



**2021-2022**

**Schedule for  
Supplemental Duty  
Pay**

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**2021-2022 Schedule for Supplemental Duty Pay as of  
August 23, 2021**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>ACTIVITY - High School</b>	Academic - International Baccalaureate Campus Coordinator	\$9,371.00	Annual
	National Honor Society	\$1,714.00	Annual
	Band - Head Director	Part of Salary	220
	Band - Assistant Director	\$13,142.00	Annual
	Choir - Head Director	\$13,142.00	Annual
	Choir - Assistant Director	\$5,827.00	Annual
	Drug Education Coordinator	\$1,143.00	Annual
	Journalism - Newspaper Sponsor	\$2,400.00	Annual
	Lead Counselor	\$2,857.00	Annual
	Part Time Counselor	\$35.00	Per Hour
	Orchestra Director	\$13,142.00	Annual
	Student Council Sponsor	\$1,714.00	Annual
	Theatre Arts/Drama Director	\$7,999.00	Annual
	Yearbook Sponsor	\$2,743.00	Annual
	Creativity Action Services - IB	\$2,513.00	Annual
	Speech (Coaching Debate and Competitive Squads)	\$3,999.00	Annual
	Extended Essay Coordinator - IB	\$2,513.00	Annual
<b>ACTIVITY - Junior High School</b>	Band - Head Director	\$13,142.00	Annual
	Band - Assistant Director	\$7,372.00	Annual
	Choir - Head Director	\$5,827.00	Annual
	Newspaper	\$1,143.00	Annual
	Orchestra Director	\$5,827.00	Annual
	Orchestra Assistant Director	\$4,245.00	Annual
	Theatre Arts/Drama Director - Harwood JH/Bedford JH Schools of Choice	\$3,060.00	Annual
	Student Council Sponsor	\$1,143.00	Annual
	Yearbook	\$1,143.00	Annual
<b>ACTIVITY - Secondary</b>	Lead Teacher - Secondary (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$5,714.00	Annual
	Lead Teacher - Secondary (World Languages)	\$2,857.00	Annual
	Lead Teacher - FEW Center (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$2,801.00	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
<b>ACTIVITY - Elementary</b>	Elementary Orchestra Director	\$3,999.00	Annual
	Elementary Honor Choir Director	\$3,999.00	Annual
	Part-Time Instructional Specialist/Coach (Title and Non-Title)	\$25.00	Per Hour
	Elementary Tutor - Full-Time Certified Teacher (Employed by HEB)	\$25.00	Per Hour
	Elementary Interventionist - Part Time Temporary Certified Teacher (Not Employed by HEB)	\$25.00	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	\$3,999.00	Annual
	Curriculum Writers	\$30.00	Per Hour
	Lead Teacher - Elementary (PreK - 6th Grade and Spec Ed)	\$1,143.00	Annual / + \$50 per tchr > 2 tchrs on a team
	Lead Dyslexia Specialist	\$2,500.00	Annual
	Lead Diagnostician	\$2,500.00	Annual
	Lead Teacher - Bilingual	\$1,500.00	Annual
	Lead Teacher - ESL	\$1,000.00	Annual
	P.E. Team Coordinator (Elementary, Secondary)	\$3,000.00	Annual

## Schedule for Supplemental Duty Pay 2021 - 2022

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>ACTIVITY - Elementary Cont.</b>	Extended Day Academy Site Manager (Yr. 1 - 3)	\$21.00	Per Hour
	Extended Day Academy Site Manager (Yr. 4 - 5)	\$22.00	Per Hour
	Extended Day Academy Site Manager (Yr. 6 - 8)	\$23.00	Per Hour
	Extended Day Academy Site Manager (Yr. 9 - 11)	\$24.00	Per Hour
	Extended Day Academy Site Manager (Yr. 12+)	\$25.00	Per Hour
	Extended Day Academy Site Assistant Manager	\$15.00	Per Hour
	Extended Day Academy Staff	\$11.50	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
<b>ALL LEVELS</b>	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
<b>ACTIVITY - Special Education</b>	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
	Dyslexia Specialist	\$30.00	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

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<b>DESIGNATION</b>	<b>ADDITIONAL COMPENSABLE ASSIGNMENT</b>	<b>SUPPLEMENT</b>	<b>DUTY PERIOD</b>
<b>ACTIVITY - Summer School</b>	Elementary Summer School Coordinator	\$7,200.00	Summer
	Elementary Summer School Site Coordinator	\$4,320.00	Summer
	Elementary Summer School Assistant Coordinator (Early Language Proficiency)	\$4,320.00	Summer
	Secondary Summer School Coordinator (Credit Recovery/Credit Advancement)	\$7,200.00	Summer
	Secondary Summer School Coordinator (EOC Accelerated Instruction)	\$5,000.00	Summer
	Secondary Summer School Testing Coordinator (STAAR/EOC)	\$3,000.00	Summer
	Secondary Summer School Teacher (Elementary, Secondary)	\$30.00	Per Hour
	Secondary Summer School Secretary (Elementary, Secondary - Outside Work Calendar)	\$16.50	Per Hour
	Summer School Teacher Assistant/CTA (Elementary, Secondary - Outside Work Calendar)	\$12.00	Per Hour
	Summer School Office Assistant (Elementary, Secondary - Outside Work Calendar)	\$10.50	Per Hour
	Summer School Nurse (Elementary, Secondary)	\$30.00	Per Hour

## Schedule for Supplemental Duty Pay 2021 - 2022

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD	
<b>SPORT - High School</b>	Athletic Coordinator	\$4,571.00	Annual	
	Baseball - Head Coach	\$9,371.00	Annual	
	Baseball - Assistant Coach	\$7,313.00	Annual	
	Basketball - Head Coach	\$11,714.00	Annual	
	Basketball - Assistant Coach	\$7,313.00	Annual	
	Football - Head Coach	Part of Salary		Annual
	Football - Offensive Coordinator	\$9,029.00		Annual
	Football - Defensive Coordinator	\$9,029.00		Annual
	Football - Assistant	\$8,284.00		Annual
	Golf - Head Coach	\$10,343.00		Annual
	Gymnastics - Head Coach	\$10,343.00		Annual
	Soccer - Head Coach	\$9,371.00		Annual
	Soccer - Assistant Coach	\$7,313.00		Annual
	Softball - Head Coach	\$9,371.00		Annual
	Softball - Assistant Coach	\$7,313.00		Annual
	Swimming - Head Coach	\$9,371.00		Annual
	Tennis - Head Coach	\$10,343.00		Annual
	Tennis - Assistant Coach	\$7,313.00		Annual
	Track - Head Coach	\$9,371.00		Annual
	Track - Assistant Coach	\$7,313.00		Annual
	Track - Cross Country Head Coach	\$9,371.00		Annual
	Track - Cross Country Assistant Coach	\$7,313.00		Annual
	Volleyball - Head Coach	\$9,371.00		Annual
	Volleyball - Assistant Coach	\$7,827.00		Annual
	Wrestling - Head Coach	\$9,371.00		Annual
	Wrestling - Assistant Coach	\$7,313.00		Annual
	Equipment Coordinator	\$4,571.00		Annual
	Powerlifting	\$5,429.00		Annual
	Strength & Conditioning Coach	\$5,143.00		Annual
	Trainer - Head	\$13,713.00		Annual
	Trainer - Assistant	\$11,999.00		Annual
	Cheerleader - Director	\$7,999.00		Annual
	Cheerleader - Assistant Director	\$4,571.00		Annual
Drill Team - Director	\$7,999.00		Annual	
<b>SPORT - Junior High School</b>	All Coaches	\$7,999.00	Annual	
	Campus Coordinator	\$3,429.00	Annual	
	Gymnastics - Head Coach	\$3,999.00	Annual	
	Gymnastics - Part Time Head Coach	\$555.00	Monthly	
	Tennis - Coach	\$2,286.00	Annual	
	Liga - Coach	\$1,000.00	Annual	
	Cheerleader - Director	\$2,857.00	Annual	
	Cheerleader - Assistant Director	\$2,857.00	Annual	
<b>SUBSTITUTES</b>	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 + <sup>1</sup>	
	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 <sup>2</sup>	
	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 2021 - 2022

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>SUBSTITUTES, Continued</b>	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
<b>SUBSTITUTES - CNS</b>	CNS Substitute (Retired), Manager	\$12.00	Per Hour
	CNS Substitute (Retired), Specialist	\$11.25	Per Hour
	CNS Substitute, Specialist	\$8.00	Per Hour
<b>SUMMER PAY, MAINTENANCE</b>	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
<b>OTHER</b>	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>		
<b>RATES FOR STADIUM AND EVENTS</b>			
<b>FOOTBALL</b>			
	Varsity Announcer	\$100.00	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, Assistant Announcer, Concession Worker, Message Board Tech/Camera, Pressbox Monitor, Seat Monitor	\$60.00	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		
<b>SOCCER</b>			
	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
	7th-8th Ticket Seller, Ticket Taker, Press Box Monitor, Elevator Attendant, Concession Worker	\$30/\$40	1 Game/2 Games
	JV-Soph-7th-8th-9th 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		
<b>BASKETBALL-VB-SB-BASEBALL</b>			
	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
	High School Ticket Supervisor/Seller	\$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		
<b>WRESTLING-GYMNASTICS-TRACK</b>			
	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
<b>OTHER</b>			
	Varsity FB - Special Events Message Board Programmer (Aug 15 - Dec 15)	\$350.00	Monthly
	Concession Lead	\$100.00	Per Game
	Stadium Director	\$350.00	Per Game
	Stadium Producer	\$150.00	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

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2021 - 2022**

<b>DESIGNATION</b>	<b>ADDITIONAL COMPENSABLE ASSIGNMENT</b>	<b>SUPPLEMENT</b>	<b>DUTY PERIOD</b>
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