

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT COMPENSATION RESOURCE MANUAL 2026-2027

Updated 11/17/2026

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			
	Coordinator - Education Foundation Marketing & Events	227			
	Coordinator - Purchasing	227			
	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			
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			
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
Digital Learning Specialist	207		**207 Days**	68,600	92,811
Dual Language Specialist	187		**217 Days**	71,914	97,294
Instructional Coach	187		**227 Days**	75,228	101,778
Interventionist - AEC	187				
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			
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 Scocial 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 Dietition - 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 - ATLAS Center	227	**227 Days**	85,034	119,870
Asst Principal - High School	217, 227			
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			
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			
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			
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			
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 - Support	227	**227 Days**	44,129	61,562
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	**227 Days**	87,772	122,457
	Manager - Network Hardware	227			

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

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		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			
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			
	Child Care Provider	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		**187 Days**	34,109	47,573
Licensed Vocational Nurse	187				
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		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		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
Grounds - Certified Applicator/IPM	247			
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		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
Incentive Stipend	ECISD 2026-2027 Incentive Stipend	TBD			1-time Incentive Stipend for qualified Full-Time ECISD Employees
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	SEC Distance Allowance	1,000			Vasquez
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 EDUCATON					
SPECIAL EDUC	SPED Lead: Diag, Speech Path, School Psychologist, Behavior Specialist	3,500			Diags (2), Bilingual Diag (1), SLP(2), School Psychologist(1), Beh Spclst (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 Allottment (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	$300	Per Day	6 Hours
SUMMER LEARNING	Teacher	Camp SIP Teacher	$300	Per Day	6 Hours
SUMMER LEARNING	Teacher	6-8 Teacher	$300	Per Day	6 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 Academic	$300	Per Day	$1,000 + $300/day - only to be paid for off-contract days.
SUMMER LEARNING	Counselor	High School / SAS	Daily Rate	Per Day	$50 per hour
SUMMER LEARNING	Nurse (RN/LVN)	ELEM	$150	Per Day	6 Hours
SUMMER LEARNING	Nurse (RN/LVN)	MS	$150	Per Day	6 Hours
SUMMER LEARNING	Nurse (RN/LVN)	HS	$300	Per Day	6 Hours
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 Summer Learning Candidates		$20	Per Hour	
SUMMER LEARNING	TPRS Child Care Worker		$18	Per Hour	

SUMMER LEARNING	Professional Development	SL Teachers	$200	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	Instructional Coach	$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	
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	
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	
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 Asisstance Services	Professionals	$32	Per Hour	
OTHER	Parent Asisstance 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	
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.