



**ECTOR COUNTY INDEPENDENT
SCHOOL DISTRICT
COMPENSATION RESOURCE MANUAL
2026-2027**

Proposed 7/1/2026

Ector County ISD

2026-2027 New Hire Guide for Certified Classroom Teachers starting at \$61,000

| Years of Experience | 26-27 New Hire Salary Scale |
|---------------------|-----------------------------|
| 0 - NON Certified | \$60,750 |
| 0 - Certified | \$61,000 |
| 1 | \$61,100 |
| 2 | \$61,500 |
| 3 | \$63,100 |
| 4 | \$63,250 |
| 5 | \$66,050 |
| 6 | \$66,350 |
| 7 | \$66,650 |
| 8 | \$67,150 |
| 9 | \$67,750 |
| 10 | \$68,350 |
| 11 | \$68,650 |
| 12 | \$68,950 |
| 13 | \$69,250 |
| 14 | \$69,650 |
| 15 | \$70,050 |
| 16 | \$70,450 |
| 17 | \$70,850 |
| 18 | \$71,250 |
| 19 | \$71,750 |
| 20 | \$72,150 |
| 21 | \$72,550 |
| 22 | \$72,950 |
| 23 | \$73,350 |
| 24 | \$74,050 |
| 25 | \$74,450 |
| 26 | \$74,850 |
| 27 | \$75,250 |
| 28 | \$75,650 |
| 29 | \$76,050 |
| 30+ | \$76,450 |

The salaries listed above are based on 10-month employment for the 2026-2027 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

2026-2027 Administrative Professional Pay Plan

Ector County ISD

| Pay Grade | Job Title | Calendars | Minimum | Maximum | |
|-----------|--|---------------|-----------------|-----------------|-----------------|
| 1 | | | Daily | \$249.00 | \$351.00 |
| | Accountant - School Nutrition | 227 | 187 Days | 46,563 | 65,637 |
| | Bookkeeper, Payroll | 227 | 227 Days | 56,523 | 79,677 |
| | 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, 227 | | | |
| | Specialist - SubstituteS | 227 | | | |
| | Specialist - Title I Fiscal & Program Comp | 227 | | | |
| 2 | | | Daily | \$290.70 | \$393.30 |
| | Accountant - Finance | 227 | 187 Days | 54,361 | 73,547 |
| | Accountant - Payroll Special Projects | 227 | 197 Days | 57,268 | 77,480 |
| | Accountant - Special Revenue | 227 | 207 Days | 60,175 | 81,413 |
| | Adm Review/Dismissal Facilitator | 197 | 217 Days | 63,082 | 85,346 |
| | Bond & Grant Accountant | 227 | 227 Days | 65,989 | 89,279 |
| | Buyer-School Nutrition | 227 | | | |
| | Communication Specialist - Content Creator | 227 | | | |
| | Coordinator - Child Care | 227 | | | |
| | Coordinator - Community Outreach | 207 | | | |
| | Grant Writer | 227 | | | |
| | Guidance Apprentice | 197, 207, 217 | | | |
| | Social Worker | 187, 227 | | | |
| | Specialist - Dropout Prevention | 187 | | | |
| | Specialist - Teen Parent | 197 | | | |
| | Speech Language Pathologist - Assistant | 187 | | | |
| | Staff Auditor | 227 | | | |
| | Supervisor - Operations Projects | 227 | | | |
| | Supervisor -Purchasing | 227 | | | |
| 3 | | | Daily | \$331.40 | \$448.36 |
| | Accountant - Payroll | 227 | 187 Days | 61,972 | 83,843 |
| | Administrative Intern | 207, 217 | 197 Days | 65,286 | 88,327 |
| | Communication Specialist-Bilingual & ESL | 227 | 207 Days | 68,600 | 92,811 |
| | Counselor - Alt Ed Center | 207 | 217 Days | 71,914 | 97,294 |
| | Counselor - Elementary & ECC | 197 | 227 Days | 75,228 | 101,778 |
| | Counselor - Elementary, MS & HS SAS | 207 | | | |
| | Counselor - Middle School | 207 | | | |
| | Counselor - Special ED | 197 | | | |

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|---|-----|
| Diagnostician (Virtual) | 197 |
| Dietitian | 227 |
| HR Analyst | 227 |
| Librarians | 187 |
| Nurse (Campus based RN) | 187 |
| Social Worker - Lead | 227 |
| Specialist - Behavior | 207 |
| Specialist - Communication/Bilingual | 227 |
| Specialist - Recruiting | 227 |
| Supervisor - Business Operation Warehouse | 227 |

| 3T | | Daily | \$331.40 | \$448.36 |
|-------------------------------|-----|-----------------|-----------------|-----------------|
| Advanced Academic Specialist | 187 | 187 Days | 61,972 | 83,843 |
| Blended Learning Specialist | 207 | 197 Days | 65,286 | 88,327 |
| Dual Language Specialist | 187 | 207 Days | 68,600 | 92,811 |
| Instructional Coach | 187 | 217 Days | 71,914 | 97,294 |
| Interventionist - AEC | 187 | 227 Days | 75,228 | 101,778 |
| Librarians | 187 | | | |
| Nurse (Campus based RN) | 187 | | | |
| Parent Infant/Itenerant RDSPD | 197 | | | |
| Talent Development Coach | 217 | | | |

| 4 | | Daily | \$339.78 | \$478.96 |
|--|----------|-----------------|-----------------|-----------------|
| Asst Principal - Elementary & EEC | 217 | 187 Days | 63,539 | 89,566 |
| Athletics Trainer | 207, 217 | 197 Days | 66,937 | 94,355 |
| Coordinator - High School Testing | 217 | 207 Days | 70,334 | 99,145 |
| Coordinator - IB Middle Years Programme | 207 | 217 Days | 73,732 | 103,934 |
| Coordinator - IB Primary Years Programme | 207 | 227 Days | 77,130 | 108,724 |
| 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 | | | |
| School Psychologist Intern | 197 | | | |
| School Psychologist (Virtual) | 197 | | | |
| Speech Language Pathologist (Virtual) | 187 | | | |
| Speech Language Pathologist - Intern | 187 | | | |
| Supervisor - ATC-G Campus | 207 | | | |

| 5 | | Daily | \$356.77 | \$502.91 |
|---|-----|-----------------|-----------------|-----------------|
| Asst Principal - Alt Center & Middle School | 217 | 187 Days | 66,716 | 94,044 |
| Coordinator - Advanced Academics | 227 | 197 Days | 70,284 | 99,073 |
| Coordinator - Autism | 227 | 217 Days | 77,419 | 109,131 |
| Coordinator - AVID & Advanced Academic Servs. | 227 | 227 Days | 80,987 | 114,161 |
| Coordinator - Benefits | 227 | | | |

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|--|----------|
| Coordinator - Bilingual | 227 |
| Coordinator - Blended Learning | 227 |
| Coordinator - Digital Learning | 227 |
| Coordinator - ELAR | 227 |
| Coordinator - Elem Science & Social Studies | 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 - Performance Reporting | 227 |
| Coordinator - Secondary Science | 227 |
| Coordinator - Secondary 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 - Choral High School | 197 |
| Director - Mariachi High School | 197 |
| Director - Orchestra High School | 197 |
| Lead Dietitian - School Nutrition | 227 |
| Occupational Therapist | 197 |
| Physical Therapist | 197 |
| Principal Intern | 227 |
| School Psychologist | 197 |
| Specialist - Energy Education | 227 |
| Speech Language Pathologist | 187, 227 |

| 6 | | Daily | \$374.60 | \$528.06 |
|---|----------|-----------------|----------|----------|
| Asst Director - Finance | 227 | 217 Days | 81,288 | 114,589 |
| Asst Principal - High School | 217, 227 | 227 Days | 85,034 | 119,870 |
| Chief of Staff | 227 | | | |
| Dean - Career & Tech Education | 227 | | | |
| Director - Advanced Academic Services | 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 - Accountability | 227 | | | |
| Director - Assessment | 227 | | | |
| Director - District AVID & Advanced Academic Servs. | 227 | | | |
| Director - Dual Credit Development | 227 | | | |
| Director - Guidance & Counseling | 227 | | | |

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|--|-----|
| Director - Health Services | 227 |
| Director - Leadership | 227 |
| Director - Steam Initiative and Special Projects | 227 |
| Internal Auditor | 227 |
| Project Manager | 227 |
| Supervisor - Accounting | 227 |
| Supervisor - Dyslexia | 227 |
| Supervisor - Special Ed Behavior | 227 |
| Supervisor - Special Ed | 227 |

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|--|-----|-----------------|-----------------|-----------------|
| 7 | | Daily | \$400.82 | \$565.02 |
| Associate Principal - High School | 227 | 227 Days | 90,986 | 128,260 |
| Director - Administrative Services | 227 | | | |
| Director - Athletics, PE & Health | 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 | | | |
| Director - Position Control | 227 | | | |
| Principal - Early Education Center | 227 | | | |
| Principal - Elementary | 227 | | | |

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|--|-----|-----------------|-----------------|-----------------|
| 8 | | Daily | \$432.89 | \$610.21 |
| Coordinator/Head Football Coach | 227 | 227 Days | 98,266 | 138,518 |
| Director - Benefits/Risk Management | 227 | | | |
| Director - District Operations | 227 | | | |
| Director - ESSA Grants & State Comp Ed | 227 | | | |
| Director - Finance | 227 | | | |
| Director - Human Resources | 227 | | | |
| Director - Payroll | 227 | | | |
| Director - Planning & School Choice | 227 | | | |
| Director - Professional Learning | 227 | | | |
| Director - Special Services Compliance | 227 | | | |
| Director - Talent Development | 227 | | | |
| Principal - Alter Center | 227 | | | |
| Principal - Choice High School | 227 | | | |
| Principal - Middle School | 227 | | | |
| Principal - New Tech High School | 227 | | | |

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|--|-----|-----------------|-----------------|-----------------|
| 9 | | Daily | \$493.49 | \$695.65 |
| Exec Director - BIL/ESL/Migrant | 227 | 227 Days | 112,022 | 157,913 |
| Exec Director - Choice Programs/Access/Support | 227 | | | |
| Exec Director - Education Foundation | 227 | | | |

Exec Director - Fine Arts 227
 Principal - High School 227

| 10 | | Daily | \$547.78 | \$772.16 |
|---|-----|-----------------|-----------------|-----------------|
| Chief Communications Officer | 227 | 227 Days | 124,346 | 175,280 |
| Chief Technology Officer | 227 | | | |
| Exec Director - Academics | 227 | | | |
| Exec Director - Accountability & School Improvement | 227 | | | |
| Exec Director - Athletics | 227 | | | |
| Exec Director - Career & Tech Ed | 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 | | | |

| 11 | | Daily | \$679.24 | \$957.48 |
|--|-----|-----------------|-----------------|-----------------|
| Chief Academic Officer | 227 | 227 Days | 154,187 | 217,348 |
| Chief Financial Officer | 227 | | | |
| Chief Human Capital Officer | 227 | | | |
| Chief of Schools | 227 | | | |
| Chief Operations Officer | 227 | | | |
| Chief School & Student Support Officer | 227 | | | |

2026-2027 Technology Pay Plan

Ector County ISD

| Pay Grade | Job Title | Calendars | Minimum | Maximum | |
|-----------|---|-----------|-----------------|-----------------|-----------------|
| 2 | | | Hourly | \$24.30 | \$33.90 |
| | Technician - Computer (High School) | 227 | 227 Days | 44,129 | 61,562 |
| | Technician - Computer | 227 | | | |
| | Technician - Help Desk | 227 | | | |
| 3 | | | Hourly | \$28.00 | \$39.06 |
| | Senior Technician - Help Desk | 227 | 227 Days | 50,848 | 70,933 |
| | Technician - Data Network | 227 | | | |
| 4 | | | Daily | \$245.15 | \$342.03 |
| | Specialist - Inventory | 227 | 227 Days | 55,649 | 77,641 |
| | Specialist - PEIMS | 227 | | | |
| | Specialist - Integration Support | 227 | | | |
| | Specialist - Student Application | 227 | | | |
| 5 | | | Daily | \$290.50 | \$405.30 |
| | Instructional Analyst - Application | 227 | 227 Days | 65,944 | 92,003 |
| | Instructional Analyst - Student Application | 227 | | | |
| | PEIMS Analyst | 227 | | | |
| | Senior Administrator - Data Network System | 227 | | | |
| | Web Master | 227 | | | |
| 6 | | | Daily | \$319.55 | \$445.83 |
| | Administrator - G Suite | 227 | 227 Days | 72,538 | 101,203 |
| | 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 | \$351.50 | \$490.42 |
| | Coordinator - Data | 227 | 227 Days | 79,791 | 111,325 |
| | Coordinator - Technology Services | 227 | | | |
| | Senior Administrator - Cybersecurity | 227 | | | |
| | Senior Administrator - System Development | 227 | | | |
| | Senior Administrator - System/Active Director | 227 | | | |
| | Senior Engineer - IT Network | 227 | | | |
| 8 | | | Daily | \$386.66 | \$539.46 |

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

| | | |
|-----------------|--------|---------|
| 227 Days | 87,772 | 122,457 |
|-----------------|--------|---------|

| | | | | |
|-----------------------------------|-----|-----------------|-----------------|-----------------|
| 9 | | Daily | \$425.32 | \$593.42 |
| Director - Digital Learning | 227 | 227 Days | 96,548 | 134,706 |
| Director - Information Systems | 227 | | | |
| Director - Information Technology | 227 | | | |
| Director - Technology Services | 227 | | | |

2026-2027 Police Pay Plan

Ector County ISD

| Pay Grade | Job Title | Calendars | | Minimum | Maximum |
|-----------|---------------------------|-----------|-----------------|-----------------|-----------------|
| 1 | | | Hourly | \$20.15 | \$27.83 |
| | Intel Telecommunicator I | 227 | 227 Days | 36,592 | 50,539 |
| | Telecommunicator I | 227 | | | |
| 2 | | | Hourly | \$23.65 | \$32.99 |
| | Intel Telecommunicator II | 227 | 227 Days | 42,948 | 59,910 |
| | Telecommunicator II | 227 | | | |
| 3 | | | Hourly | \$31.30 | \$43.68 |
| | Police Officer | 227 | 227 Days | 56,841 | 79,323 |
| 4 | | | Daily | \$328.57 | \$453.73 |
| | Police Sergeant | 227 | 227 Days | 74,585 | 102,997 |
| 5 | | | Daily | \$371.28 | \$512.37 |
| | Police Lieutenant | 227 | 227 Days | 84,281 | 116,308 |
| 6 | | | Daily | \$414.00 | \$571.00 |
| | Police Captain | 227 | 227 Days | 93,977 | 129,046 |
| 7 | | | Daily | \$493.80 | \$681.92 |
| | Asst Chief of Police | 227 | 227 Days | 112,093 | 154,796 |
| 8 | | | Daily | \$533.40 | \$709.38 |
| | Chief of Police | 227 | 227 Days | 121,081 | 161,028 |

2026-2027 Instructional Support Pay Plan

Ector County ISD

| Pay Grade | Job Title | Calendars | Hourly | Minimum | Maximum |
|-----------|---------------------------------------|-----------|-----------------|----------------|----------------|
| 1 | | | Hourly | \$15.50 | \$21.20 |
| | Aide - Instructional | 187 | 187 Days | 23,188 | 31,715 |
| | Aide - Montessori | 187 | | | |
| | Aide - Music | 187 | | | |
| | Aide - Physical Ed | 187 | | | |
| | Aide - Pre K | 187 | | | |
| | Aide - Title 1 | 187 | | | |
| 2 | | | Hourly | \$15.90 | \$22.12 |
| | Aide - Alter Ed | 187 | 187 Days | 23,786 | 33,092 |
| | Aide - Bilingual/ESL | 187 | 227 Days | 28,874 | 40,170 |
| | 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 | \$16.65 | \$23.23 |
| | Aide- Audio Visual | 187 | 187 Days | 24,908 | 34,752 |
| | 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 | \$17.40 | \$24.30 |
| | Aide - Bilingual Tester | 187 | 187 Days | 26,030 | 36,353 |
| | Aide - CTE | 187 | | | |
| | Aide - Sp Ed 18+ Program | 187 | | | |
| | Aide - Sp Ed Behavior Support | 187 | | | |
| 5 | | | Hourly | \$18.50 | \$25.82 |
| | Opportunity Culture - Reach Associate | 187 | 187 Days | 27,676 | 38,627 |
| 6 | | | Hourly | \$20.80 | \$29.04 |
| | Aide - Sp Ed Deaf/Hard of Hearing | 187 | 187 Days | 31,117 | 43,444 |
| | Instructional Facilitator I | 187 | | | |
| | Library Facilitator | 187 | | | |
| | Opportunity Culture -Teacher Resident | 187 | | | |
| 7 | | | Hourly | \$22.80 | \$31.80 |

Aide - Sp Ed Sign Language Interpreter (certified) 187
 Licensed Vocational Nurse 187

| | | |
|-----------------|--------|--------|
| 187 Days | 34,109 | 47,573 |
|-----------------|--------|--------|

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|--|-----|-----------------|----------------|----------------|
| 8 | | Hourly | \$26.73 | \$37.28 |
| Instructional Facilitator II - DEGREED | 187 | 187 Days | 40,000 | 55,771 |

| | | | | |
|-----------------------------|-----|-----------------|----------------|----------------|
| 9 | | Hourly | \$31.25 | \$43.59 |
| Occupational Therapist Asst | 187 | 187 Days | 46,750 | 65,211 |
| Physical Therapist Asst | 187 | | | |

2026-2027 Clerical Support Pay Plan

Ector County ISD

| Pay Grade | Job Title | Calendars | Hourly | Minimum | Maximum |
|-----------|--|---------------|-----------------|----------------|----------------|
| 2 | | | Hourly | \$15.50 | \$21.20 |
| | Clerk - Audio Visual | 187 | 187 Days | 23,188 | 31,715 |
| | Clerk - Counselor | 207 | 197 Days | 24,428 | 33,411 |
| | Clerk - COVID | 227 | 207 Days | 25,668 | 35,107 |
| | Clerk - Building EEC | 207 | 227 Days | 28,148 | 38,499 |
| | Clerk - High School | 207 | | | |
| | Clerk - Library | 187 | | | |
| | Clerk - Middle School | 187 | | | |
| | Clerk - Office | 187, 197, 207 | | | |
| | Clerk - Special Ed | 187 | | | |
| | Community Liaison - Visiting | 187, 227 | | | |
| | Receptionist/Truancy - High School | 227 | | | |
| 3 | | | Hourly | \$15.90 | \$21.12 |
| | Case Worker | 217 | 187 Days | 23,786 | 31,596 |
| | Clerk - Athletic | 207 | 197 Days | 25,058 | 33,285 |
| | Clerk - Building Elementary | 197 | 217 Days | 27,602 | 36,664 |
| | Clerk - Attendance/PEIMS High School/Choice HS | 197 | 227 Days | 28,874 | 38,354 |
| | Clerk - Attendance/PEIMS Middle School | 197 | | | |
| | 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 | \$16.60 | \$23.16 |
| | Bookkeeper - Middle School | 187 | 187 Days | 24,834 | 34,647 |
| | Clerk - ATC | 197 | 197 Days | 26,162 | 36,500 |
| | Clerk - Autism | 227 | 207 Days | 27,490 | 38,353 |
| | Clerk - 504/Dyslexia | 227 | 227 Days | 30,146 | 42,059 |
| | 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 | 227 | | | |

| 5 | | Hourly | \$17.45 | \$24.35 |
|---|-----|-----------------|----------------|----------------|
| Admin Asst - Director/Bookkeeper | 227 | 217 Days | 30,293 | 42,272 |
| Admin Asst - Office | 227 | 227 Days | 31,689 | 44,220 |
| 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 | | | |
| Clerk - SHARS/Medicaid | 227 | | | |

| 6 | | Hourly | \$19.15 | \$26.71 |
|---|-----|-----------------|----------------|----------------|
| Admin Asst - Chief of Police | 227 | 227 Days | 34,776 | 48,505 |
| 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 | | | |

| 7 | | Hourly | \$21.15 | \$29.53 |
|---|-----|-----------------|----------------|----------------|
| Admin Asst - Exec Director | 227 | 187 Days | 31,640 | 44,177 |
| Buyer - P-Card Administrator - Purchasing | 227 | 197 Days | 33,332 | 46,539 |
| Specialist - Bond Finance | 227 | 227 Days | 38,408 | 53,626 |
| Specialist - Child Care | 197 | | | |
| Specialist - Health Benefits | 227 | | | |
| Specialist - Human Resources | 227 | | | |
| Specialist - Payroll | 227 | | | |

| 8 | | Hourly | \$23.15 | \$32.31 |
|--|-----|-----------------|----------------|----------------|
| Admin Asst - Exec Director Human Resources | 227 | 227 Days | 42,040 | 58,675 |
| Admin Asst - Exec Director Operations | 227 | | | |
| Specialist - International Certification | 227 | | | |

| 9 | | Hourly | \$25.25 | \$35.23 |
|----------|--|---------------|----------------|----------------|
|----------|--|---------------|----------------|----------------|

| | | | | |
|---|-----|-----------------|--------|--------|
| Admin Asst - Chief Academics Officer | 227 | 227 Days | 45,854 | 63,978 |
| Admin Asst - Chief Communications Officer | 227 | | | |
| Admin Asst - Chief Finance Officer | 227 | | | |
| Admin Asst - Chief Human Capital Officer | 227 | | | |
| Admin Asst - Chief of School Leadership | 227 | | | |
| Admin Asst - Chief Student & School Support | 227 | | | |
| Admin Asst - Chief Operations Officer | 227 | | | |
| Admin Asst - Chief Technology Officer | 227 | | | |

| | | | | |
|---|-----|-----------------|----------------|----------------|
| 10 | | Hourly | \$29.80 | \$41.56 |
| Admin Asst - Supt | 227 | 227 Days | 54,117 | 75,473 |
| Specialist - Community Engagement Partnership | 227 | | | |
| Specialist - Student Admissions | 227 | | | |

2026-2027 Auxiliary Pay Plan

Ector County ISD

*Annual amounts are based on 8 hours per day.

| Pay | | | | | |
|----------|--|-----------|-----------------|----------------|----------------|
| Grade | Job Title | Calendars | Hourly | Minimum | Maximum |
| 2 | | | | | |
| | | | Hourly | \$15.50 | \$20.70 |
| | Bus Monitor | 179 | 179 Days | 22,196 | 29,642 |
| | Bus Monitor - Sped | 179 | | | |
| 3 | | | | | |
| | | | Hourly | \$15.85 | \$21.97 |
| | Custodian | 247 | 179 Days | 22,697 | 31,461 |
| | LIFT Monitor | 179 | 247 Days | 31,320 | 43,413 |
| | Night Watchman | 251 | 251 Days | 31,827 | 44,116 |
| 4 | | | | | |
| | | | Hourly | \$16.25 | \$22.67 |
| | Custodian - Asst Head | 247 | 227 Days | 29,510 | 41,169 |
| | Groundskeeper | 247 | 247 Days | 32,110 | 44,796 |
| | Mechanic - Vehicle Lubrication | 227 | | | |
| | Specialist-Campus Safety | 227 | | | |
| | Transportation - Bus Washer | 227 | | | |
| 5 | | | | | |
| | | | Hourly | \$17.00 | \$23.74 |
| | Asst - IM Receiving Warehouse | 227 | 227 Days | 30,872 | 43,112 |
| | Clerk- Mail Carrier | 227 | 247 Days | 33,592 | 46,910 |
| | Custodian - Admin | 247 | | | |
| | Custodian - Head ES | 247 | | | |
| | Custodian - Warehouse | 247 | | | |
| | Technician - Bus Servicer | 227 | | | |
| | Transportation - Tire Servicer | 227 | | | |
| 6 | | | | | |
| | | | Hourly | \$18.00 | \$25.12 |
| | Apprentice - Carpenter | 247 | 227 Days | 32,688 | 45,618 |
| | Apprentice - Electrician | 247 | 247 Days | 35,568 | 49,637 |
| | 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 | \$19.00 | \$26.50 |
| | Caretaker - Stadium | 227 | 227 Days | 34,504 | 48,124 |
| | Custodian - Head HS | 247 | 247 Days | 37,544 | 52,364 |
| | General - Painter | 247 | | | |
| | Maintenance/Groundskeeper | 247 | | | |
| | Roofer | 247 | | | |
| | Stain Finish Worker | 247 | | | |

Technician - Irrigation 247
Warehouse Attendant - Maintenance 247

| 8 | | Hourly | \$20.25 | \$27.97 |
|-----------------------------|-----|-----------------|----------------|----------------|
| Caretaker - Head Stadium | 227 | 207 Days | 33,534 | 46,318 |
| Dispatcher - Transportation | 207 | 227 Days | 36,774 | 50,794 |
| General - Carpenter | 247 | 247 Days | 40,014 | 55,269 |
| Lead - Painter | 247 | | | |
| Lead - Roofer | 247 | | | |
| Masonry | 247 | | | |
| Operator - Heavy Equipment | 247 | | | |
| Welder - Shop | 247 | | | |

| 9 | | Hourly | \$22.50 | \$31.08 |
|--|-----|-----------------|----------------|----------------|
| Cabinet Maker | 247 | 207 Days | 37,260 | 51,468 |
| Electrician - General | 247 | 227 Days | 40,860 | 56,441 |
| Field Trip Scheduler | 207 | 247 Days | 44,460 | 61,414 |
| 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 | | | |

| 10 | | Hourly | \$26.20 | \$36.18 |
|---|-----|-----------------|----------------|----------------|
| Asst - IM Receiving Warehouse | 227 | 227 Days | 47,579 | 65,703 |
| Asst Supervisor - Warehouse Maintenance | 247 | 247 Days | 51,771 | 71,492 |
| 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 | | | |

| 11 | | Hourly | \$30.40 | \$42.00 |
|-----------------------------------|-----|-----------------|----------------|----------------|
| Foreman - Electrician | 247 | 227 Days | 55,206 | 76,272 |
| Foreman - Plumbing | 247 | 247 Days | 60,070 | 82,992 |
| Supervisor - Construction/Roofing | 247 | | | |

| | |
|--|-----|
| Supervisor - Transportation Shop | 227 |
| Supervisor - Transportation Operations | 227 |
| Supervisor - Warehouse Maintenance | 247 |

| BD | | Hourly | \$26.00 | \$31.16 |
|-------------------|-----|-----------------|----------------|----------------|
| Bus Driver | 179 | 179 Days | 37,232 | 44,621 |
| Bus Driver - Sped | 179 | | | |

2026-2027 School Nutrition Pay Plan

Ector County ISD

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

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

| Pay Grade | Job Title | Calendars | Hourly | Minimum | Maximum |
|-----------|---|-----------|-----------------|----------------|----------------|
| 2 | | | Hourly | \$15.50 | \$20.70 |
| | Cafe Worker | 179 | 179 Days | 19,422 | 25,937 |
| | Cook - Asst | 179 | | | |
| 4 | | | Hourly | \$16.35 | \$22.81 |
| | Cook - Lead | 179 | 179 Days | 20,487 | 28,581 |
| | Cook - Head | 179 | | | |
| 5 | | | Hourly | \$17.35 | \$24.23 |
| | Delivery - Warehouse SN | 227 | 181 Days | 25,123 | 35,085 |
| | Manager - School Nutrition ES | 181 | 227 Days | 31,508 | 44,002 |
| 6 | | | Hourly | \$18.50 | \$25.82 |
| | Manager - School Nutrition MS | 181 | 181 Days | 26,788 | 37,387 |
| 7 | | | Hourly | \$20.00 | \$27.90 |
| | Manager - School Nutrition HS | 181 | 181 Days | 28,960 | 40,399 |
| 8 | | | Hourly | \$21.60 | \$30.12 |
| | Asst Supervisor - Warehouse SN | 227 | 181 Days | 31,277 | 43,614 |
| | Dual Manager - School Nutrition | 181 | 227 Days | 39,226 | 54,698 |
| 9 | | | Hourly | \$24.50 | \$34.18 |
| | Technician - School Nutrition Mechanic | 227 | 227 Days | 44,492 | 62,071 |
| 10 | | | Hourly | \$29.65 | \$41.37 |
| | Supervisor - School Nutrition | 227 | 227 Days | 53,844 | 75,128 |
| | Supervisor - Warehouse School Nutrition | 227 | | | |
| | Technician Lead - School Nutrition Mechanic | 227 | | | |

| Group | Stipend | 2026-2027 AMOUNT | Extra Day | Contract Terms | Limit/Qualifications |
|--------------------------------|---|------------------|-----------|----------------|---|
| SIGN ON BONUS/RETENTION | | | | | |
| 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, School Psychologist, Sped Counselor | 2,000 | | | Eligible Employees receive at start of contract |
| RETENTION BONUS | Retention Bonus: SLP, DIAG, School Psychologist, Sped Counselor | 2,000 | | | Eligible Employees receive in June |
| INSTRUCTION | | | | | |
| 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 - 36,000 | | | |
| INSTRUCTION | TIA: Exemplary Designated Teacher | 9,000 - 25,000 | | | |
| INSTRUCTION | TIA: Recognized Designated Teacher | 5,000 - 15,000 | | | |
| INSTRUCTION | TIA: Acknowledged 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 | 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 1,050 | | | \$350 per successfully completed course in teaching area; max \$1,050 per school 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 | 5,000 | | | Teacher of Record |
| INSTRUCTION | Bilingual Certified -Student Support Personnel (Diag, School Psychologist, SLP) | 2,500 | | | Determined by assignment |
| INSTRUCTION | ESL Certified Teacher | 2,600 | | | Elementary Core Content, Secondary ELAR |
| INSTRUCTION | STEM Stipend (STEM Academy campus only) | 500-5000 | | | Determined by STEM |
| ELEMENTARY | | | | | |
| 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 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 | | |
| SECONDARY | HS Cheer Sponsor - Varsity | 5,150 | 10 | | |
| 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) | 5,000 | | | (OHS/PHS) 6 Extra days included in the stipend amount |
| 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) | 4,000 | | | 6 Extra days included in the stipend amount |
| 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 EDUCATOR | | | | | |
| SPECIAL EDUC | SPED Lead: Diag, Speech Path, School Psychologist, Behavior Specialist | 3,500 | | | Diags (2), Bilingual Diag (1), SLP(2), School Psychologist(1), Beh Splclst (1) |
| SPECIAL EDUC | SPED Speech Pathologist Assistant | 3,000 | | | |
| SPECIAL EDUC | SPED SLP (Supervising SLPA) & School Psychologist (Supervising intern), Diag Supervising Ard Facilitator | 1,500 | | | Paid if funds available per SPED Dept |
| 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) | 5,000 | | | For Teachers of Record |
| SPECIAL EDUC | SPED Cert Teacher DHH Teacher of the Auditory Impaired and Teacher of the Visual Impaired (VI) | 4,000 | | | |
| SPECIAL EDUC | SPED Certified Teacher (Resource and/or Inclusion, Co-teach, Adaptive PE, and Music Therapy) | 1,200 | | | |
| SPECIAL EDUC | SPED Special Olympics (adaptive PE) | 4,750 | | | |
| ATHLETICS | | | | | |
| 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 |
| FINE ARTS | | | | | |
| 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 |
| CAREER & TECHNICAL EDUCATION | | | | | |
| CTE | Frost Technical Center Team Lead | 2,500 | | | |
| CTE | Health Sciences Center Team Lead | 2,500 | | | |
| CTE | Sewell Auto Tech Center Team Lead | 2,500 | | | |
| CTE | Culinary Arts Catering & Team Lead | 2,500 | | | |
| CTE | HS CTSO Advisors | 500 | | | CTE Department approval up to 22 teachers |
| OTHER | | | | | |
| 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 - Detective | 200 | | per month/per department approval |
| OTHER | Police Department - Field Training Officer - Certified | 200 | | 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 | 1000 | | |
| OTHER | School Nutrition Certification 2 | 1600 | | |
| OTHER | School Nutrition Certification 3 | 2,000 | | |
| OTHER | School Nutrition Certification 4 | 2,400 | | |
| OTHER | School Nutrition Certification 5 | 3,000 | | |
| OTHER | Strategic Administrative/Teacher Appointment as designated by the Superintendent | 1,250-10,000 | | 1/2 December 1/2 in June |
| OTHER | School Action Fund (SAF) - Lead Teacher | \$3,500 | | Dependent upon SAF Funding |
| OTHER | Teacher Incentive Allotment (TIA) Teacher Retention Incentive | Amount TBD | | Prior Approval Required |
| 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 | 2026-2027 Amount | Pay Basis | Limit/Qualifications |
|---|---|--|------------------|-------------|---|
| CURRICULUM & INSTRUCTION & PROFESSIONAL LEARNING | | | | | |
| 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 | |
| C&I SUMMER LEARNING | | | | | |
| SUMMER LEARNING | Principal | Summer Learning Principal | \$2,000 | | Full SL Session |
| SUMMER LEARNING | Admin Intern | Summer Learning Administrative Intern | \$256 | Per Day | |
| 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 (RN/LVN) | ELEM | \$150 | Per Day | \$50 per hour |
| SUMMER LEARNING | Nurse (RN/LVN) | MS | \$150 | Per Day | \$50 per hour |
| SUMMER LEARNING | Nurse (RN/LVN) | 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 Bilingual 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 Summer Learning Candidates | | \$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 | |
| SUMMER LEARNING | Bus Drivers | Summer Learning Transportation Rates | \$35 | Per Hour | |
| SUMMER LEARNING | Bus Monitors | Summer Learning Transportation Rates | \$18 | Per Hour | |
| HUMAN CAPITAL | | | | | |
| Talent Development | Odessa Pathways to Teaching | OPT Content Tutor | \$40 | Per Hour | |
| Talent Development | Mentor | OPT Summer Learning Candidate Mentor | \$500 | Per Year | Per Apprentice - Max of 2) |
| Talent Development | Principals | Assigned Principal Fellows Mentor | \$1,500 | Per Year | |
| Talent Development | MCL | Teacher Resident Host Mentor | \$1,000 | Per Sem | PREP Allotment |
| Talent Development | Principals | New Principal Mentor | \$500 | Per Sem | |
| Talent Development | Teacher Incentive Allotment | Teacher Focus Group | \$500 | Per Year | Approved by Human Capital |
| 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 | Food Service/Café Worker | \$15.15 | Per Hour | |
| TEMPORARY | Part-Time | Food Service/Café Worker | \$15.15 | Per Hour | |
| 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 | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Timer/Clock | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Announcer | \$125 | Per Game | |
| ATHLETICS | Varsity Football | Ticket Takers/Scanners/Bag Check/Sellers | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Press box | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Ramp Workers HS/MS/Elem Sections | \$50 | Per Game | Track Monitor |
| ATHLETICS | Varsity Football | Gates /-Sideline / Elevator | \$50 | Per Game | |
| ATHLETICS | Varsity Football | PA Spotter | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Chain Crew | \$50 | Per Game | |
| ATHLETICS | Varsity Football | Downbox | \$60 | Per Game | |
| ATHLETICS | Varsity Football | Open Gates Early | \$10 | Per Game | Per Athletic Dept Approval |
| 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 | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Gates | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | PA Spotter | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Chain Crew | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Supervisor | \$70 | Per Game | |
| ATHLETICS | Junior Varsity Football | Announcer | \$60 | Per Game | |
| ATHLETICS | Junior Varsity Football | Scoreboard | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Timer / Clock | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Downbox | \$40 | Per Game | |
| ATHLETICS | Junior Varsity Football | Daktronics and Computer | \$70 | Per Game | |
| ATHLETICS | Middle School Football | Ticket Takers/Scanners/Bag Check/Sellers | \$30 | Per Game | |
| ATHLETICS | Middle School Football | Gates | \$35 | Per Game | |
| ATHLETICS | Middle School Football | Press Box | \$35 | Per Game | |
| ATHLETICS | Middle School Football | Chain Crew | \$35 | 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 and Scanners | \$30 | Per Game | |
| ATHLETICS | High School Basketball | Ticket Taker | \$30 | Per Game | |
| ATHLETICS | High School Basketball | Clock | \$30 | Per Game | |

| | | | | | |
|-----------|-----------------------------|---------------------------------------|------|----------|------------------------------|
| ATHLETICS | High School Basketball | Bookkeeper | \$35 | Per Game | |
| ATHLETICS | High School Basketball | Supervisor | \$50 | Per Game | per Athletic Dept Approval |
| ATHLETICS | Middle School Basketball | Ticket Seller | \$30 | Per Game | |
| ATHLETICS | Middle School Basketball | Ticket Taker | \$30 | Per Game | |
| ATHLETICS | Middle School Basketball | Clock | \$30 | Per Game | |
| ATHLETICS | Middle School Basketball | Bookkeeper | \$30 | Per Game | |
| ATHLETICS | Middle School Basketball | Supervisor | \$50 | Per Game | per Athletic Dept Approval |
| ATHLETICS | High School Volleyball | Ticket Seller and Scanners | \$30 | Per Game | |
| ATHLETICS | High School Volleyball | Ticket Taker | \$30 | Per Game | |
| ATHLETICS | High School Volleyball | Clock | \$30 | Per Game | |
| ATHLETICS | High School Volleyball | Bookkeeper | \$35 | Per Game | |
| ATHLETICS | High School Volleyball | Libero er | \$20 | Per Game | |
| ATHLETICS | High School Volleyball | Supervisor | \$75 | Per Day | Tournament |
| ATHLETICS | Middle School Volleyball | Ticket Seller | \$30 | Per Game | |
| ATHLETICS | Middle School Volleyball | Ticket Taker | \$30 | Per Game | |
| ATHLETICS | Middle School Volleyball | Clock | \$30 | Per Game | |
| ATHLETICS | Middle School Volleyball | Bookkeeper | \$30 | Per Game | |
| ATHLETICS | Middle School Volleyball | Libero er | \$20 | Per Game | |
| ATHLETICS | Middle School Volleyball | Supervisor | \$80 | Per Day | Tournament |
| ATHLETICS | Baseball | Ticket Seller and Scanners | \$35 | Per Game | |
| ATHLETICS | Baseball | Ticket Taker | \$35 | Per Game | |
| ATHLETICS | Baseball | Scorekeeper | \$35 | Per Game | |
| ATHLETICS | Baseball | Pitch Count | \$35 | Per Game | |
| ATHLETICS | Baseball | Announcer | \$50 | Per Game | |
| ATHLETICS | Baseball | Supervisor | \$50 | Per Day | Tourn/Playoffs Approval only |
| ATHLETICS | Softball | Ticket Seller and Scanners | \$35 | Per Game | Gate and back check included |
| ATHLETICS | Softball | Ticket Taker | \$35 | Per Game | |
| ATHLETICS | Softball | Scorekeeper | \$35 | Per Game | |
| ATHLETICS | Softball | Announcer | \$35 | Per Game | |
| ATHLETICS | Softball | Supervisor | \$50 | Per Day | Tourn/Playoffs Approval only |
| ATHLETICS | High School Soccer Var & JV | Ticket Seller, Scanner, and Bag Check | \$35 | Per Game | |
| ATHLETICS | High School Soccer Var & JV | Ticket Taker | \$35 | Per Game | |
| ATHLETICS | High School Soccer Var & JV | Gate | \$35 | Per Game | |
| ATHLETICS | High School Soccer Var & JV | Announcer | \$50 | Per Game | |
| ATHLETICS | High School Soccer Var & JV | Supervisor | \$50 | Per Game | |
| ATHLETICS | High School Soccer JV | Daktronics and Computer | \$60 | Per Game | |
| ATHLETICS | High School Soccer Varsity | Daktronics and Computer | \$60 | Per Game | |
| ATHLETICS | High School Soccer Varsity | Scoreboard | \$40 | Per Game | |

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|-----------|-----------------------------|---|-------------|------------|------------------------------|
| ATHLETICS | High School Soccer Varsity | Timer | \$40 | Per Game | |
| ATHLETICS | Middle School Soccer | Ticket Seller | \$35 | Per Game | |
| ATHLETICS | Middle School Soccer | Ticket Taker | \$35 | Per Game | |
| ATHLETICS | Middle School Soccer | Gate and Bag Check | \$35 | Per Game | |
| ATHLETICS | Middle School Soccer | Supervisor | \$40 | Per Game | |
| ATHLETICS | Middle School Soccer | Announcer | \$40 | Per Game | |
| ATHLETICS | Middle School Soccer | Scoreboard | \$30 | Per Game | |
| ATHLETICS | Middle School Soccer | Timer | \$35 | 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 and Scanners | \$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 | \$100 | Per Day | |
| ATHLETICS | W.TX Relays/Dist/Area Track | Starter | Avg \$150 | Agreed Amt | |

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|--------------------------|------------------------------|--|-----------|-------------|---------------------------------|
| 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 | \$100 | Per Event | |
| ATHLETICS | Graduation | Nurse/Trainer | \$30 | Per Hour | |
| ATHLETICS | Powerlifting | Judge | \$125 | Per Event | Program Comp Operator/Judge |
| ATHLETICS | Powerlifting | Table Admin Assistant | \$25 | Per Event | Expeditor/Table Admin Assistant |
| ATHLETICS | Cheerleading | Judges | \$200 | Per Event | Judges |
| 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 | |
| FINE ARTS | | | | | |
| 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 | |
| ACADEMIC CONTESTS | | | | | |
| 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 | |

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|-------------------|--------------------------------|--|-------------|-------------|---------------------------------|
| 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 | |
| CAMPUS | | | | | |
| CAMPUS | Science Liaison (Lamar only) | | \$1,600 | Per Year | |
| CAMPUS | "Just Say No" Sponsor | | \$300 | Per Year | |
| OTHER | | | | | |
| 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 | Teacher of Record/CaseLoad Enhancement | \$3,500 | Per Sem | Approval req.Paid January/June |
| OTHER | Enhancement/Staffing | Daily Conference Coverage/Sub Shortage | \$21 | Per Day | Principal Approval required |
| OTHER | FAFSA Night Support | FAFSA Night Support | \$32 | Per Hour | Principal Approval required |
| 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 | Parent Asistance Services | Professionals | \$32 | Per Hour | |
| OTHER | Parent Asistance Services | Paraprofessionals | \$18 | Per Hour | |
| 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 | |

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|-------|--------------------------------------|---|-------------|----------------|---|
| OTHER | Special Education Program | In-Home Trainer | \$17 | Per Hour | Off-Duty |
| OTHER | SPED: Diag, School Psychologist, 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) Family Engagemnt Planning.Events | Varies | | \$360/day; \$180 per 1/2 day; or \$32/hour |
| OTHER | Teacher Incentive Allottment (TIA) | TIA Assessment Creation/Implementation | \$500 | Per Assessment | Prior Approval Required |
| 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 |

Ector County ISD
2026-2027 New Hire Guide for
Teachers with Resident Enhanced Certification
\$63,200 starting

| Years of Experience | PROPOSED 26-27 New Hire Salary |
|---------------------|-----------------------------------|
| 0 | \$63,200 |
| 1 | \$64,050 |
| 2 | \$64,900 |
| 3 | \$65,750 |
| 4 | \$66,600 |
| 5 | \$67,450 |
| 6 | \$68,300 |
| 7 | \$69,150 |
| 8 | \$70,000 |
| 9 | \$70,850 |
| 10 | \$71,700 |
| 11 | \$72,200 |
| 12 | \$72,700 |
| 13 | \$73,200 |
| 14 | \$73,700 |
| 15 | \$74,200 |
| 16 | \$74,700 |
| 17 | \$75,200 |
| 18 | \$75,700 |
| 19 | \$76,200 |
| 20 | \$76,700 |
| 21 | \$77,200 |
| 22 | \$77,700 |
| 23 | \$78,200 |
| 24 | \$78,700 |
| 25 | \$79,200 |
| 26 | \$79,700 |
| 27 | \$80,200 |
| 28 | \$80,700 |
| 29 | \$81,200 |
| 30+ | \$81,700 |

The salaries listed above are based on 10-month employment for the 2026-2027 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

ECISD Teacher Incentive Allotment SPENDING PLAN

Allotment

The TIA Spending Plan is included as part of the District's compensation plan adopted each year according to the Board calendar.

TEA Statute requires that 90% of TIA funds be distributed directly to teachers.

TEA Statute allows 10% of the TIA funds to be retained by the District for program implementation. ECISD will retain 10% of the total allotment.

Pursuant to Texas Education Code (TEC) Section 48.112(i)(1)(A)(B), a District shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed on the campus at which the teacher for whom the District received the allotment is employed and any other funds received under this section were used for costs associated with implementing Section 21.3521(Local Optional Teacher Designation System), including efforts to support teachers in obtaining designations.

100% of generated funds are paid by August 31st each year according to the TEA Guidebook Spending Requirements.

Allotment Payout Timeline

TEA notifies the District in February if the data submission from the previous October has been fully accepted or not. If full acceptance of the data submission is granted, teachers will receive the 90% of the generated allotment in one lump sum in June. The allotment is TRS eligible and subject to Federal, State, local fees and taxes.

If a designated teacher meets all eligibility requirements for strategic compensation and then retires or resigns from the District effective at the completion of the teacher's contract, the teacher will receive the allotment payout as scheduled. The teacher will be responsible for providing the District with correct forwarding information in Employee Self Service (ESS) so the strategic compensation can be successfully remitted, if needed.

If a designated teacher resigns after the Winter Class Roster and before the end of the contract year the generated allotment will be distributed to the campus.

If a designated teacher does not meet the local eligibility of 90% attendance for two consecutive years, the generated allotment is distributed to the campus.

If a designated or a NBCT moves to the district, the same eligibility and guidelines are used for allotment distribution as with current designated teachers in the districts.

Allotment Amount

The allotment amount generated for a designated teacher is determined by TEA based on the campus location of the Teacher of Record (TOR/ST) at Winter Class Roster submission in February. TEA generates the amount according to the TIA funding website at <https://tiatexas.org/funding/#>.

Allotment Payout and Calculation

The “net” allotment amount received by the teacher in June is approximately 56% of the total allotment generated by the designation after Federal, State, and local taxes and fees are applied.

The taxes and fees amount that total to approximate 44% are:

- 12% is deducted from 90% of the total allotment. The 12% is known as employer fees. This 12% is deducted before the new total amount is entered for the employee.

The new total is the amount shown on the employee’s pay stub titled “Bonus-Other”. Personal employee taxes and fees are then deducted in the approximate amounts:

- 8.00% TRS
- 0.65% TRS Care (Insurance)
- 1.45% Medicare
- 22.0% Federal withholding

Therefore, by adding $12\% + 8.65\% + 1.45\% + 22\% =$ approximately 44% of the total generated allotment. These rates may vary slightly and are dependent upon Federal and State tax and fee guidelines.