



2020-2021

Salary Schedules

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 2020-2021 SCHOOL YEAR ONLY.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salaries for the 2020-2021 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 2020-2021 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-Euless-Bedford Independent School District
2020-2021
TEACHER SALARY SCHEDULE**

YRS EXP	BACHELOR'S 187 DAYS	MASTER'S 187 DAYS	DOCTORATE 187 DAYS
0	\$57,700	\$59,700	\$61,700
1	\$57,855	\$59,885	\$61,915
2	\$58,305	\$60,406	\$62,507
3	\$59,225	\$61,378	\$63,531
4	\$59,860	\$62,057	\$64,253
5	\$60,526	\$62,787	\$65,049
6	\$61,468	\$63,951	\$65,999
7	\$61,773	\$64,377	\$66,934
8	\$61,786	\$64,498	\$67,658
9	\$61,797	\$64,621	\$68,386
10	\$61,811	\$64,996	\$69,012
11	\$62,284	\$65,123	\$69,177
12	\$63,002	\$65,201	\$69,236
13	\$63,166	\$65,295	\$69,406
14	\$63,314	\$65,430	\$69,571
15	\$63,352	\$65,835	\$69,984
16	\$64,394	\$67,151	\$71,383
17	\$64,565	\$67,588	\$72,216
18	\$64,606	\$67,796	\$73,659
19	\$65,108	\$68,135	\$73,907
20	\$66,147	\$68,316	\$74,160
21	\$66,453	\$68,840	\$74,215
22	\$66,552	\$69,377	\$74,487
23	\$67,294	\$70,319	\$74,750
24	\$67,597	\$70,610	\$75,054
25	\$69,151	\$71,151	\$75,343
26	\$69,280	\$71,362	\$75,716
27	\$71,052	\$73,099	\$77,057
28	\$72,204	\$74,255	\$78,600
29	\$73,066	\$75,122	\$78,947
30	\$73,270	\$76,237	\$80,305
31	\$75,061	\$77,551	\$81,663
32	\$75,947	\$79,026	\$84,042
33	\$76,944	\$79,452	\$85,724
34	\$77,896	\$80,205	\$86,213
35	\$78,126	\$81,135	\$86,511
36	\$78,821	\$82,562	\$87,132
37	\$80,198	\$83,941	\$89,035
38	\$80,613	\$84,395	\$90,817
39	\$81,000	\$84,848	\$91,407
40	\$82,023	\$85,773	\$91,550
41	\$82,684	\$86,837	\$92,124
42	\$83,719	\$87,882	\$92,741

This schedule is applicable for the 2020-2021 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
2020 - 2021**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 01

Lead Truancy Officer	Community Relations Liaison	Staff Accountant
Truancy Officer	Stadium Manager	

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$255.65	\$323.84	\$392.03
	187	DAYS	\$47,807	\$60,558	\$73,310
	200	DAYS	\$51,130	\$64,768	\$78,406
	210	DAYS	\$53,687	\$68,006	\$82,326
	230	DAYS	\$58,800	\$74,483	\$90,167
	240	DAYS	\$61,356	\$77,722	\$94,087

PAYGRADE 02

Instructional Technology Specialist	Public Relations & Marketing Specialist	Physical Therapist
Insurance & Contract Specialist	Executive Assistant (Board & Superintendent)	Occupational Therapist
Content & Marketing Specialist	Technology Support Specialist (Instruction)	

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$303.38	\$384.62	\$465.86
	187	DAYS	\$56,732	\$71,924	\$87,116
	210	DAYS	\$63,710	\$80,770	\$97,831
	220	DAYS	\$66,744	\$84,616	\$102,489
	240	DAYS	\$72,811	\$92,309	\$111,806

PAYGRADE 03

Counselor	Social Worker	Support Specialist
SLP Facilitator	LCSW-Student Intervention	

	DAILY	RATE	Minimum	Midpoint	Maximum
			\$318.07	\$395.92	\$473.77
	192	DAYS	\$61,069	\$76,017	\$90,964
	200	DAYS	\$63,614	\$79,184	\$94,754
	205	DAYS	\$65,204	\$81,164	\$97,123
	210	DAYS	\$66,795	\$83,143	\$99,492
	215	DAYS	\$68,385	\$85,123	\$101,861
	220	DAYS	\$69,975	\$87,102	\$104,229
	240	DAYS	\$76,337	\$95,021	\$113,705

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 04

Assistant Principal, Elementary
Safety/Ath. Trainer, Stadium

Diagnostician

DAILY	RATE	Minimum	Midpoint	Maximum
		\$342.70	\$411.51	\$480.32
210	DAYS	\$71,967	\$86,417	\$100,867
220	DAYS	\$75,394	\$90,532	\$105,670
230	DAYS	\$78,821	\$94,647	\$110,474
240	DAYS	\$82,248	\$98,762	\$115,277

PAYGRADE 05

Assistant Principal, HS/JH
Assistant Principal, BCTEA

Coordinator, Athletics (Campus)
LSSP-Student Intervention

DAILY	RATE	Minimum	Midpoint	Maximum
		\$368.00	\$431.75	\$495.50
200	DAYS	\$73,600	\$86,350	\$99,100
210	DAYS	\$77,280	\$90,668	\$104,055
220	DAYS	\$80,960	\$94,985	\$109,010
230	DAYS	\$84,640	\$99,303	\$113,965
240	DAYS	\$88,320	\$103,620	\$118,920

PAYGRADE 06

Director, Child Nutrition Services
Director, Transportation
Director, Purchasing
Coordinator, DAEP & Truancy (Elem, Sec.)
Coordinator, Information Services

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

DAILY	RATE	Minimum	Midpoint	Maximum
		\$396.23	\$464.95	\$533.67
220	DAYS	\$87,171	\$102,289	\$117,407
230	DAYS	\$91,133	\$106,939	\$122,744
240	DAYS	\$95,095	\$111,588	\$128,081
248	DAYS	\$98,265	\$115,308	\$132,350

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 07

Director, Information Services
Director, PEIMS

Director, Maintenance & Operations

Director, Finance

DAILY	RATE	Minimum	Midpoint	Maximum
		\$423.49	\$497.01	\$570.53
230	DAYS	\$97,403	\$114,312	\$131,222
240	DAYS	\$101,638	\$119,282	\$136,927
248	DAYS	\$105,026	\$123,258	\$141,491

PAYGRADE 08

Principal, Elementary
Director, Career & Technical Education
Chief Public Relations and Marketing Officer

Director, Visual & Performing Arts
Director, Curriculum

Director, Athletics

DAILY	RATE	Minimum	Midpoint	Maximum
		\$493.33	\$547.21	\$601.09
220	DAYS	\$108,533	\$120,386	\$132,240
230	DAYS	\$113,466	\$125,858	\$138,251
240	DAYS	\$118,399	\$131,330	\$144,262

PAYGRADE 09

Principal, Junior High

Principal, FEW Center

DAILY	RATE	Minimum	Midpoint	Maximum
		\$526.26	\$580.78	\$635.30
220	DAYS	\$115,777	\$127,772	\$139,766
230	DAYS	\$121,040	\$133,579	\$146,119

PAYGRADE 10

Principal, High School

Director, Special Education

DAILY	RATE	Minimum	Midpoint	Maximum
		\$552.17	\$609.45	\$666.73
240	DAYS	\$132,521	\$146,268	\$160,015

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**ADMINISTRATIVE / PROFESSIONAL
Job Classification
Pay Schedule**

PAYGRADE 11

Assistant Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$587.63 \$141,031	\$648.62 \$155,669	\$709.61 \$170,306

PAYGRADE Z

Deputy Superintendent

DAILY	RATE	Minimum	Midpoint	Maximum
240	DAYS	\$778.23 \$186,775	\$808.06 \$193,934	\$837.89 \$201,094

HURST - EULESS - BEDFORD ISD
2020 - 2021

TECHNICAL
Job Classification
Pay Schedule

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

PAYGRADE 01

Campus Technolgy Assistant

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.18	\$19.82	\$23.45

PAYGRADE 02

Information Services Support Specialist (Network, Cognos)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.01	\$25.27	\$29.53

PAYGRADE 03

Help Desk Technician

Hardware Repair Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.01	\$27.72	\$32.44

PAYGRADE 05

Network Engineer

Telecommunications Engineer

Cable Tech Engineer

Help Desk Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.92	\$38.73	\$45.55

PAYGRADE 06

Desktop Software Support

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$33.46	\$40.60	\$47.74

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**TECHNICAL
Job Classification
Pay Schedule**

PAYGRADE 07

Computer Programmer/Analyst

System Administrator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$40.48	\$48.05	\$55.61

PAYGRADE 08

Certified Network Engineer (CNE)

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$42.36	\$50.83	\$59.31

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**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	\$15.93	\$19.52	\$23.11

PAYGRADE S1

Secretary, Campus-General Secretary, Asst. Principal-HS Secretary, Counselor Secretary, Registrar	Secretary, Transition Center Secretary, Career & Technology Receptionist, Campus Secretary, Special Education		Secretary, Data Entry Secretary, Attendance Office Assistant, Campus
	Minimum	Midpoint	Maximum
HOURLY RATE	\$18.08	\$22.20	\$26.33

PAYGRADE S2

Receptionist, Administration Secretary, Coordinator Secretary, Special Education Bookkeeper, Extended Day	PEIMS/Federal Programs Data Specialist PEIMS/Student Records Specialist Bookkeeper, Maintenance/Child Nutrition Accounting Assistant (Vendor Payables)		Secretary, Truancy Secretary, Assessment Secretary, Substitute Parent Liaison
	Minimum	Midpoint	Maximum
HOURLY RATE	\$20.04	\$24.67	\$29.31

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**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)	
Buyer		

	Minimum	Midpoint	Maximum
HOURLY RATE	\$23.21	\$27.90	\$32.58

PAYGRADE AA

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

	Minimum	Midpoint	Maximum
HOURLY RATE	\$27.33	\$32.96	\$38.60

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**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

HOURLY RATE

Minimum

\$12.99

Midpoint

\$17.02

Maximum

\$21.05

PAYGRADE 02

Head Custodian, Elem/JH

Grounds

Asst Head Custodian, HS

HOURLY RATE

Minimum

\$14.34

Midpoint

\$18.54

Maximum

\$22.75

PAYGRADE 03

Grounds Equipment Operator

HOURLY RATE

Minimum

\$15.95

Midpoint

\$20.69

Maximum

\$25.43

PAYGRADE 04

Head Custodian, HS/ADM

Playground Specialist

Maintenance Helper

Irrigation Specialist

Lead Grounds

Warehouse Delivery

HOURLY RATE

Minimum

\$17.66

Midpoint

\$22.94

Maximum

\$28.22

PAYGRADE 05

Printer

Maintenance I

Maintenance Dispatcher

HVAC Technician I

Energy Specialist

District Facility Monitor

HOURLY RATE

Minimum

\$20.72

Midpoint

\$25.47

Maximum

\$30.22

HURST - EULESS - BEDFORD ISD
2020 - 2021

AUXILIARY
Job Classification
Pay Schedule

PAYGRADE 06

Maintenance II
HVAC Technician II

Energy Auditor
Instructional Materials Coordinator

Irrigator

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.33	\$28.33	\$32.33

PAYGRADE 07

Maintenance III
HVAC Technician III

Security & Fire Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.72	\$32.39	\$37.06

PAYGRADE 08

Assistant Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$31.62	\$37.04	\$42.46

PAYGRADE 09

Supervisor

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$36.13	\$42.40	\$48.66

**HURST - EULESS - BEDFORD ISD
2020 - 2021**

**TRANSPORTATION
Job Classification
Pay Schedule**

BUS DRIVERS

	DAILY RATE
Regular Routes - Double	\$107.20
Regular Double with Noon Route	\$140.04
Regular Routes - Triple	\$135.33
Regular Triple with Noon Routes	\$168.17
Tech Center Routes	\$156.42
Noon Route	\$32.84

BUS MONITORS

	DAILY RATE
Regular Routes - Double	\$55.61
Regular Routes with Noon Route	\$77.57
Regular Route - Triple	\$71.56
Regular Route - with Noon Route	\$93.50
Noon Route	\$21.95

PAY FOR EXTRA-CURRICULAR TRAVEL AND NON CDL DRIVERS

Bus Drivers will be paid at the rate of \$19.07 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
2020 - 2021

TRANSPORTATION
Job Classification
Pay Schedule

PAYGRADE 05

Fleet Mechanic

Dispatcher

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.72	\$25.47	\$30.22

PAYGRADE 06

Lead Trainer

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.33	\$28.33	\$32.33

PAYGRADE 07

Coordinator

Fleet Maintenance Shop Foreman

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$27.72	\$32.39	\$37.06

PAYGRADE 09

Fleet Maintenance Manager

Operations Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$36.13	\$42.40	\$48.66

HURST - EULESS - BEDFORD ISD
2020 - 2021

CHILD NUTRITION SERVICES
Job Classification
Pay Schedule

PARAPROFESSIONAL SCHEDULE

PAYGRADE S2

Bookkeeper

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$20.04	\$24.67	\$29.31

PAYGRADE S3

Secretary, Director

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$23.21	\$27.90	\$32.58

CHILD NUTRITION SCHEDULE

PAYGRADE 01

Cafeteria Specialist

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$13.62	\$17.42	\$21.17

PAYGRADE 03

Cafeteria Assistant Manager

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$16.33	\$21.02	\$25.68

PAYGRADE 04

Cafeteria Manager, Elem/JH/FEW

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$18.01	\$23.24	\$28.48

PAYGRADE 05

Cafeteria Manager, HS/CTEA

Project Manager

Warehouse Delivery/Maintenance Technician

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$21.07	\$25.75	\$30.44

HURST - EULESS - BEDFORD ISD
2020 - 2021

CHILD NUTRITION SERVICES
Job Classification
Pay Schedule

PAYGRADE 06

Catering/Event Planner

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$24.62	\$28.56	\$32.52

PAYGRADE 09

Supervisor

Supervisor II (Dietician License)

CNS Chef

HOURLY	RATE	Minimum	Midpoint	Maximum
		\$36.37	\$42.47	\$48.65

**Proposed 2020-2021 Schedule for Supplemental Duty Pay
as of August 24, 2020**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
ACTIVITY - High School	Academic - International Baccalaureate Campus Coordinator	\$9,187.00	Annual
	National Honor Society	\$1,680.00	Annual
	Band - Head Director	Part of Salary	220
	Band - Assistant Director	\$12,884.00	Annual
	Choir - Head Director	\$12,884.00	Annual
	Choir - Assistant Director	\$5,713.00	Annual
	Drug Education Coordinator	\$1,121.00	Annual
	Journalism - Newspaper Sponsor	\$2,353.00	Annual
	Lead Counselor	\$2,801.00	Annual
	Part Time Counselor	\$35.00	Per Hour
	Orchestra Director	\$12,884.00	Annual
	Student Council Sponsor	\$1,680.00	Annual
	Theatre Arts/Drama Director	\$7,842.00	Annual
	Yearbook Sponsor	\$2,689.00	Annual
	Creativity Action Services - IB	\$2,464.00	Annual
	Speech (Coaching Debate and Competitive Squads)	\$3,921.00	Annual
	Extended Essay Coordinator - IB	\$2,464.00	Annual
ACTIVITY - Junior High School	Band - Head Director	\$12,884.00	Annual
	Band - Assistant Director	\$7,227.00	Annual
	Choir - Head Director	\$5,713.00	Annual
	Newspaper	\$1,121.00	Annual
	Orchestra Director	\$5,713.00	Annual
	Orchestra Assistant Director	\$4,162.00	Annual
	Theatre Arts/Drama Director - Harwood JH/Bedford JH Schools of Choice	\$3,000.00	Annual
	Student Council Sponsor	\$1,121.00	Annual
	Yearbook	\$1,121.00	Annual
ACTIVITY - Secondary	Lead Teacher - Secondary (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$5,602.00	Annual
	Lead Teacher - Secondary (World Languages)	\$2,801.00	Annual
	Lead Teacher - FEW Center (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$2,746.00	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	\$3,921.00	Annual
	Elementary Honor Choir Director	\$3,921.00	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	\$3,921.00	Annual
	Curriculum Writers	\$30.00	Per Hour
	P.E.E.P.S. (Prekinder Early Education Program for Students) Lead Assistant	\$1,121.00	Annual
	Lead Teacher - Elementary (PreK - 6th Grade and Spec Ed)	\$1,121.00	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 2020 - 2021

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
	McKinney-Vento Lead Social Worker	\$1,000.00	Annual
	Lead Student Interventionist	\$1,000.00	Annual
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
	Lead Truancy Officer	\$2,000.00	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
	Behavior Specialist with Board Certified Behavior Analyst (BCBA)	\$2,000.00	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

Schedule for Supplemental Duty Pay 2020 - 2021

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 2020 - 2021

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
SPORT - High School	Athletic Coordinator	\$4,481.00	Annual
	Baseball - Head Coach	\$9,187.00	Annual
	Baseball - Assistant Coach	\$7,170.00	Annual
	Basketball - Head Coach	\$11,484.00	Annual
	Basketball - Assistant Coach	\$7,170.00	Annual
	Football - Head Coach	Part of Salary	Annual
	Football - Offensive Coordinator	\$8,852.00	Annual
	Football - Defensive Coordinator	\$8,852.00	Annual
	Football - Assistant	\$8,122.00	Annual
	Golf - Head Coach	\$10,140.00	Annual
	Gymnastics - Head Coach	\$10,140.00	Annual
	Soccer - Head Coach	\$9,187.00	Annual
	Soccer - Assistant Coach	\$7,170.00	Annual
	Softball - Head Coach	\$9,187.00	Annual
	Softball - Assistant Coach	\$7,170.00	Annual
	Swimming - Head Coach	\$9,187.00	Annual
	Tennis - Head Coach	\$10,140.00	Annual
	Tennis - Assistant Coach	\$7,170.00	Annual
	Track - Head Coach	\$9,187.00	Annual
	Track - Assistant Coach	\$7,170.00	Annual
	Track - Cross Country Head Coach	\$9,187.00	Annual
	Track - Cross Country Assistant Coach	\$7,170.00	Annual
	Volleyball - Head Coach	\$9,187.00	Annual
	Volleyball - Assistant Coach	\$7,674.00	Annual
	Wrestling - Head Coach	\$9,187.00	Annual
	Wrestling - Assistant Coach	\$7,170.00	Annual
	Equipment Coordinator	\$4,481.00	Annual
	Powerlifting	\$5,323.00	Annual
	Strength & Conditioning Coach	\$5,042.00	Annual
	Trainer - Head	\$13,444.00	Annual
	Trainer - Assistant	\$11,764.00	Annual
	Cheerleader - Director	\$7,842.00	Annual
	Cheerleader - Assistant Director	\$4,481.00	Annual
	Drill Team - Director	\$7,842.00	Annual
SPORT - Junior High School	All Coaches	\$7,842.00	Annual
	Campus Coordinator	\$3,362.00	Annual
	Gymnastics - Head Coach	\$3,921.00	Annual
	Gymnastics - Part Time Head Coach	\$544.00	Monthly
	Tennis - Coach	\$2,241.00	Annual
	Liga - Coach	\$1,000.00	Annual
	Cheerleader - Director	\$2,801.00	Annual
	Cheerleader - Assistant Director	\$2,801.00	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 + ¹
	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 2020 - 2021

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 - 30	\$125.00	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
2020 - 2021**

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