217				
Counselor - Career & Tech	217				
Counselor - Choice High Schools	217				
Counselor - High School	217				
Counselor - TRAC	217				
Dean of Students - Secondary	207				
Diagnostician	197, 227				
LSSP/School Psychologist Intern	197				
LSSP/School Psychologist (Virtual)	197				
Speech Language Pathologist (Virtual)	187				
Speech Language Pathologist - Intern	187				
Supervisor - ATC-G Campus	207				

5		Daily	\$347.11	\$420.74	\$494.37
Asst Principal - Alt Center & Middle School	217	187 Days	64,910	78,678	92,447
Coordinator - Advanced Academics	227	197 Days	68,381	82,886	97,391
Coordinator - Autism	227	217 Days	75,323	91,301	107,278
Coordinator - AVID	227	227 Days	78,794	95,508	112,222
Coordinator - Benefits	227				
Coordinator - Bilingual	227				
Coordinator - Blended Learning	227				
Coordinator - Digital Learning	227				
Coordinator - ELAR	227				
Coordinator - ESL	227				
Coordinator - Fine Arts	227				
Coordinator - International Teacher	227				
Coordinator - Lang Other Than English	227				
Coordinator - Math	227				
Coordinator - MTSS	227				
Coordinator - Science	227				
Coordinator - Social Studies	227				

Coordinator - State Assessment	227
Coordinator - Student Well-Being and Support	227
Coordinator - Talent Development	227
Coordinator - Teen Pregnancy Service	227
Dean of Students - NTO	217
Director - District Data Analytics	227
Director - Choral High School	197
Director - Mariachi High School	197
Director - Orchestra High School	197
LSSP/School Psychologist	197
Occupational Therapist	197
Physical Therapist	197
Principal Intern	227
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
Chief of Staff	227
Dean - Career & Tech Education	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 - Community Support Services	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 - Position Control	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
<b>217 Days</b>	79,841	96,778	113,715
<b>227 Days</b>	83,520	101,237	118,955

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Associate Principal - High School	227
Director - Administrative Services	227

Daily	\$390.01	\$472.74	\$555.47
<b>227 Days</b>	88,532	107,312	126,092

Director - Construction	227
Director - Development Office	227
Director - Energy/Custodial Operations	227
Director - Facilities	227
Director - Purchasing	227
Director - RDSPD	227
Director - School Nutrition	227
Director - Transportation	227
Principal - Early Education Center	227
Principal - Elementary	227

8		Daily	\$425.11	\$515.29	\$605.47
Coordinator/Head Football Coach	227	227 Days	96,500	116,971	137,442
Director - Benefits/Risk Management	227				
Director - District Operations	227				
Director - ESSA Grants & State Comp Ed	227				
Director - Human Resources	227				
Director - Payroll	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				

9		Daily	\$463.38	\$561.67	\$659.96
Exec Director - BIL/ESL/Migrant	227	227 Days	105,200	128,000	150,800
Exec Director - Career & Tech Ed	227				
Exec Director - Choice Programs/Access/Support	227				
Exec Director - Curriculum & Instruction	227				
Exec Director - Education Foundation	227				
Exec Director - Fine Arts	227				
Principal - High School	227				

10		Daily	\$542.15	\$657.15	\$772.15
Chief Communications Officer	227	227 Days	123,068	149,173	175,278
Chief Technology Officer	227				
Exec Director - Accountability & School Improvement	227				
Exec Director - Athletics	227				
Exec Director - District Operations	227				
Exec Director - Finance, Budget & Accounting	227				
Exec Director - Guidance/Counseling/Wellness	227				
Exec Director - Human Resources	227				
Exec Director - Leadership	227				
Exec Director - Special Services	227				
Exec Director - Talent Development	227				

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Associate Supt - Operations	227
Associate Supt - Student & School Support	227
Chief Academic Officer	227
Chief Financial Officer	227
Chief Human Capital Officer	227
Chief of Schools	227

<b>Daily</b>	<b>\$650.58</b>	<b>\$788.58</b>	<b>\$926.58</b>
<b>227 Days</b>	147,682	179,008	210,334



## 2024-2025 Technology Pay Plan

Ector County ISD

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

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

## 2024-2025 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	227	Hourly 227 Days	\$30.89 56,096	\$37.00 67,192	\$43.11 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

## 2024-2025 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 - 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				
	Clerk - Transitional Learning Center	227				
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 - Special Ed PEIMS	227				
	Registrar/PEIMS DAEP	227				
	Registrar/PEIMS NTO	227				

Secretary - ATC

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Admin Asst - Director/Bookkeeper	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
<b>217 Days</b>	29,755	35,640	41,525
<b>227 Days</b>	31,126	37,282	43,439

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Admin Asst - Chief of Police	227
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 - Position Control	227
Clerk - Purchasing	227
Clerk - Special Projects	227
Liaison - Records Management	227
Specialist - Purchasing Contract	227

Hourly	\$18.69	\$22.38	\$26.07
<b>227 Days</b>	33,941	40,642	47,343

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Admin Asst - Exec Director	227
Buyer - P-Card Administrator - Purchasing	227
Specialist - Bond Finance	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
<b>187 Days</b>	30,459	36,487	42,516
<b>227 Days</b>	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
<b>227 Days</b>	40,678	48,723	56,768

Specialist - International Certification

227

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Admin Asst - Associate Supt	227
Admin Asst - Finance	227
Admin Asst - Human Capital	227
Admin Asst - Leadership	227

Hourly	\$24.64	\$29.51	\$34.38
<b>227 Days</b>	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
<b>227 Days</b>	50,358	60,291	70,225

## 2024-2025 Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.15	\$17.75	\$20.35
	Aide - Instructional	187	187 Days	22,664	26,554	30,444
	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 Inclusion	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
<b>187 Days</b>	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
<b>187 Days</b>	46,675	55,891	65,106



## 2024-2025 Auxiliary Pay Plan

Ector County ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
2			Hourly	\$15.15	\$17.75	\$20.35
	Bus Monitor	179	179 Days	21,695	25,418	29,141
	Bus Monitor - Sped	179				
3			Hourly	\$15.50	\$18.55	\$21.60
	Custodian	247	179 Days	22,196	26,564	30,931
	LIFT Monitor	179	247 Days	30,628	36,655	42,682
	Night Watchman	251	251 Days	31,124	37,248	43,373
4			Hourly	\$16.20	\$19.38	\$22.56
	Custodian - Asst Head	247	227 Days	29,419	35,194	40,969
	Groundskeeper	247	247 Days	32,011	38,295	44,579
	Mechanic - Vehicle Lubrication	227				
	Specialist-Campus Safety	227				
	Transportation - Bus Washer	227				
5			Hourly	\$16.90	\$20.25	\$23.60
	Asst - Central Receiving Warehouse	227	227 Days	30,690	37,682	42,857
	Asst - IM Receiving Warehouse	227	247 Days	33,394	40,014	46,634
	Clerk- Mail Carrier	227				
	Custodian - Admin	247				
	Custodian - Head ES	247				
	Custodian - Warehouse	247				
	Technician - Bus Servicer	227				
	Transportation - Tire Servicer	227				
6			Hourly	\$17.75	\$21.26	\$24.77
	Apprentice - Carpenter	247	227 Days	32,234	38,608	44,982
	Apprentice - Electrician	247	247 Days	35,074	42,010	48,946
	Apprentice - Plumber	247				
	Clerk - Parts Room	227				
	Custodian - Head Admin	247				
	Custodian - Head MS	247				
	Technician - Business Operations Warehouse	227				
	Transportation - Bus Repair	227				
7			Hourly	\$18.65	\$22.33	\$26.01
	Caretaker - AG Farm	227	227 Days	33,868	40,551	47,234
	Caretaker - Stadium	227	247 Days	36,852	44,124	51,396
	Custodian - Head HS	247				
	General - Painter	247				

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
<b>207 Days</b>	33,120	39,380	45,639
<b>217 Days</b>	34,720	41,282	47,844
<b>227 Days</b>	36,320	43,184	50,049
<b>247 Days</b>	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
<b>207 Days</b>	36,713	43,718	50,723
<b>217 Days</b>	38,487	45,830	53,174
<b>227 Days</b>	40,261	47,942	55,624
<b>247 Days</b>	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. - Public Relations	227
Operations Mgr. - Routing	227
Operations Mgr. - Safety	227
Supervisor - Custodian	247
Supervisor - Drivers	227

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

<b>11</b>
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Foreman - Electrician	247
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Hourly	\$30.00	\$35.72	\$41.44
<b>227 Days</b>	54,480	64,868	75,255

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

<b>247 Days</b>	59,280	70,583	81,885
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<b>BD</b>	
Bus Driver	179
Bus Driver - Sped	179

<b>Hourly</b>	<b>\$21.25</b>	<b>\$25.29</b>	<b>\$29.33</b>
<b>179 Days</b>	30,430	36,215	42,001

## 2024-2025 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	Minimum	Midpoint	Maximum	
2			Hourly	\$15.15	\$17.75	\$20.35
	Cafe Worker	179	179 Days	18,983	22,241	25,499
	Cook - Asst	179				
3			Hourly	\$15.50	\$18.55	\$21.60
			184 Days	19,964	23,892	27,821
4			Hourly	\$16.20	\$19.38	\$22.56
	Cook - Lead	179	179 Days	23,198	27,752	32,306
	Cook - Head	179				
5			Hourly	\$16.90	\$20.25	\$23.60
	Delivery - Warehouse SN	227	181 Days	24,471	29,322	34,173
	Manager - School Nutrition ES	181	227 Days	30,690	36,774	42,857
6			Hourly	\$17.75	\$21.26	\$24.77
	Manager - School Nutrition MS	181	181 Days	25,702	30,784	35,867
7			Hourly	\$18.65	\$22.32	\$25.99
	Manager - School Nutrition HS	181	181 Days	27,005	32,319	37,634
8			Hourly	\$19.76	\$23.66	\$27.56
	Asst Supervisor - Warehouse SN	227	181 Days	28,612	34,260	39,907
	Dual Manager - School Nutrition	181	227 Days	33,884	42,966	50,048
9			Hourly	\$22.46	\$26.74	\$31.02
	Technician - School Nutrition Mechanic	227	227 Days	40,787	48,559	56,332
10			Hourly	\$26.16	\$31.15	\$36.14
	Supervisor - School Nutrition	227	227 Days	47,057	56,568	65,630
	Supervisor - Warehouse School Nutrition	227				
	Technician Lead - School Nutrition Mechanic	227				

Group	Stipend	2024-2025 CURRENT	Extra Day	Contract Terms	Limit/Qualifications
<b>SIGN ON BONUS/RETENTION</b>					
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM Bilingual Teacher	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: ELEM/MS/HS Special Ed Teacher	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: MS/HS Math, Science, ELAR	2,000			Eligible employees may only receive one time
SIGN ON BONUS	New Hire Sign-On Bonus: SLP, DIAG, LSSP, Sped Counselor	2,000			Eligible Employees receive at start of contract
RETENTION BONUS	Retention Bonus: SLP, DIAG, LSSP, Sped Counselor	2,000			Eligible Employees receive in June
RETENTION BONUS	ECISD Returning Employee Retention Stipend	TBD			1-time retention stipend for returning 2023-2024 ECISD FT Employees
RETENTION STIPEND	Retention Stipend for Current ECISD Bus Drivers	up to 3,000			up to \$3,000 - October 2024 Retention Incentive <b>PLUS</b> \$700 paid in December 2024, March 2025, and May 2025
SIGN-ON STIPEND	Sign-on Stipend for New Hire ECISD Bus Drivers	up to 3,000			up to \$3,000 - \$1,000 paid in December 2024, March 2025, and May 2025
<b>INSTRUCTION</b>					
INSTRUCTION	Opportunity Culture: Master Team Reach Teacher MTRT	12,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL I	15,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL II	17,000			
INSTRUCTION	Opportunity Culture: Multi-Classroom Leader MCL III	20,000			
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT I	8,000			
INSTRUCTION	Opportunity Culture: Team Reach Teacher TRT II	10,000			
INSTRUCTION	TIA: Master Designated Teacher	12,000 - 32,000			
INSTRUCTION	TIA: Exemplary Designated Teacher	6,000 - 18,000			
INSTRUCTION	TIA: Recognized Designated Teacher	3,000 - 9,000			
INSTRUCTION	TIA: National Board Certified Teacher	3,000 - 9,000			
INSTRUCTION	PIA: Principal Incentive Allotment	5,000 - 25,000			Qualifying principals per PIA Handbook
INSTRUCTION	LEAP A-ILT/ATLA Teachers	5,000			Two installments per HR approval - TSL funded
INSTRUCTION	LEAP Principals	5,000 - 20,000			Qualifying per TSL LEAP guidelines- TSL funded
INSTRUCTION	LEAP Teachers	2,000 -12,000			Qualifying per TSL LEAP guidelines- TSL funded
INSTRUCTION	LEAP Principal Recruitment Bonus	5,000 - 20,000			Qualifying per TSL LEAP guidelines- TSL funded
INSTRUCTION	Doctorate, JD Degree (All Staff)	3,650			
INSTRUCTION	Masters Degree (In Subject Area TOR)	2,500			
INSTRUCTION	Masters Degree (Grandfathered Prior to August 2019)	2,600			Grandfathered employees only
INSTRUCTION	Masters Degree (Not in Subject Area TOR)	1,500			
INSTRUCTION	Masters Degree Incentive Plan (advanced approval required)	up to 1050			\$350 per successfully completed course in teaching area; max \$1,050 per year
INSTRUCTION	Masters Degree Plus 30 Hours (Discon't in 2014)	3,090			Existing Employees Grandfathered
INSTRUCTION	Mentor - Teacher	1000			for 0-3 year teachers (2 max)
INSTRUCTION	Bilingual Certified TOR in Elem Bilingual Classroom	3,500			
INSTRUCTION	Bilingual Certified -Student Support Personnel (Diag, LSSP, SLP)	2,500			Determined by assignment
INSTRUCTION	ESL Certified TOR ELAR	2,100			
INSTRUCTION	ESL Certified TOR Science, Social Studies, Math	550			
INSTRUCTION	STEM Stipend (STEM Academy campus only)	500-5000			Determined by STEM
<b>ELEMENTARY</b>					
ELEMENTARY	ELEM Distance Allowance	1,000			Fly, Cavazos, West, EK Downing
ELEMENTARY	ELEM Esports	1,100			Up to 10 coaches approved by C&I

SECONDARY					
SECONDARY	HS Counselors Summer Assignment	4,000			3 per HS (OHS/PHS)
SECONDARY	HS AP Coordinator PHS	2,000			1 at PHS
SECONDARY	HS AP/IB Coordinator OHS	2,500			1 at OHS
SECONDARY	HS Cheer Sponsor - Sub varsity	3,150	10	10 Month	
SECONDARY	HS Cheer Sponsor - Varsity	5,150	10	10 Month	
SECONDARY	HS Decathlon/Octathlon Coach	1,200			Up to 5 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Decathlon/Octathlon Lead Sponsor	3,200			1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS Dept Chair (ELAR, Math, Sci, Soc St, Sped, LOTE, CTE, Fine Arts, ESL)	3,700	10	10 Month	(OHS/PHS)
SECONDARY	HS Drama NTO	3,150			
SECONDARY	HS Esports Coach	1,500			1 per campus
SECONDARY	HS Journalism Activities (NTO, OCTECHS, OCA)	1,600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Journalism Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Speech Activities (NTO)	3,150			
SECONDARY	HS Sponsor National Honor Society (OHS, PHS)	800			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Nat'l Honor Society (NTO, OCTECHS, OCA)	600			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Speech Activities (OHS, PHS)	3,150			1 per HS (OHS,PHS)
SECONDARY	HS Sponsor Student Council (NTO, OCTECHS, OCA)	1,100			1 per HS (NTO,OCTECHS, OCA)
SECONDARY	HS Sponsor Student Council (OHS, PHS)	2,100			1 per HS (OHS,PHS)
SECONDARY	HS UIL Academics Coach	500			Up to 8 per HS (OHS, PHS, NTO, OCA)
SECONDARY	HS UIL Academics Lead Sponsor	1,500			1 per HS (OHS, PHS, NTO, OCA)
SECONDARY	MS Cheer Sponsor	2,100			1 per MS
SECONDARY	MS Dept Chair (ELAR, Math, Sci, Soc St, Sped, Elec)	3,150	10	10 Month	
SECONDARY	MS Esports Coach	1,100			1 per campus
SECONDARY	MS Sponsor Journalism Activities	1,600			1 per MS
SECONDARY	MS Sponsor National Honor Society	600			1 per MS
SECONDARY	MS Sponsor Student Council	1,100			1 per MS
SECONDARY	MS/HS Campus AVID Coordinator	1,600			
SECONDARY	MS/HS Certified Math Teacher	2,100			
SECONDARY	MS/HS Certified Robotics Teacher	2,100			Classroom Robotics Only
SECONDARY	MS/HS Certified Science Teacher	2,100			
SPECIAL EDUCATON					
SPECIAL EDUC	SPED Lead Assistive Technology	1,500			
SPECIAL EDUC	SPED Lead: Diag, Speech Path, LSSP, Behavior Specialist	3,500			Diags (2), Bilingual Diag (1), SLP(2), LSSP(1), Beh Spclst (1)
SPECIAL EDUC	SPED Speech Pathologist Assistant	3,000			
SPECIAL EDUC	SPED SLP (Supervising SLPA) & LSSP (Supervising LSSP intern), Diag	1,500			Paid if funds available per SPED Dept
SPECIAL EDUC	SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of	4,000			
SPECIAL EDUC	SPED Certified Teacher Orientation & Mobility	2,500			
SPECIAL EDUC	SPED Certified Teacher Behavioral Support (BSC/BSCAU)	6,000			
SPECIAL EDUC	SPED Certified Teacher Specialized Classroom (SC)	3,000			
SPECIAL EDUC	SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, Visual Impaired, and DHH Auditory Impaired, Music Therapy)	1,200			
SPECIAL EDUC	SPED Special Olympics (adaptive PE)	4,750			

SPECIAL EDUC	Dyslexia - Take Flight Teacher	1,200			
SPECIAL EDUC	Dyslexia - Academic Language Therapist-Certified	1,500			
SPECIAL EDUC	Licensed Dyslexia Therapist	2,100			
<b>ATHLETICS</b>					
ATHLETICS	Group I (Other) Head Coach Non Football	7,000	10	10 Month	
ATHLETICS	Group I Varsity Football Coach	7,000	15	10 Month	2 per HS
ATHLETICS	Group I Varsity Football Coach (Off/Def Coord)	7,000	20	10 Month	2 per HS
ATHLETICS	Group II Assistant HS Coach	5,750	10	10 Month	
ATHLETICS	Group II MS Athletics Coordinator	5,500	10	10 Month	2 per MS
ATHLETICS	Group III MS Coach	4,750		10 Month	
ATHLETICS	Group IV Coach (Elem. P.E.)	1,300		10 Month	
ATHLETICS	HS Asst Head Football Coach	3,150			1 per HS
ATHLETICS	HS Dual Sports Coordinator	3,150			1 per HS
ATHLETICS	HS Girls Athletic Coordinator	3,500	5		1 per HS
ATHLETICS	HS Head Athletic Trainer	5,000			1 per HS
ATHLETICS	Asst Athletic Trainer HS	5,000			1 per HS
ATHLETICS	Asst Athletic Trainer HS / MS	5,000			1 per HS
ATHLETICS	HS Head Cross Country Coach	4,500			2 per HS (Boys/Girls)
ATHLETICS	HS Powerlifting Coach	4,500			1 per HS
<b>FINE ARTS</b>					
FINE ARTS	HS Art Teacher Lead	3,000			2-assigned by Fine Arts
FINE ARTS	HS Art VASE	1,500			HS Qualifying per Fine Arts
FINE ARTS	HS Band Asst Director	4,200		11 Month	
FINE ARTS	HS Band Color Guard	5,000	10	10 Month	
FINE ARTS	HS Choir Asst Director	3,700		10 Month	
FINE ARTS	HS Choir Pop Ensemble Accompanist	1,850			1 per HS (OHS,PHS)
FINE ARTS	HS Dance Asst Director	3,150	10	10 Month	
FINE ARTS	HS Dance Head Director	5,150	10	10 Month	
FINE ARTS	HS Guitar	4,000			
FINE ARTS	HS Harp	4,000		10 Month	
FINE ARTS	HS JROTC Instructor	3,150		12 Month	2 per HS
FINE ARTS	HS Orchestra Asst Director	3,150		10.5 Month	
FINE ARTS	HS Sponsor Flag Team/Wild bunch	1,500			
FINE ARTS	HS Technical Theatre Arts Director	3,000		10 Month	
FINE ARTS	HS Theatre Arts Head Director	4,000	10	10 Month	
FINE ARTS	MS Art VASE	1,000			MS Qualifying per Fine Arts
FINE ARTS	MS Band Asst Director	3,150		11 Month	
FINE ARTS	MS Band Head Director	4,200		11 Month	
FINE ARTS	MS Choir Asst Director	1,600		10 Month	
FINE ARTS	MS Choir Head Director	3,700		10 Month	
FINE ARTS	MS Dance Asst Director	1,600			
FINE ARTS	MS Dance Head Director	3,100			
FINE ARTS	MS Guitar Asst	800		10 Month	MS Qualifying per Fine Arts

FINE ARTS	MS Guitar/Mariachi Head Director	1,050		10 Month	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Asst Director	1,600		10.5 Month	MS Qualifying per Fine Arts
FINE ARTS	MS Orchestra Head Director	3,150		10.5 Month	
FINE ARTS	MS Theatre Arts	2,000		10 Month	MS Qualifying per Fine Arts
<b>CAREER &amp; TECHNICAL EDUCATION</b>					
CTE	HS Culinary Arts Catering Lead	2,000			
CTE	HS CTSO Advisors	500			CTE Department approval up to 22 teachers
CTE	Education & Training/Grow Your Own Teacher	2,750 - 5,500			GYO Cycle 6 Grant Funded per CTE
<b>OTHER</b>					
OTHER	Career Ladder II [Grandfathered employees]	500			Grandfathered employees only
OTHER	Career Ladder III [Grandfathered employees]	1,000			Grandfathered employees only
OTHER	CDL Certification	3,000			Transportation Office Staff
OTHER	Information Technology – CCNA	3,150			
OTHER	Information Technology – CISSP	3,150			
OTHER	Information Technology – GISP	3,150			
OTHER	Police Department - Field Training Officer - Certified	100			per month/per department approval
OTHER	Police Department - Internal Affairs Officer Pay	100			per month/per department approval
OTHER	Police Department - SWAT	150			per month for active member
OTHER	School Action Fund Planning Fellow	Amount TBD			Per Grant Funding with Superintendent approval
OTHER	School Nutrition Certification 1	500			
OTHER	School Nutrition Certification 2	800			
OTHER	School Nutrition Certification 3	1,000			
OTHER	School Nutrition Certification 4	1,200			
OTHER	School Nutrition Certification 5	1,500			
OTHER	Strategic Administrative/Teacher Appointment as designated by the Superintendent	1,250-10,000			1/2 December 1/2 in June
OTHER	Title One/At-Risk Lead Stipend	3,500			1/2 December 1/2 June
OTHER	Travel - HS Head Football Coach/Exec Dir & Dir of Athletics	7,200			OHS & PHS/ATHLETICS
OTHER	Travel - HS Principals	4,325			OHS & PHS
OTHER	Travel-Executive Directors, Directors of Food Service, Operations, RDSPD, Federal & State Programs	4,400			
OTHER	Travel-School Nutrition Assistant Directors, Dietitian, Supervisors	1,750			Paid out of federal funds
OTHER	Travel-Superintendent, Cabinet, Principal Supervisors (EDL), Director of Transportation	7,500			
OTHER	Unforeseen Circumstances (approval required)	TBD			Negotiated, based on appropriate market conditions



Group	Supplemental Area of Responsibility	Supplemental Duties Performed	2024-2025	Pay Basis	Limit/Qualifications
<b>CURRICULUM &amp; INSTRUCTION &amp; PROFESSIONAL LEARNING</b>					
Curriculum & PD	C & I	Writers/Developers	\$40	Per Hour	Off-Duty
Curriculum & PD	C & I	Attendees - Teachers	\$17	Per Hour	Off-Duty Teachers
Curriculum & PD	C & I	Attendees - Paraprofessionals	\$15	Per Hour	Off-Duty Non-Exempt
Curriculum & PD	C & I	Attendees - Administrators	\$100	Per Day	Off-Duty Admin
Curriculum & PD	C & I	Presenters	\$22	Per Hour	Off-Duty Exempt Employees
Curriculum & PD	C & I	Presenters, Preparation	\$120	Per Day	Off-Duty
Curriculum & PD	C & I	Presenters, Preparation	\$60	Per 1/2 Day	Off-Duty
Curriculum & PD	Summer	Training - Presenter	\$300	Per Day	Off-Contract
Curriculum & PD	Summer	Training - Participant	\$200	Per Day	Off-Contract Exempt, In-District; Administrator Approval Required
Curriculum & PD	Summer	Training -Nurse	\$20	Per Hour	Off-Contract
Curriculum & PD	Summer	Training-Clerk	\$15	Per Hour	Off-Contract
Curriculum & PD	Summer	Training-Aide	\$15	Per Hour	Off-Contract
Curriculum & PD	Optional Extended Day Magnet Programs	Teachers, non-certified, 45 college hours	\$15	Per Hour	
Curriculum & PD	Opt.Ext Day Magnet Programs	Teachers, Certified	\$22	Per Hour	
Curriculum & PD	Opt.Ext Day Magnet Programs	Teachers, non-instructional time (Op.Ex.Dy.)	\$17	Per Hour	
Curriculum & PD	Opt.Ext Day Magnet Programs	Teachers, non-certified, expert	\$17	Per Hour	
Curriculum & PD	Optional Extended Day and Magnet Programs	Aides	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Administrator	\$25	Per Hour	
Curriculum & PD	Extended Day (High School)	Teachers	\$22	Per Hour	
Curriculum & PD	Extended Day (High School)	Clerk	OT Rate	Per Hour	
Curriculum & PD	Extended Day (High School)	Bookkeeper	OT Rate	Per Hour	
Curriculum & PD	After School Credit Recovery	Teachers	\$32	Per Hour	
Curriculum & PD	After School Credit Recovery	Aides	OT Rate	Per Hour	
Curriculum & PD	Saturday School	Administrator	\$25	Per Hour	
Curriculum & PD	Saturday School	Teachers	\$22	Per Hour	
Curriculum & PD	Saturday School	Media Specialists	\$22	Per Hour	
Curriculum & PD	Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Curriculum & PD	Other	Detention Supervision	\$22	Per Hour	
Curriculum & PD	Tutoring	Student Tutor, AVID	\$15	Per Hour	Federal, State and Local
Curriculum & PD	Tutoring	Regular AT Risk Tutor - TPC, Title 1	\$32	Per Hour	
Curriculum & PD	Distance Learning	Teacher	\$250	Per Stu/Sem	
FEDERAL & STATE	Tutoring/Credit Recovery	Teacher	\$32	Per Hour	Federal, State and Local

FEDERAL & STATE	Tutoring/Credit Recovery	Teacher for CSI, TSI, and ATS Campuses	\$40	Per Hour	Federal, State and Local
FEDERAL & STATE	Tutoring/Credit Recovery	Paraprofessional	OT Rate		Federal, State and Local
FEDERAL & STATE	Tutoring/Credit Recovery	Certified Administrator	\$35	Per Hour	Federal, State and Local
FEDERAL & STATE	Tutoring/Credit Recovery	Certified Counselor	\$32	Per Hour	Federal, State and Local
Bilingual	Bilingual	ELD ACADEMY TEACHER	\$30	Per Hour	
Bilingual	Bilingual	ELD ACADEMY Childcare Provider	\$15	Per Hour	
Bilingual	Bilingual	Writers/Developers	\$40	Per Hour	
Bilingual	Bilingual	Translator/Interpreter	\$40	Per Hour	
Bilingual	Bilingual	Counselor	\$40	Per Hour	
Bilingual	Bilingual	Tester	\$16	Per Hour	
<b>C&amp;I SUMMER LEARNING</b>					
SUMMER LEARNING	Principal	Summer Learning Principal	\$2,000		Full SL Session
SUMMER LEARNING	Teacher	PK-K Bil Teacher	\$360	Per Day	6.5 Hours
SUMMER LEARNING	Teacher	3-5 Elem Teacher	\$180	Per Day	3.5 Hours
SUMMER LEARNING	Teacher	Camp SIP Teacher	\$300	Per Day	6 Hours
SUMMER LEARNING	Teacher	6-8 Teacher	\$180	Per Day	3.5 Hours
SUMMER LEARNING	Teacher	6-8 Camp SIP Teacher	\$300	Per Day	6 Hours
SUMMER LEARNING	Teacher	9-12 EOC	\$360	Per Day	\$180/half day
SUMMER LEARNING	Teacher	18+ SPED Teacher Edgenuity	\$360	Per Day	6.5 Hours
SUMMER LEARNING	Teacher	TPRS/9-12 Edgenuity	\$300	Per Day	6 Hours
SUMMER LEARNING	Counselor	High School / SAS	\$300	Per Day	\$50 per hour
SUMMER LEARNING	Nurse	ELEM	\$150	Per Day	\$50 per hour
SUMMER LEARNING	Nurse	MS	\$150	Per Day	\$50 per hour
SUMMER LEARNING	Nurse	HS	\$300	Per Day	
SUMMER LEARNING	Media Specialist	K-5 Media Specialist	\$150	Per Day	\$50 per hour
SUMMER LEARNING	Media Specialist	9-12 Media Specialist	\$150	Per Day	\$50 per hour
SUMMER LEARNING	Paraprofessional	Instructional Facilitator/ Reach Assoc.	\$25	Per Hour	
SUMMER LEARNING	Instructional Aide	Elementary Blingual Para	\$18	Per Hour	
SUMMER LEARNING	Instructional Aide	Elementary ESL Para	\$18	Per Hour	
SUMMER LEARNING	Instructional Aide	Elementary Para	\$18	Per Hour	
SUMMER LEARNING	Instructional Aide	Elem SSPED Self-Contained Para	\$18	Per Hour	
SUMMER LEARNING	Clerk	ELEM/MS/HS	\$18	Per Hour	
SUMMER LEARNING	Nurse Aide	Certified	\$18	Per Hour	
SUMMER LEARNING	OPT Interns		\$20	Per Hour	
SUMMER LEARNING	TPRS Child Care Worker		\$18	Per Hour	
SUMMER LEARNING	Professional Development	SL Teachers	\$150	Per Day	
SUMMER LEARNING	Testing Administrators	HS/EOC only	\$40	Per Hour	
SUMMER LEARNING	CCMR/TSIA Summer Tutoring		\$180	1/2 Day	

HUMAN CAPITAL					
Talent Development	Odessa Pathways to Teaching	OPT Content Tutor	\$40	Per Hour	
Talent Development	Mentor	OPT Apprentice	\$500	Per Year	Per Apprentice - Max of 2)
Talent Development	Mentor	OPT Mentor Teachers	\$1,000	Per Year	Per Apprentice - Max of 2)
Talent Development	Principals	Assigned Principal Fellows Mentor	\$1,500	Per Year	
Talent Development	MCL	Assigned Teacher Resident Mentor	\$750	Per Sem	
Talent Development	Principals	New Principal Mentor	\$500	Per Sem	
Talent Development	Teacher Incentive Allotment	Teacher Focus Group	\$500	Per Year	Approved by Human Capital
Talent Development	LEAP/A-ILT/ATLA/Novice Teachers		\$40	Per Hour	Approval per TD Dept.
TEMPORARY REPLACEMENTS / SUBSTITUTE and PART-TIME WORKERS					
TEMPORARY	Administrators	High School Principal	\$400	Per Day	Contingent upon experience
TEMPORARY	Administrators	Middle School Principal	\$375	Per Day	Contingent upon experience
TEMPORARY	Administrators	Elementary Principal	\$350	Per Day	Contingent upon experience
TEMPORARY	Administrators	Secondary Assistant Principal	\$325	Per Day	
TEMPORARY	Administrators	Elementary Assistant Principal	\$300	Per Day	
TEMPORARY	Administrators	Counselor	\$250	Per Day	
TEMPORARY	Administrators	Speech Therapists	\$340	Per Day	
TEMPORARY	Administrators	Diagnosticians	\$300	Per Day	
TEMPORARY	Classroom Substitute -in the same position	Non-Certified	\$198	Per Day	Sub Office approval required
TEMPORARY	Classroom Substitute -in the same position	Certified	\$228	Per Day	Sub Office approval required
TEMPORARY	Classroom Substitutes	Non-Certified	\$120	Per Day	
TEMPORARY	Classroom Substitutes	Certified (in Texas)	\$150	Per Day	
TEMPORARY	Substitute and Part-Time	Diagnosticians	\$75	Per Hour	
TEMPORARY	Substitute and Part-Time	Food Service	TBD	Per Hour	Food Service Pay Grade Minimum
TEMPORARY	Substitute and Part-Time	General Part-Time Worker	\$15	Per Hour	includes summer maint/custodial
TEMPORARY	Substitute and Part-Time	Maintenance Worker - Retired/Former	\$15	Per Hour	
TEMPORARY	Substitute and Part-Time	Speech Pathologist	\$75	Per Hour	
TEMPORARY	Substitute and Part-Time	Substitute Aide/Clerk Secretary	\$15	Per Hour	
TEMPORARY	Substitute and Part-Time	Technician	\$15	Per Hour	
TEMPORARY	Substitute and Part-Time	Transportation Worker	TBD	Per Hour	Bus Driver Minimum
TEMPORARY	Substitute and Part-Time	Truancy Court Clerk	\$15	Per Hour	
TEMPORARY	Substitute Nurse		\$20	Per Hour	
TEMPORARY	Technology	Web Page Development (HS only)	\$17	Per Hour	Max 1,000 Per Year
ATHLETICS					
ATHLETICS	ALL DUTIES PAID FOR REGULAR SEASON, NON-ECISD AND PLAYOFF EVENT, GAME OR TOURNAMENT				
ATHLETICS	Varsity Football	Supervisor	\$100	Per Game	
ATHLETICS	Varsity Football	Scoreboard	\$45	Per Game	
ATHLETICS	Varsity Football	Timer/Clock/ DownBox	\$45	Per Game	

ATHLETICS	Varsity Football	Announcer	\$120	Per Game	
ATHLETICS	Varsity Football	Ticket Takers/Scanners/Bag Check/Sellers	\$45	Per Game	
ATHLETICS	Varsity Football	Press box	\$40	Per Game	
ATHLETICS	Varsity Football	Ramp Workers HS/MS/Elem Sections	\$40	Per Game	
ATHLETICS	Varsity Football	Gates /-Sideline / Elevator	\$40	Per Game	
ATHLETICS	Varsity Football	PA Spotter	\$40	Per Game	
ATHLETICS	Varsity Football	Chain Crew	\$45	Per Game	
ATHLETICS	Varsity Football	Downbox	\$50	Per Game	
ATHLETICS	Varsity Football	Open Gates Early	\$5	Per Game	
ATHLETICS	Varsity Football	Filming for Daktronics Board	\$100	Per Game	
ATHLETICS	Varsity Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS	Varsity Football	Daktronics and Computer	\$100	Per Game	
ATHLETICS	Varsity Football	STATS	\$65	Per Game	
ATHLETICS	Junior Varsity Football	Ticket Takers/Scanners/Bag Check/Sellers	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Gates	\$30	Per Game	
ATHLETICS	Junior Varsity Football	PA Spotter	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Chain Crew	\$30	Per Game	
ATHLETICS	Junior Varsity Football	Supervisor	\$70	Per Game	
ATHLETICS	Junior Varsity Football	Announcer	\$50	Per Game	
ATHLETICS	Junior Varsity Football	Scoreboard	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Timer / Clock	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Downbox	\$35	Per Game	
ATHLETICS	Junior Varsity Football	Daktronics and Computer	\$50	Per Game	
ATHLETICS	Middle School Football	Ticket Takers/Scanners/Bag Check/Sellers	\$30	Per Game	
ATHLETICS	Middle School Football	Gates	\$30	Per Game	
ATHLETICS	Middle School Football	Press Box	\$30	Per Game	
ATHLETICS	Middle School Football	Chain Crew	\$25	Per Game	
ATHLETICS	Middle School Football	Supervisor	\$50	Per Game	
ATHLETICS	Middle School Football	Announcer	\$50	Per Game	
ATHLETICS	Middle School Football	Scoreboard	\$30	Per Game	
ATHLETICS	Middle School Football	Timer	\$30	Per Game	
ATHLETICS	Middle School Football	Downbox	\$30	Per Game	
ATHLETICS	Middle School Football	Daktronics and Computer	\$60	2 Events	
ATHLETICS	High School Basketball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Basketball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Basketball	Clock	\$25	Per Game	
ATHLETICS	High School Basketball	Bookkeeper	\$30	Per Game	
ATHLETICS	High School Basketball	Supervisor	\$70	Per Game	per Athletic Dept Approval

ATHLETICS	Middle School Basketball	Ticket Seller	\$25	Per Game	
ATHLETICS	Middle School Basketball	Ticket Taker	\$25	Per Game	
ATHLETICS	Middle School Basketball	Clock	\$25	Per Game	
ATHLETICS	Middle School Basketball	Bookkeeper	\$25	Per Game	
ATHLETICS	Middle School Basketball	Supervisor	\$70	Per Game	per Athletic Dept Approval
ATHLETICS	High School Volleyball	Ticket Seller	\$25	Per Game	
ATHLETICS	High School Volleyball	Ticket Taker	\$25	Per Game	
ATHLETICS	High School Volleyball	Clock	\$25	Per Game	
ATHLETICS	High School Volleyball	Bookkeeper	\$30	Per Game	
ATHLETICS	High School Volleyball	Libero er	\$20	Per Game	
ATHLETICS	High School Volleyball	Supervisor	\$80	Per Day	Tournament
ATHLETICS	Middle School Volleyball	Ticket Seller	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Ticket Taker	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Clock	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Bookkeeper	\$25	Per Game	
ATHLETICS	Middle School Volleyball	Libero er	\$20	Per Game	
ATHLETICS	Middle School Volleyball	Supervisor	\$80	Per Day	Tournament
ATHLETICS	Baseball	Ticket Seller	\$30	Per Game	
ATHLETICS	Baseball	Ticket Taker	\$30	Per Game	
ATHLETICS	Baseball	Scorekeeper	\$30	Per Game	
ATHLETICS	Baseball	Pitch Count	\$25	Per Game	
ATHLETICS	Baseball	Announcer	\$50	Per Game	
ATHLETICS	Baseball	Supervisor	\$80	Per Day	Tourn/Playoffs Approval only
ATHLETICS	Softball	Ticket Seller	\$30	Per Game	
ATHLETICS	Softball	Ticket Taker	\$30	Per Game	
ATHLETICS	Softball	Scorekeeper	\$30	Per Game	
ATHLETICS	Softball	Announcer	\$30	Per Game	
ATHLETICS	Softball	Supervisor	\$80	Per Day	Tourn/Playoffs Approval only
ATHLETICS	High School Soccer Var & JV	Ticket Seller	\$30	Per Game	
ATHLETICS	High School Soccer Var & JV	Ticket Taker	\$30	Per Game	
ATHLETICS	High School Soccer Var & JV	Gate	\$30	Per Game	
ATHLETICS	High School Soccer Var & JV	Announcer	\$30	Per Game	
ATHLETICS	High School Soccer Var & JV	Supervisor	\$45	Per Game	
ATHLETICS	High School Soccer JV	Daktronics and Computer	\$60	Per Game	
ATHLETICS	High School Soccer Varsity	Daktronics and Computer	\$80	Per Game	
ATHLETICS	High School Soccer Varsity	Scoreboard	\$40	Per Game	
ATHLETICS	High School Soccer Varsity	Timer	\$40	Per Game	
ATHLETICS	Middle School Soccer & HS JV	Ticket Seller	\$30	Per Game	

ATHLETICS	Middle School Soccer & HS JV	Ticket Taker	\$30	Per Game	
ATHLETICS	Middle School Soccer & HS JV	Gate	\$30	Per Game	
ATHLETICS	Middle School Soccer	Supervisor	\$30	Per Game	
ATHLETICS	Middle School Soccer	Announcer	\$30	Per Game	
ATHLETICS	Middle School Soccer & HS JV	Scoreboard	\$30	Per Game	
ATHLETICS	Middle School Soccer & HS JV	Timer	\$30	Per Game	
ATHLETICS	Middle School Track	Certified Referee	\$150	Agreed Amt	per Athletic Dept Approval
ATHLETICS	Middle School Track	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
ATHLETICS	Middle School Track	Gate Keeper/ Ticket Sellers	\$15	Per Hour	
ATHLETICS	Middle School Track	Starter	\$150	Agreed Amt	
ATHLETICS	Middle School Track	Announcer	\$120	Per Event	
ATHLETICS	Gymnastics	Ticket Sellers	\$15	Per Hour	
ATHLETICS	Gymnastics	Registration Workers	\$15	Per Hour	
ATHLETICS	Gymnastics	Table Workers	\$15	Per Hour	
ATHLETICS	Gymnastics	Elementary Meets - Judges	\$15	Per Hour	
ATHLETICS	Gymnastics	Elementary - After School PE Aides	OT Rate	8 Weeks	All Schools included
ATHLETICS	Athletics	Pre-Production Daktronics Board	\$100	Per Event	
ATHLETICS	Athletics	Filming & Training for Daktronics	\$100	Per Event	
ATHLETICS	Athletics	Officials (UIL Schedule fee)	TBD		All Sports
ATHLETICS	Athletics	Write/Develop Coaches Handbook	\$17	Per Hour	Off Contract
ATHLETICS	Athletics	Drive Bus	\$25	Per Hour	
ATHLETICS	Athletics	Sub/Part Time Ticket Seller	\$15	Per Hour	
ATHLETICS	Athletics	Office Ticket Sellers	\$15	Per Hour	Summer/Football Season 8-5pm
ATHLETICS	Athletics	Assigner Fees (per Chapter Fee Schedule)	TBD		
ATHLETICS	Cross-Country Meet	Assistant Director/Registrar / Data Entry	\$20	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Assistant Director	\$20	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Registrars / Data Entry	\$20	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Gate Keeper	\$15	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Clerks	\$15	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Ticket Sellers	\$15	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Ticket Takers	\$15	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Timing System	Avg \$1,000	Per Day	
ATHLETICS	W.TX Relays/Dist/Area Track	Press box Attendant	\$15	Per Hour	
ATHLETICS	W.TX Relays/Dist/Area Track	Pre-Production Daktronics Board/Filming	\$100	Per Day	
ATHLETICS	W.TX Relays/Dist/Area Track	Daktronics and Computer	\$80	Per Day	
ATHLETICS	W.TX Relays/Dist/Area Track	Starter	Avg \$150	Agreed Amt	
ATHLETICS	W.TX Relays/Dist/Area Track	Announcer	\$120	Per Event	
ATHLETICS	W.TX Relays/Dist/Area Track	Certified Referee	Avg \$250	Per Game	Not Held Every Year

ATHLETICS	Summer Strength & Cond.(UIL)	Director/Athletic Trainer	\$25	Per Hour	
ATHLETICS	Summer Strength & Cond.(UIL)	Instructors	\$22	Per Hour	
ATHLETICS	Graduation	Ramps/Usher/Gates	\$75	Per Event	
ATHLETICS	Graduation	Nurse/Trainer	\$30	Per Hour	
ATHLETICS - UTPB	UTPB Football	Gates	\$45	Per Game	
ATHLETICS - UTPB	UTPB Football	PA Spotter	\$40	Per Game	
ATHLETICS - UTPB	UTPB Football	Chain Crew	\$40	Per Game	
ATHLETICS - UTPB	UTPB Football	Supervisor	\$60	Per Game	
ATHLETICS - UTPB	UTPB Football	Assistant Supervisor	\$50	Per Game	
ATHLETICS - UTPB	UTPB Football	Announcer	\$120	Per Game	
ATHLETICS - UTPB	UTPB Football	Scoreboard	\$50	Per Game	
ATHLETICS - UTPB	UTPB Football	Timer	\$50	Per Game	
ATHLETICS - UTPB	UTPB Football	Downbox	\$45	Per Game	
ATHLETICS - UTPB	UTPB Football	Filming & Training for Daktronics Board	\$100	Per Game	
ATHLETICS - UTPB	UTPB Football	Pre-Production Daktronics	\$100	Per Game	
ATHLETICS - UTPB	UTPB Football	Daktronics and Computer	\$85	Per Game	
<b>FINE ARTS</b>					
FINE ARTS	Fine Arts	Coordinator District Fine Arts Event	\$350	Per Event	
FINE ARTS	Music Judges	Judge Student Solos and Ensembles	\$15	Per Hour	
FINE ARTS	Piano Accompanist	ECISD Music Ensembles	\$40	Per Hour	
<b>ACADEMIC CONTESTS</b>					
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Coordinator - Judges	\$300	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Essay Judge	\$75	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Test Monitor	\$75	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Speech Judge	\$75	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Computer Staff	\$100	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Speech Timer	\$50	Per 2.5 hr	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Super Quiz Proctor Coordinator	\$50	Per 2.5 hr	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Octathlon Exam Runner	\$75	Per 6 hours	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Tabulators	\$50	Fri PM	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Tabulators	\$100	Sat AM/PM	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Computer Staff - Data Entry	\$50	Fri PM	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Computer Staff - Data Entry	\$100	Sat AM/PM	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Computer Staff Coordinator	\$200	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Awards/Tabulation Coordinator	\$280	Per Meet	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Essay Graders	\$75	Fri AM/PM	Training Meeting
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Super Quiz Proctors	\$50	Sat PM	

ACADEMIC CONTESTS	ACADEMIC CONTESTS	Decathlon Super Quiz Proctor Coordinator	\$75	Sat PM	For procuring personnel
ACADEMIC CONTESTS	ACADEMIC CONTESTS	Admin -Emcee Super Quiz & Banquet	\$100	For 5 Hours	
ACADEMIC CONTESTS	ACADEMIC CONTESTS-ECISD Admin	ECISD Awards Manager	\$280	For 14 Hour	
ACADEMIC CONTESTS	ACADEMIC CONTESTS	AAS Secretary & AAS Clerks	OT Rate	Per Hour	
<b>CAMPUS</b>					
CAMPUS	Science Liaison (Lamar only)		\$1,600	Per Year	
CAMPUS	"Just Say No" Sponsor		\$300	Per Year	
<b>OTHER</b>					
OTHER	Bus Driver	Day trips of 5 or more hours	\$2.58	Per Hour	Overnight trips not applicable
OTHER	Bus Driver Secondary AEP	Drivers & Monitors	\$0.55	Per Hour	added duties only
OTHER	Bus Driver Trainer - Certified		\$3,000	Per Sem	
OTHER	Bus Driver Specialist		\$1.00	Per Hour	per hour for supervision duties
OTHER	Regional Day School Program	Interpreter, Teacher	\$25	Per Hour	Off-Duty
OTHER	Regional Day School Program	Interpreter, Aide	\$15	Per Hour	Off-Duty
OTHER	Regional Day School Program	Sign Language Teacher	\$30	Per Hour	Off-Duty
OTHER	Departmental	Document Translation	\$30	Per Hour	
OTHER	Elem Attendance/PEIMS	Clerks -10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
OTHER	Enhancement/Staffing		\$3,500	Per Sem	Approval req.Paid January/June
OTHER	Graduation	Exempt	\$17	Per Hour	
OTHER	Graduation	Nurse	\$20	Per Hour	
OTHER	Graduation	Non-Exempt	OT Rate	Per Hour	
OTHER	Innovation Architect		\$30	Per Hour	
OTHER	Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
OTHER	Performing Arts Center (PAC)	Supervisor:Open/Close/Monitor/Technical	\$25	Per Hour	Paid by depart/campus budget
OTHER	Police Department	Holiday Patrol	TBD	Per Hour	Hourly Rate of Officer
OTHER	Police Department	Transportation Substitute	\$15	Per Hour	
OTHER	Police Department	Holiday/24 Hour call	\$150	Per Day	
OTHER	Police Department	Holiday/12 Hour call	\$125	Per Day	
OTHER	Special Education Program	Child Care Substitute	\$15	Per Hour	
OTHER	Special Education Program	In-Home Trainer	\$17	Per Hour	Off-Duty
OTHER	SPED: Diag, LSSP, SLP	Evals/Reports/Student Support Services	\$75	Per Hour	
OTHER	Strategic School Admin PD Assignment		\$300	Per Day	Specific Non-duty days as approved by Chief of Schools
OTHER	Student Assistance Services	Care Team Trainer	\$45	Per Day	
OTHER	Student Services	School Action Fund (SAF) Student Orientation	Varies		\$360/day; \$180 per 1/2 day; or \$32/hour
OTHER	Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
OTHER	Transportation	COC Route	\$25	Per Route	



OTHER	Transportation	Driver Certification	Hourly Rate		
OTHER	Travel - School Nutrition Managers		TBD		Standard mileage reimbursement based on distance from assigned campus to School Nutrition office, one annual payment.
OTHER	Unforeseen Circumstances	Negotiated, based on appropriate market conditions	TBD		Superintendent Approval Required