



2018-2019

Schedule for

Supplemental Duty

Pay

Available online at:

www.hebisd.edu

Click on: District Departments/Human Resources

**2018-2019 Schedule for Supplemental Duty Pay
As of June 11, 2018**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
ACTIVITY - High School	Academic - International Baccalaureate Campus Coordinator	\$8,830.00	Annual
	Academic - Quiz Team	\$1,615.00	Annual
	Band - Head Director	Part of Salary	220
	Band - Assistant Director	\$12,384.00	Annual
	Choir - Head Director	\$8,830.00	Annual
	Choir - Assistant Director	\$5,492.00	Annual
	Drug Education Coordinator	\$1,077.00	Annual
	Journalism - Newspaper Sponsor	\$2,261.00	Annual
	Lead Counselor	\$2,693.00	Annual
	Part Time Counselor	\$35.00	Per Hour
	Orchestra Director	\$8,830.00	Annual
	Student Council Sponsor	\$1,615.00	Annual
	Theatre Arts/Drama Director	\$7,538.00	Annual
	Yearbook Sponsor	\$2,584.00	Annual
	Creativity Action Services - IB	\$2,369.00	Annual
	Speech (Coaching Debate and Competitive Squads)	\$3,769.00	Annual
	Extended Essay Coordinator - IB	\$2,369.00	Annual
ACTIVITY - Junior High School	Band - Head Director	\$12,384.00	Annual
	Band - Assistant Director	\$6,946.00	Annual
	Choir - Head Director	\$5,492.00	Annual
	Newspaper	\$1,077.00	Annual
	Orchestra Director	\$5,492.00	Annual
	Orchestra Assistant Director	\$4,000.00	Annual
	Theatre Arts/Drama Director	\$1,500.00	Annual
	PEP Club	\$1,077.00	Annual
	Student Council Sponsor	\$1,077.00	Annual
	Yearbook	\$1,077.00	Annual
ACTIVITY - Secondary	Lead Teacher - Secondary (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$5,384.00	Annual
	Lead Teacher - Secondary (World Languages)	\$2,693.00	Annual
	Lead Teacher - FEW Center (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$2,575.00	Annual
	Test Administrator	\$26.00	Per Hour
	Test Proctor	\$20.00	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	\$1,500.00	Annual
	BCTEA Camp Connect	\$1,500.00	Annual
ACTIVITY - Elementary	Elementary Orchestra Director	\$3,769.00	Annual
	Elementary Honor Choir Director	\$3,769.00	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 Parent Facilitator (Teacher) Planning and Preparing Title I Documentation (Off Duty)	\$21.00	Per Hour
	Bilingual Teacher, Bilingual Administrator and Spanish Immersion Teacher Stipend	\$3,769.00	Annual
	Curriculum Writers	\$30.00	Per Hour
	P.E.E.P.S. (Prekinder Early Education Program for Students) Lead Assistant	\$1,077.00	Annual
	Elementary Team Coordinator, ESL Lead Teacher, Dyslexia Lead Teacher	\$1,077.00	Annual / + \$50 per tchr
	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
	PE Team Coordinator - Elementary	\$1,000.00	Annual

Schedule for Supplemental Duty Pay 2018 - 2019

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD	
ALL LEVELS	New Teacher Training Stipend (Zero-Year or New to District)	\$250.00	Annual (Up to a Maximum of \$500)	
Allowance	Teacher Professional Development Stipend (Required Attendance Off Contract), if applicable	\$120.00	Per Day	
	Professional Development Preparation (Off Contract)	\$20.00	Per Hour (Up to a maximum of six hours per PD presentation)	
	Curriculum Development Supplement	\$1,500.00	Annual	
	Professional Development Presentation (Off Contract)	\$36.00	Per Hour	
	Dyslexia Testing	\$30.00	Per Hour	
	Campus Technology Assistant (with completed certification)	\$4,000.00	Annual	
	Translator/Interpreter	\$21.00	Per Hour	
	College Preparation (Off Contract)	\$30.00	Per Hour	
	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	\$50.00	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	
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 2018 - 2019

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
SPORT - High School	Athletic Coordinator	\$4,307.00	Annual
	Baseball - Head Coach	\$8,830.00	Annual
	Baseball - Assistant Coach	\$6,892.00	Annual
	Basketball - Head Coach	\$11,038.00	Annual
	Basketball - Assistant Coach	\$6,892.00	Annual
	Football - Head Coach	Part of Salary	Annual
	Football - Offensive Coordinator	\$8,508.00	Annual
	Football - Defensive Coordinator	\$8,508.00	Annual
	Football - Assistant	\$7,807.00	Annual
	Golf - Head Coach	\$9,746.00	Annual
	Gymnastics - Head Coach	\$9,746.00	Annual
	Soccer - Head Coach	\$8,830.00	Annual
	Soccer - Assistant Coach	\$6,892.00	Annual
	Softball - Head Coach	\$8,830.00	Annual
	Softball - Assistant Coach	\$6,892.00	Annual
	Swimming - Head Coach	\$8,830.00	Annual
	Tennis - Head Coach	\$9,746.00	Annual
	Tennis - Assistant Coach	\$6,892.00	Annual
	Track - Head Coach	\$8,830.00	Annual
	Track - Assistant Coach	\$6,892.00	Annual
	Track - Cross Country Head Coach	\$8,830.00	Annual
	Track - Cross Country Assistant Coach	\$6,892.00	Annual
	Volleyball - Head Coach	\$8,830.00	Annual
	Volleyball - Assistant Coach	\$7,377.00	Annual
	Wrestling - Head Coach	\$8,830.00	Annual
	Wrestling - Assistant Coach	\$6,892.00	Annual
	Equipment Coordinator	\$4,307.00	Annual
	Powerlifting	\$5,116.00	Annual
	Strength & Conditioning Coach	\$4,846.00	Annual
	Trainer - Head	\$12,922.00	Annual
	Trainer - Assistant	\$11,307.00	Annual
	Cheerleader - Director	\$7,538.00	Annual
	Cheerleader - Assistant Director	\$4,307.00	Annual
	Drill Team - Director	\$7,538.00	Annual
SPORT - Junior High School	All Coaches	\$7,538.00	Annual
	Campus Coordinator	\$3,231.00	Annual
	Gymnastics - Head Coach	\$3,769.00	Annual
	Gymnastics - Part Time Head Coach	\$523.00	Monthly
	Tennis - Coach	\$2,154.00	Annual
	Cheerleader - Director	\$2,693.00	Annual
	Cheerleader - Assistant Director	\$2,693.00	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	\$80.00	Per Day
	Substitute Teacher Pay - 11 - 30 Consecutive Days Assignment - Degreed, Non-Certified	\$85.00	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	\$85.00	Per Day
	Substitute Teacher Pay - 11 - 30 Consecutive Days Assignment - Degreed and Certified	\$105.00	Per Day + ²
	Substitute Teacher Pay - 31+ Consecutive Days Assignment - Degreed and Certified	\$155.00	Per Day
	Substitute Teacher/Coach (Long-Term Assignment)	\$15.00	Per Sport
	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

Schedule for Supplemental Duty Pay 2018 - 2019

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD	
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	
	AV Tech Extra Duty	\$35.00	Per Hour	
	Lead Network Engineer	\$5,000.00	Annual	
	Hardware Pick Up Delivery Driver	\$8.50	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 Supervisor, Scorekeeper, Concession Supervisor, Will Call Attendant, Elevator Attendant, Ticket Sellers, Ticket Taker, Timer, 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	\$15.00	Per Game
	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	\$15.00	Per Game	
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	
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 Manager (Jan - May)	\$350.00	Monthly	
	Concession Manager (Sept - Dec, 16 weeks)	\$275.00	Weekly	
	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
2018 - 2019**

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