



Amended date: January 6, 2020

**2019-2020
Salary Schedules**

and

**2019-2020 Schedule for
Supplemental Duty Pay**

Available online at:

www.hebisd.edu

Click on: District Departments/Human Resources

Hurst-Euless-Bedford Independent School District

THIS SALARY SCHEDULE BOOK IS FOR THE 2019-2020 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2019-2020 school year may be obtained from this information.

The local Board of Trustees adopts a new salary schedule each year. If a raise is given, it is based on a percent increase of the daily midpoint of each pay grade or a percent increase of the individual salaries. There are NO “step raises” given automatically. The “step raise” concept was eliminated from state funding of public education personnel in 1984. In its place is a state mandated minimum salary schedule. In 2019-2020 the state minimum salary schedule and other state mandated minimum salary calculations are applicable to classroom teachers, full-time speech pathologists, full-time librarians, full-time counselors and full-time registered nurses. A local district may pay any amount above the state minimum at its discretion. The local school board also has full discretion in determining salaries of those employees not specifically covered by the state minimum salary schedule and/or state minimum salary calculations.

Nothing in this booklet shall be understood, interpreted, or construed as being a promise or offer of continued or future employment. Nothing in this booklet creates or is intended to create, implies or is intended to imply that a contract exists between Hurst-Euless-Bedford ISD and any employee other than that provided in state law or local policy.

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Please contact the Human Resources Office at (817) 399-2016 for questions or clarifications.

**Hurst-Eules-Bedford Independent School District
2019 - 2020
TEACHER SALARY SCHEDULE**

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$57,000	\$59,000	\$61,000
1	\$57,443	\$59,513	\$61,583
2	\$58,349	\$60,470	\$62,592
3	\$58,975	\$61,139	\$63,303
4	\$59,631	\$61,859	\$64,089
5	\$60,559	\$63,005	\$65,023
6	\$60,860	\$63,425	\$65,944
7	\$60,872	\$63,544	\$66,658
8	\$60,883	\$63,666	\$67,375
9	\$60,897	\$64,035	\$67,992
10	\$61,363	\$64,160	\$68,154
11	\$62,070	\$64,237	\$68,212
12	\$62,232	\$64,330	\$68,380
13	\$62,378	\$64,463	\$68,542
14	\$62,415	\$64,862	\$68,949
15	\$63,442	\$66,158	\$70,328
16	\$63,610	\$66,589	\$71,148
17	\$63,651	\$66,794	\$72,570
18	\$64,145	\$67,128	\$72,814
19	\$64,282	\$67,306	\$73,064
20	\$65,470	\$67,822	\$73,118
21	\$65,568	\$68,351	\$73,386
22	\$66,299	\$69,279	\$73,645
23	\$66,598	\$69,566	\$73,944
24	\$66,651	\$69,843	\$74,229
25	\$68,256	\$70,307	\$74,597
26	\$70,001	\$72,018	\$75,918
27	\$71,136	\$73,157	\$77,438
28	\$71,986	\$74,011	\$77,780
29	\$72,137	\$75,110	\$79,118
30	\$73,951	\$76,404	\$80,456
31	\$74,824	\$77,858	\$82,800
32	\$75,806	\$78,277	\$84,457
33	\$76,744	\$79,019	\$84,938
34	\$76,971	\$79,935	\$85,232
35	\$77,656	\$81,341	\$85,844
36	\$79,012	\$82,700	\$87,719
37	\$79,421	\$83,147	\$89,474
38	\$79,802	\$83,594	\$90,056
39	\$80,810	\$84,505	\$90,197
40	\$81,462	\$85,553	\$90,762
41	\$82,481	\$86,583	\$91,370
42	\$83,103	\$87,284	\$91,836

This schedule is applicable for the 2019-2020 school year only. Neither past nor future salaries can be accurately calculated or predicted from this schedule. The HEB ISD Board of Trustees approves a teacher salary schedule on an annual basis.

This salary schedule is based on 187 days. If the number of state contract days is reduced, this reduction in days may result in a reduction in pay.

Degrees will be verified and only awarded from a regionally accredited college or university as per Board Policy DBA (Local).

**HURST - EULESS - BEDFORD ISD
2019-2020**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 01

Lead Truancy Officer
Truancy Officer

Community Relations Liaison
Stadium Manager

Staff Accountant

		Minimum	Midpoint	Maximum
	DAILY	\$253.12	\$320.63	\$388.14
	RATE			
187	DAYS	\$47,333	\$59,958	\$72,582
200	DAYS	\$50,624	\$64,126	\$77,628
210	DAYS	\$53,155	\$67,332	\$81,509
230	DAYS	\$58,218	\$73,745	\$89,272
240	DAYS	\$60,749	\$76,951	\$93,154

PAYGRADE 02

Instructional Technology Specialist
Insurance & Contract Specialist
Content & Marketing Specialist

Public Relations & Marketing Specialist
Executive Assistant (Board & Superintendent)
Technology Support Specialist (Instruction)

Physical Therapist
Occupational Therapist

		Minimum	Midpoint	Maximum
	DAILY	\$300.38	\$380.81	\$461.24
	RATE			
187	DAYS	\$56,171	\$71,211	\$86,252
210	DAYS	\$63,080	\$79,970	\$96,860
220	DAYS	\$66,084	\$83,778	\$101,473
240	DAYS	\$72,091	\$91,394	\$110,698

PAYGRADE 03

Counselor
SLP Facilitator

Social Worker
LCSW-Student Intervention

Support Specialist

		Minimum	Midpoint	Maximum
	DAILY	\$314.92	\$392.00	\$469.08
	RATE			
192	DAYS	\$60,465	\$75,264	\$90,063
200	DAYS	\$62,984	\$78,400	\$93,816
205	DAYS	\$64,559	\$80,360	\$96,161
210	DAYS	\$66,133	\$82,320	\$98,507
215	DAYS	\$67,708	\$84,280	\$100,852
220	DAYS	\$69,282	\$86,240	\$103,198
240	DAYS	\$75,581	\$94,080	\$112,579

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 04

Assistant Principal, Elementary
Safety/Ath. Trainer, Stadium

Diagnostician
Elementary DAEP Administrator

		Minimum	Midpoint	Maximum
	DAILY	\$339.32	\$407.44	\$475.56
	RATE			
210	DAYS	\$71,257	\$85,562	\$99,868
220	DAYS	\$74,650	\$89,637	\$104,623
230	DAYS	\$78,044	\$93,711	\$109,379
240	DAYS	\$81,437	\$97,786	\$114,134

PAYGRADE 05

Assistant Principal, HS/JH
Assistant Principal, BCTEA

Coordinator, Athletics (Campus)
LSSP-Student Intervention

		Minimum	Midpoint	Maximum
	DAILY	\$364.37	\$427.48	\$490.59
	RATE			
200	DAYS	\$72,874	\$85,496	\$98,118
210	DAYS	\$76,518	\$89,771	\$103,024
220	DAYS	\$80,161	\$94,046	\$107,930
230	DAYS	\$83,805	\$98,320	\$112,836
240	DAYS	\$87,449	\$102,595	\$117,742

PAYGRADE 06

Director, Child Nutrition Services
Director, Transportation
Director, Purchasing
Coordinator, DAEP/Truancy
Quality Officer

Coordinator, Health Services
Coordinators, Educational Operations
Coordinators, Human Resources
Benefits and Risk Manager
Coordinator, Extended Day

Coordinator, Budget
Payroll Administrator
Head Football Coach, HS
Head Band Director, HS

		Minimum	Midpoint	Maximum
	DAILY	\$392.31	\$460.35	\$528.39
	RATE			
220	DAYS	\$86,308	\$101,277	\$116,246
230	DAYS	\$90,231	\$105,881	\$121,530
240	DAYS	\$94,154	\$110,484	\$126,814
248	DAYS	\$97,293	\$114,167	\$131,041

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 07

Director, Information Services Director, Maintenance & Operations Director, Finance
Director, PEIMS

			Minimum	Midpoint	Maximum
	DAILY	RATE	\$419.30	\$492.09	\$564.88
	230	DAYS	\$96,439	\$113,181	\$129,922
	240	DAYS	\$100,632	\$118,102	\$135,571
	248	DAYS	\$103,986	\$122,038	\$140,090

PAYGRADE 08

Principal, Elementary Director, Visual & Performing Arts Director, Athletics
Director, Career & Technical Education Director, Curriculum
Chief Public Relations and Marketing Officer

			Minimum	Midpoint	Maximum
	DAILY	RATE	\$490.70	\$541.79	\$592.88
	220	DAYS	\$107,954	\$119,194	\$130,434
	230	DAYS	\$112,861	\$124,612	\$136,362
	240	DAYS	\$117,768	\$130,030	\$142,291

PAYGRADE 09

Principal, Junior High Principal, FEW Center

			Minimum	Midpoint	Maximum
	DAILY	RATE	\$521.05	\$575.03	\$629.01
	220	DAYS	\$114,631	\$126,507	\$138,382
	230	DAYS	\$119,842	\$132,257	\$144,672

PAYGRADE 10

Principal, High School Director, Special Education

			Minimum	Midpoint	Maximum
	DAILY	RATE	\$546.71	\$603.42	\$660.13
	240	DAYS	\$131,210	\$144,821	\$158,431

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 11

Assistant Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$581.82 \$139,637	\$642.20 \$154,128	\$702.58 \$168,619

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$770.53 \$184,927	\$800.06 \$192,014	\$829.59 \$199,102

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**TECHNICAL
Job Classification
Pay Schedule**

Daily rates determined on 7.75 hour work day for non-exempt and full time employees.

PAYGRADE 01

Campus Technology Assistant

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.03	\$19.62	\$23.22

PAYGRADE 02

Technology Support Specialist (Network, Cognos)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.80	\$25.02	\$29.24

PAYGRADE 03

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$22.78	\$27.45	\$32.12

PAYGRADE 05

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.59	\$38.35	\$45.10

PAYGRADE 06

Desktop Software Support

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.14	\$40.20	\$47.27

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**TECHNICAL
Job Classification
Pay Schedule**

PAYGRADE 07

Computer Programmer/Analyst

System Administrator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$40.15	\$47.57	\$54.99

PAYGRADE 08

Certified Network Engineer (CNE)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$41.93	\$50.33	\$58.72

PAYGRADE 10

Director, Technical Services

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$48.54	\$56.94	\$65.33

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**PARAPROFESSIONAL
Job Classification
Pay Schedule**

Full time campus paraprofessionals are paid on a 7.5 hour workday and a maximum 37.5 hour work week. 50% part time paraprofessionals are paid for a maximum 18.75 hour work week. The campuses are generally open from 8:00 am to 4:00 pm each day. The campus administrator may vary the start and end time for employees to ensure efficient operations of the campus.

Full time Central Administrative Complex paraprofessionals are paid on a 7.75 hour workday and a maximum 38.75 hour work week. 50% part time paraprofessionals are paid for a maximum 19.375 hour work week. The office hours are generally 8:00 am to 4:30 pm.

PAYGRADE TA

Teacher Assistant	Library Assistant		Behavior Assistant
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$15.91	\$19.50
			\$23.09

PAYGRADE S1

Secretary, Campus-General	Secretary, Transition Center		Secretary, Data Entry
Secretary, Asst. Principal-HS	Secretary, Career & Technology		Secretary, Attendance
Secretary, Counselor	Receptionist, Campus		Office Assistant, Campus
Secretary, Registrar	Secretary, Special Education		
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$18.06	\$22.18
			\$26.30

PAYGRADE S2

Receptionist, Administration	Secretary, Special Education		Secretary, Purchasing
Secretary, Coordinator	PEIMS/Federal Programs Data Specialist		Secretary, Truancy
Secretary, Assessment	PEIMS/Student Records Specialist		Parent Liaison
Secretary, Substitute	Bookkeeper, Maintenance/Child Nutrition		
Bookkeeper, Extended Day	Accounting Assistant (Vendor Payables)		
	Minimum	Midpoint	Maximum
HOURLY	RATE	\$20.02	\$24.65
			\$29.27

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**PARAPROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE S3

Secretary, Director	Certification Specialist	Payroll Specialist
Secretary, Human Resources	Secretary, Coordinator-AEP/Truancy	Bookkeeper, HS
Secretary, Principal-FEW/JH/EL	Licensed Vocational Nurse (LVN)	PEIMS Specialist
Secretary, Superintendent's Office	Accounting Assistant (Cash Receipts & Budget, Requisitions Accounting)	

	Minimum	Midpoint	Maximum
HOURLY RATE	\$23.19	\$27.87	\$32.56

PAYGRADE AA

Administrative Assistant, Deputy Supt.	Payroll Manager
Administrative Assistant, Assistant Supt.	Accounting Manager
Administrative Assistant, Principal-HS	

	Minimum	Midpoint	Maximum
HOURLY RATE	\$27.30	\$32.93	\$38.56

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**AUXILIARY
Job Classification
Pay Schedule**

Daily rates listed below based on an 8 hour workday and maximum 40 hour work week.

PAYGRADE 01

Custodian		Campus Facility Monitor		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$12.80	\$16.77	\$20.73

PAYGRADE 02

Head Custodian, Elem/JH Asst Head Custodian, HS		Grounds		
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$14.13	\$18.27	\$22.41

PAYGRADE 04

Head Custodian, HS/ADM Maintenance Helper		Playground Specialist Irrigation Specialist		Lead Grounds Warehouse Delivery
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$17.40	\$22.60	\$27.81

PAYGRADE 05

Printer Maintenance Dispatcher		Maintenance I HVAC Technician I		Energy Specialist District Facility Monitor
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$20.41	\$25.09	\$29.77

PAYGRADE 06

Maintenance II HVAC Technician II		Energy Auditor Instructional Materials Coordinator		Irrigator
		Minimum	Midpoint	Maximum
HOURLY	RATE	\$23.97	\$27.91	\$31.86

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**AUXILIARY
Job Classification
Pay Schedule**

PAYGRADE 07

Maintenance III
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.31	\$31.91	\$36.49

PAYGRADE 08

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.15	\$36.49	\$41.83

PAYGRADE 09

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.60	\$41.77	\$47.95

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**TRANSPORTATION
Job Classification
Pay Schedule**

BUS DRIVERS

	DAILY RATE
Regular Routes - Double	\$105.62
Regular Double with Noon Route	\$137.97
Regular Routes - Triple	\$133.33
Regular Triple with Noon Routes	\$165.68
Tech Center Routes	\$154.11
Noon Route	\$32.35

BUS MONITORS

	DAILY RATE
Regular Routes - Double	\$54.79
Regular Routes with Noon Route	\$76.42
Regular Route - Triple	\$70.50
Regular Route - with Noon Route	\$92.12
Noon Route	\$21.63

PAY FOR EXTRA-CURRICULAR TRAVEL AND NON CDL DRIVERS

Bus Drivers will be paid at the rate of \$18.79 per hour for summer school and with a minimum of 2.5 hours for field trips scheduled after 4:30 PM on school days, on weekends, and holidays. See Transportation Handbook for details. Drivers not required to attain Commercial Drivers License for 14 Passenger Buses will be paid \$18.79 per hour.

PAY FOR LENGTH OF SERVICE

Child Nutrition Managers, Assistant Managers, and Bus Drivers will receive pay for length of service in HEB ISD as follows:

YEARS	RECOGNITION
4	\$150
9	\$300
14	\$450
19	\$600

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**TRANSPORTATION
Job Classification
Pay Schedule**

PAYGRADE 05

Fleet Mechanic

Dispatcher

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.41	\$25.09	\$29.77

PAYGRADE 07

Coordinator

Fleet Maintenance Shop Foreman

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.31	\$31.91	\$36.49

PAYGRADE 09

Fleet Maintenance Manager

Operations Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.60	\$41.77	\$47.95

HURST - EULESS - BEDFORD ISD
2019 - 2020

CHILD NUTRITION SERVICES
Job Classification
Pay Schedule

PARAPROFESSIONAL SCHEDULE

PAYGRADE S2

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.02	\$24.65	\$29.27

PAYGRADE S3

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.19	\$27.87	\$32.56

CHILD NUTRITION SCHEDULE

PAYGRADE 01

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$13.46	\$17.22	\$20.91

PAYGRADE 03

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.14	\$20.77	\$25.38

PAYGRADE 04

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$17.80	\$22.96	\$28.14

PAYGRADE 05

Cafeteria Manager, HS/CTEA

Project Manager

Warehouse Delivery/Maintenance Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.82	\$25.45	\$30.08

**HURST - EULESS - BEDFORD ISD
2019 - 2020**

**CHILD NUTRITION SERVICES
Job Classification
Pay Schedule**

PAYGRADE 06

Catering/Event Planner

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.33	\$28.22	\$32.14

PAYGRADE 09

Supervisor

Supervisor II (Dietician License)

CNS Chef

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$35.94	\$41.96	\$48.07

**2019-2020 Schedule for Supplemental Duty Pay Effective
January 6, 2020**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
ACTIVITY - High School	Academic - International Baccalaureate Campus Coordinator	\$9,051.00	Annual
	National Honor Society	\$1,655.00	Annual
	Band - Head Director	Part of Salary	220
	Band - Assistant Director	\$12,694.00	Annual
	Choir - Head Director	\$12,694.00	Annual
	Choir - Assistant Director	\$5,629.00	Annual
	Drug Education Coordinator	\$1,104.00	Annual
	Journalism - Newspaper Sponsor	\$2,318.00	Annual
	Lead Counselor	\$2,760.00	Annual
	Part Time Counselor	\$35.00	Per Hour
	Orchestra Director	\$12,694.00	Annual
	Student Council Sponsor	\$1,655.00	Annual
	Theatre Arts/Drama Director	\$7,726.00	Annual
	Yearbook Sponsor	\$2,649.00	Annual
	Creativity Action Services - IB	\$2,428.00	Annual
	Speech (Coaching Debate and Competitive Squads)	\$3,863.00	Annual
	Extended Essay Coordinator - IB	\$2,428.00	Annual
ACTIVITY - Junior High School	Band - Head Director	\$12,694.00	Annual
	Band - Assistant Director	\$7,120.00	Annual
	Choir - Head Director	\$5,629.00	Annual
	Newspaper	\$1,104.00	Annual
	Orchestra Director	\$5,629.00	Annual
	Orchestra Assistant Director	\$4,100.00	Annual
	Theatre Arts/Drama Director - Harwood JH/Bedford JH Schools of Choice	\$1,538.00	Annual
	Student Council Sponsor	\$1,104.00	Annual
	Yearbook	\$1,104.00	Annual
ACTIVITY - Secondary	Lead Teacher - Secondary (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$5,519.00	Annual
	Lead Teacher - Secondary (World Languages)	\$2,760.00	Annual
	Lead Teacher - FEW Center (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$2,705.00	Annual
	Test Administrator	\$26.00	Per Hour
	Test Proctor	\$20.00	Per Hour
	SAT/ACT Test Preparation Instructor (Outside Normal Duties)	\$30.00	Per Hour
	Teaching Extra Class	\$3,300.00	1 class/per semester
	Teaching Extra Class	\$2,200.00	1 class/per trimester
	Tutor/Interventionist/Attendance Center/Detention Supervision	\$21.00	Per Hour
	Robotics Team Coach	\$1,500.00	Annual
	Drone Team Coach	\$1,500.00	Annual
	Cyber Team Coach	\$1,500.00	Annual
	Fire Academy Sponsor	\$1,500.00	Annual
	BCTEA Camp Connect	\$1,500.00	Annual
ACTIVITY - Elementary	Elementary Orchestra Director	\$3,863.00	Annual
	Elementary Honor Choir Director	\$3,863.00	Annual
	Part-Time Instructional Specialist/Coach (Title and Non-Title)	\$25.00	Per Hour
	Elementary Tutor - Full-Time Certified Teacher (Employed by HEB)	\$21.00	Per Hour
	Elementary Interventionist - Part Time Temporary Certified Teacher (Not Employed by HEB)	\$21.00	Per Hour
	Title I Instructional Teacher Assistant (Employed by HEB)	\$10.50	Per Hour
	Title I Part Time Temporary Instructional Teacher Assistant (Not Employed by HEB)	\$10.50	Per Hour
	Non-Title I Part Time Temporary Instructional Teacher Assistant (Not Employed by HEB)	\$10.50	Per Hour
	Title I Crate/Family Engagement Facilitator (Teacher)	\$1,000.00	Annual
	Bilingual Teacher, Bilingual Administrator and Spanish Immersion Teacher Stipend	\$3,863.00	Annual
	Curriculum Writers	\$30.00	Per Hour
	P.E.E.P.S. (Prekinder Early Education Program for Students) Lead Assistant	\$1,104.00	Annual
	Lead Teacher - Elementary (PreK - 6th Grade)	\$1,104.00	Annual / + \$50 per tchr > 2 tchrs on a team
	Lead Dyslexia Specialist	\$2,500.00	Annual
	Lead Teacher - Bilingual	\$1,500.00	Annual
	Lead Teacher - ESL	\$1,000.00	Annual
	P.E. Team Coordinator	\$1,000.00	Annual

Schedule for Supplemental Duty Pay 2019 - 2020

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
ACTIVITY - Elementary Cont.	Extended Day Academy Site Manager	\$21.00	Per Hour
	Extended Day Academy Site Assistant Manager	\$15.00	Per Hour
	Extended Day Academy Staff	\$10.50	Per Hour
	Advanced Academics Rising Stars (Summer) Instructor	\$30.00	Per Hour
	Advanced Academics Super Saturday Instructor	\$30.00	Per Hour
ALL LEVELS	New Teacher Training Stipend (Zero-Year or New to District)	\$250.00	Annual (Up to a Maximum of \$500)
	New Administrator Training (New to District)	\$250.00	Annual
	Teacher and Professional Staff Professional Development Stipend (Required Attendance Outside Work Calendar), if applicable	\$120.00	Per Day
	Professional Development Preparation (Outside Work Calendar)	\$20.00	Per Hour (Up to a maximum of six hours per PD presentation)
	Professional Development Presentation (Outside Work Calendar)	\$36.00	Per Hour
	Curriculum Development Supplement	\$1,500.00	Annual
	Dyslexia Testing	\$30.00	Per Hour
	Campus Technology Assistant (with completed certification)	\$4,000.00	Annual
	Translator/Interpreter	\$21.00	Per Hour
Allowance	Traveling Teacher - Two schools per day	\$660.00	Annual
	Traveling Teacher - Three schools per day	\$990.00	Annual
	Traveling Teacher - Four or more schools per day	\$1,320.00	Annual
Allowance - Paraprofessional	Paraprofessional/Technical Paygrade 1 - Two schools per day	\$660.00	Annual
	Paraprofessional/Technical Paygrade 1 - Three schools per day	\$990.00	Annual
	Paraprofessional/Technical Paygrade 1 - Four or more schools per day	\$1,320.00	Annual
Rate of Pay - Paraprofessional	Paraprofessional Professional Development Stipend (Required Attendance Off Duty), if applicable	\$50.00	Per Day
	Paraprofessionals - STEM (Staff Training for Effective Management)	\$60.00	Annual
	Paraprofessional (Outside Work Calendar)	\$10.50	Per Hour
	Registration/Data Entry - Paraprofessionals and Professional (Outside Work Calendar)	\$10.50	Per Hour
	Paraprofessional (Outside Normal Duties)	\$10.50	Per Hour
ACTIVITY - Special Education	Paraprofessional - Special Education Teacher Asst. - PALS, FACI, BI, PPCD, PALS, & PACES	\$900.00	Annual
	Special Olympics District Coordinator (One per District)	\$4,000.00	Annual
	Speech Language Pathologist - Certificate of Clinical Competency	\$3,000.00	Annual
	Speech Language Pathologist - Lead Therapist	\$2,500.00	Annual
	Speech Therapy Assistant/CFY Supervisor	\$500.00	Annual per CFY
	Teachers/Therapists/Specialists (Part Time Temporary)		
	AI Teachers	\$40.00	Per Hour
	Music Therapists	\$40.00	Per Hour
	Occupational Therapists	\$45.00	Per Hour
	Physical Therapists	\$56.10	Per Hour
	Speech Therapists	\$50.00	Per Hour
	Licensed Specialists in School Psychology (LSSP)	\$63.00	Per Hour
	Board Certified Behavior Analyst (BCBA)	\$2,000.00	Annual

**Schedule for Supplemental Duty Pay
2019 - 2020**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
ACTIVITY - Summer School	Elementary Summer School Coordinator (Elementary - A/I Programs)	\$6,600.00	Summer
	Elementary Summer School Assistant Coordinator (Accelerated Instruction)	\$4,320.00	Summer
	Elementary Summer School Assistant Coordinator (Early Language Proficiency)	\$4,320.00	Summer
	Elementary Summer School Teacher (AI/Special Education/Kinder through Sixth Grade)	\$24.00	Per Hour
	Elementary Summer School Teacher (ELP, Pre K, and Kinder)	\$24.00	Per Hour
	Elementary Summer School Nurse	\$24.00	Per Hour
	Elementary Summer School Teacher Assistant (AI/ELP)	\$12.00	Per Hour
	Elementary Summer School Secretary (AI/ELP - Outside Work Calendar)	\$16.50	Per Hour
	Elementary Summer School Computer Technology Assistant	\$12.00	Per Hour
	Secondary Summer School Coordinator (Secondary AI)	\$6,820.00	Summer
	Secondary Summer School Coordinator (Regular Summer School)	\$5,619.00	Summer
	Secondary Summer School Assistant Coordinator (AI)	\$4,282.00	Summer
	Secondary Summer School Teacher (Seventh and Eighth Grade)	\$24.00	Per Hour
	Secondary Summer School Teacher (End of Course)	\$30.00	Per Hour
	Secondary Summer School Teacher (Credit Recovery - Trimester)	\$24.00	Per Hour
	Secondary Summer School Teacher (Credit Advancement/ESL - Semester)	\$24.00	Per Hour
	Secondary Summer School Secretary (AI/Regular Summer School - Outside Work Calendar)	\$16.50	Per Hour
	Secondary Summer School Computer Technology Assistant	\$12.00	Per Hour
	Secondary Summer School Nurse	\$24.00	Per Hour

**Schedule for Supplemental Duty Pay
2019 - 2020**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
SPORT - High School	Athletic Coordinator	\$4,415.00	Annual
	Baseball - Head Coach	\$9,051.00	Annual
	Baseball - Assistant Coach	\$7,064.00	Annual
	Basketball - Head Coach	\$11,314.00	Annual
	Basketball - Assistant Coach	\$7,064.00	Annual
	Football - Head Coach	Part of Salary	Annual
	Football - Offensive Coordinator	\$8,721.00	Annual
	Football - Defensive Coordinator	\$8,721.00	Annual
	Football - Assistant	\$8,002.00	Annual
	Golf - Head Coach	\$9,990.00	Annual
	Gymnastics - Head Coach	\$9,990.00	Annual
	Soccer - Head Coach	\$9,051.00	Annual
	Soccer - Assistant Coach	\$7,064.00	Annual
	Softball - Head Coach	\$9,051.00	Annual
	Softball - Assistant Coach	\$7,064.00	Annual
	Swimming - Head Coach	\$9,051.00	Annual
	Tennis - Head Coach	\$9,990.00	Annual
	Tennis - Assistant Coach	\$7,064.00	Annual
	Track - Head Coach	\$9,051.00	Annual
	Track - Assistant Coach	\$7,064.00	Annual
	Track - Cross Country Head Coach	\$9,051.00	Annual
	Track - Cross Country Assistant Coach	\$7,064.00	Annual
	Volleyball - Head Coach	\$9,051.00	Annual
	Volleyball - Assistant Coach	\$7,561.00	Annual
	Wrestling - Head Coach	\$9,051.00	Annual
	Wrestling - Assistant Coach	\$7,064.00	Annual
	Equipment Coordinator	\$4,415.00	Annual
	Powerlifting	\$5,244.00	Annual
	Strength & Conditioning Coach	\$4,967.00	Annual
	Trainer - Head	\$13,245.00	Annual
	Trainer - Assistant	\$11,590.00	Annual
	Cheerleader - Director	\$7,726.00	Annual
	Cheerleader - Assistant Director	\$4,415.00	Annual
	Drill Team - Director	\$7,726.00	Annual
SPORT - Junior High School	All Coaches	\$7,726.00	Annual
	Campus Coordinator	\$3,312.00	Annual
	Gymnastics - Head Coach	\$3,863.00	Annual
	Gymnastics - Part Time Head Coach	\$536.00	Monthly
	Tennis - Coach	\$2,208.00	Annual
	Liga - Coach	\$1,000.00	Annual
	Cheerleader - Director	\$2,760.00	Annual
	Cheerleader - Assistant Director	\$2,760.00	Annual
SUBSTITUTES	Substitute Administrator (Based on Experience and Pay Grade)	\$300.00	Minimum Per Day
	Substitute Professional Support (Based on Experience and Pay Grade - Pay Grade 4 or 5)	\$225.00	Minimum Per Day
	Substitute Professional Support (Based on Experience and Pay Grade - Pay Grade 2 or 3)	\$200.00	Minimum Per Day
	Substitute Teacher Pay - 60+ College Hours (Student Teachers)	\$75.00	Per Day
	Substitute Teacher Pay - Days 1 - 10 - Degreed, Non-Certified	\$85.00	Per Day
	Substitute Teacher Pay - 11 - 30 Consecutive Days Assignment - Degreed, Non-Certified	\$90.00	Per Day + ²
	Substitute Teacher Pay - 31+ Consecutive Days Assignment - Degreed, Non-Certified	\$102.00	Per Day
	Substitute Teacher Pay - Days 1 - 10 - Degreed and Certified	\$95.00	Per Day
	Substitute Teacher Pay - 11 - 19 Consecutive Days Assignment - Degreed and Certified	\$110.00	Per Day ²
	Substitute Teacher Pay - 20+ Consecutive Days Assignment - Degreed and Certified *For a long-term assignment of 20 or more days, a degreed/certified long-term substitute will receive this rate of pay, effective the first date of the assignment.	\$155.00	*Per Day
	At 20-day increments of consecutive instructional days worked, substitute teachers will receive a \$300 stipend	\$300.00	Per 20 consecutive days worked
	Substitute Teacher/Coach (Long-Term Assignment)	\$15.00	Per Sport

Schedule for Supplemental Duty Pay 2019 - 2020

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
SUBSTITUTES, Continued	Teacher serving as Substitute During Conference Period - Elementary	\$10.00	Per Class
	Teacher serving as Substitute During Conference Period - Junior High	\$10.00	Per Class
	Teacher serving as Substitute During Conference Period - High School	\$15.00	Per Class
	Substitute Nurse (RN) - Days 1 - 10	\$100.00	Per Day
	Substitute Nurse (RN) - 11 - 30 Consecutive Days Assignment	\$110.00	Per Day
	Substitute Nurse (RN) - Day 31+ Consecutive Days Assignment	\$155.00	Per Day
	Substitute Paraprofessional - 1 - 10 Consecutive Days	\$70.00	Per Day
	Substitute Paraprofessional - 11+ Consecutive Days	\$75.00	Per Day
	Substitute Certified Computer Technology Assistant (11+ = Base+\$5)	\$70.00	Per Day
SUBSTITUTES - CNS	CNS Substitute (Retired), Manager	\$12.00	Per Hour
	CNS Substitute (Retired), Specialist	\$11.25	Per Hour
	CNS Substitute, Specialist	\$8.00	Per Hour
SUMMER PAY, MAINTENANCE	Summer Help I, Maintenance	\$8.00	Per Hour
	Summer Help II, Maintenance	\$8.25	Per Hour
	Summer Help, Maintenance - Painting Lead	\$15.00	Per Hour
	Summer Help, Maintenance - Painting	\$11.00	Per Hour
	Summer Help, Maintenance - Crew Lead	\$11.00	Per Hour
	Summer Help, Warehouse	\$11.00	Per Hour
OTHER	Student AV tech	\$15.00	Per Hour
	Lead Network Engineer	\$5,000.00	Annual
	Hardware Pick Up Delivery Driver	\$8.50	Per Hour
	After Hour Technology Support	\$35.00	Per Hour
	<i>Active paraprofessionals performing extra duty assignments not listed above will be compensated according to the minimum hourly rate of the employee's current pay grade.</i>		
RATES FOR STADIUM AND EVENTS			
FOOTBALL			
	Varsity Announcer, Athletic Trainer	\$70.00	Per Game
	Bus Parking Supervisor, Clock Keeper, Community Room Attendant, Field Security, Message Board Supervisor, Money Counter/Runner, Parking Attendant, Parking Ticket Sellers, Pressbox Attendant Supervisor, Scorekeeper, Concession Supervisor, Will Call Attendant, Elevator Attendant, Ticket Sellers, Ticket Taker, Timer, Reserved Seat Monitor Will Call, Game Monitor	\$60.00	Per Game
	Assistant Announcer, Concession Worker, Message Board Tech/Camera, Pressbox Monitor, Seat Monitor	\$50.00	Per Game
	Soph & JV Clock, Scorekeeper, Timer, Announcer	\$45/\$50	1 Game/2 Games
	7th-8th-9th Clock, Scorekeeper, Timer, Announcer	\$35/\$45	1 Game/2 Games
	JV & 9th Ticket Seller, Ticket Taker, Concession Worker	\$30/\$40	1 Game/2 Games
	7th & 8th Ticket Seller, Ticket Taker, Concession Worker	\$25/\$35	1 Game/2 Games
	JV-Soph-7th-8th-9th Additional Games Over 2 Same Field Same Day Revert to 1 game pay		
SOCCER			
	Regional Soccer Tournament Game Worker, Concession Worker	\$45.00	Per Game
	Varsity Announcer	\$45.00	Per Game
	Varsity-JV-Soph-9th Clock Keeper	\$35/\$45	1 Game/2 Games
	Ticket Seller, Ticket Taker, Press Box Monitor, Elevator Attendant, Concession Worker	\$30/\$40	1 Game/2 Games
	7th-8th Game Worker, Concession Worker	\$15/\$25	1 Game/2 Games
	JV-Soph-7th-8th-9th Additional Games Over 2 Same Field Same Day Revert to 1 game pay		
BASKETBALL-VB-SB-BASEBALL			
	Varsity-JV-Soph-7th-8th-9th Ticket Seller, Ticket Taker, Clock Keeper, Scorekeeper, Announcer	\$30/\$40	1 Game/2 Games
	Varsity Volleyball Libero Tracker/Lines	\$20.00	Per Match
	Ticket Supervisor/Ticket Seller (One Person Each Sport)	\$40/\$50	Per Game
	JV-Soph-7th-8th-9th Tournament Game Worker, Concession Worker	\$12.00	Hourly
	JV-Soph-7th-8th-9th Additional Games Over 2 Same Field Same Day Revert to 1 game pay		
WRESTLING-GYMNASTICS-TRACK			
	Varsity-JV-Soph Ticket Seller, Ticket Taker, Monitor (Wrestling Only)	\$35.00	Dual Meet
	Varsity-JV-Soph-7th-8th-9th Ticket Seller, Ticket Taker, Monitor, Concession Workers	\$12.00	Hourly
OTHER			
	Varsity FB - Special Events Message Board Programmer (Aug 15 - Dec 15)	\$350.00	Monthly
	Concession Lead	\$100.00	Per Game
	Stadium Producer	\$400.00	Per Game
	Weekend Clean-Up (Not to Exceed \$400 per event)	\$12.00	Hourly
	Band Contests Contest Worker, Concession Worker	\$8 - \$12	Hourly
	Extended Day Special Events Event Worker, Concession Worker	\$8 - \$12	Hourly

**Schedule for Supplemental Duty Pay
2019 - 2020**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
Non-Athletic Events Outside Scheduled Work Hours	Coach Driving Bus - One Way Trip	\$15.00	Per Trip
	Coach Driving Bus - Two Way Trip	\$25.00	Per Trip
	Coach Driving Bus for Shuttle Trip	\$25.00	Per Day
Pro & Semi Pro Sports Rental	Game Worker	\$50.00	Per Game
	Practice Bus	\$15.00	Per Practice
	Game Bus (in HEB)	\$25.00	Per Game
	Game Bus (Outside HEB)	\$40.00	Per Game
	Miscellaneous Stadium/Athletic Field Duties	\$8 - \$12	Per Hour