

ELGIN ISD 2018-19 SALARY SCALE
Classroom Teachers, Librarians, Specialists & Registered Nurses

Years Experience	Daily Rate	Annual Salary
0	\$251.34	\$47,000
1	\$254.01	\$47,500
2	\$255.35	\$47,750
3	\$256.68	\$48,000
4	\$258.02	\$48,250
5	\$259.36	\$48,500
6	\$260.70	\$48,750
7	\$262.03	\$49,000
8	\$263.37	\$49,250
9	\$266.04	\$49,750
10	\$267.38	\$50,000
11	\$268.72	\$50,250
12	\$270.05	\$50,500
13	\$272.73	\$51,000
14	\$279.41	\$52,250
15	\$283.42	\$53,000
16	\$286.10	\$53,500
17	\$288.77	\$54,000
18	\$290.11	\$54,250
19	\$292.78	\$54,750
20	\$296.79	\$55,500
21	\$300.80	\$56,250
22	\$303.48	\$56,750
23	\$306.15	\$57,250
24	\$310.16	\$58,000
25+	\$312.83	\$58,500

Salaries listed are based on 10-month employment.

Teachers and Librarians:

\$1500 Stipend for Masters Degree*

\$2000 Stipend for Doctorate Degree*

Future salaries cannot be predicted based upon the salary scale.

Raises are based upon available funding and the annual pay raise budget approved by the Board of Trustees.

Professional employees are not eligible for compensatory time.

*Employees may only receive one Advanced Degree stipend.

ELGIN ISD 2018-19 SALARY SCALE
Administrative & Professional Personnel

Pay Grade <u>1</u>	Band Assistant Executive Assistant - Supt. & School Board Food Service Operations Coordinator PEIMS Coordinator	Daily	Minimum \$202.93	Midpoint \$244.08	Maximum \$275.19
Pay Grade <u>2</u>	Family Engagement Specialist Homeless & Foster Care Liaison Maintenance & Operations Coordinator Site Coordinator, ACE Special Revenue Accountant Speech Therapist Assistant	Daily	Minimum \$221.71	Midpoint \$260.82	Maximum \$299.96
Pay Grade <u>3</u>	Counselor, ES, MS, PHS / Social Worker LSSP / Diagnostician / ARD Facilitator Occupational Therapist Specialist, District Speech Pathologist / Therapist	Daily	Minimum \$259.40	Midpoint \$305.17	Maximum \$350.95
Pay Grade <u>4</u>	Assistant Principal, ES / Academic Dean Coordinator, Digital Learning Coordinator, Bilingual / ESL Coordinator, Elementary / Secondary Curriculum Coordinator, Human Resources Coordinator, Special Programs, RTI, 504, Dyslexia Counselor, HS Director, Accounting Director, ACE Director, Food Service Director, Transportation ROTC Instructor System Analyst	Daily	Minimum \$280.15	Midpoint \$329.59	Maximum \$379.03
Pay Grade <u>5</u>	Administrator, DAEP, AEA Assistant Principal, MS, HS Systems Engineer	Daily	Minimum \$296.80	Midpoint \$349.36	Maximum \$393.08
Pay Grade <u>6</u>	Associate Principal, HS Director, Assessment & Accountability Director, Bilingual & ESL Director, College & Career Readiness Director, Curriculum & Guidance Services Director, Purchasing & Organizational Planning Principal, ES Project Grant Director	Daily	Minimum \$315.17	Midpoint \$370.79	Maximum \$426.41
Pay Grade <u>7</u>	Director, Athletics Director, SpEd Principal, MS	Daily	Minimum \$340.38	Midpoint \$400.45	Maximum \$460.52
Pay Grade <u>8</u>	Exec Director, Maintenance & Operations Principal, HS	Daily	Minimum \$394.84	Midpoint \$464.52	Maximum \$534.19
Pay Grade <u>9</u>	Assistant Superintendent Chief Finance Officer Chief Technology Officer	Daily	Minimum \$426.43	Midpoint \$501.69	Maximum \$577.03
Pay Grade <u>10</u>	Deputy Superintendent	Daily	Minimum \$437.58	Midpoint \$528.28	Maximum \$607.83

ELGIN ISD 2018-19 SALARY SCALE
Clerical & Paraprofessional Personnel

Pay Grade 1	Child Care Aide Classroom Aide Hall Monitor Library Aide	Hourly	Minimum	Midpoint	Maximum
			\$11.22	\$13.77	\$16.32

Pay Grade 2	Migrant Interventionist Parent & Student Outreach Liaison Receptionist	Hourly	Minimum	Midpoint	Maximum
			\$12.50	\$15.81	\$18.36

Pay Grade 3	Attendance Clerk, Assistant / Secretary Counselor Assistant Registrar - ES, MS	Hourly	Minimum	Midpoint	Maximum
			\$13.80	\$17.24	\$20.69

Pay Grade 4	Administrative Assistant Migrant Specialist Registrar - HS	Hourly	Minimum	Midpoint	Maximum
			\$15.17	\$18.96	\$22.77

Pay Grade 5	CDC Co-Director Truancy Officer	Hourly	Minimum	Midpoint	Maximum
			\$15.93	\$19.91	\$23.90

Pay Grade 6	Accounts Payable Specialist Federal & State Programs Specialist Human Resources Specialist Nurse - LVN Payroll Specialist	Hourly	Minimum	Midpoint	Maximum
			\$17.36	\$21.71	\$26.04

ELGIN ISD 2018-19 SALARY SCALE Auxiliary Personnel

Pay Grade <u>1</u>	Bus Monitor Cashier Custodian Food Service Worker / Warehouse Delivery Helper Parking Lot Monitor	Hourly	Minimum \$10.61	Midpoint \$12.55	Maximum \$14.79
Pay Grade <u>2</u>	Assistant Manager, Food Service General Maintenance Worker Groundskeeper Lead Custodian - ES, MS, Flex Utility Driver Warehouseman - DW	Hourly	Minimum \$12.46	Midpoint \$15.29	Maximum \$18.13
Pay Grade <u>3</u>	Bus Driver Bus Driver - Fuel, Washer, Data Clerk Manager, Food Service - ES Lead Custodian - HS	Hourly	Minimum \$15.45	Midpoint \$18.36	Maximum \$21.42
Pay Grade <u>4</u>	Dispatcher Manager, Food Service - MS, HS Student Management Specialist Warehouseman - FS	Hourly	Minimum \$16.58	Midpoint \$19.89	Maximum \$23.46
Pay Grade <u>5</u>	District Computer Technician Grounds Supervisor Vehicle Mechanic	Hourly	Minimum \$17.81	Midpoint \$21.86	Maximum \$25.91
Pay Grade <u>6</u>	Senior Mechanic Skilled Tradesworker Warehouse Supervisor	Hourly	Minimum \$19.10	Midpoint \$23.79	Maximum \$28.18
Pay Grade <u>7</u>	Lead Maintenance Supervisor Lead District Computer Technician	Hourly	Minimum \$20.40	Midpoint \$25.50	Maximum \$30.60
Pay Grade <u>8</u>	Network Technician	Hourly	Minimum \$22.44	Midpoint \$27.54	Maximum \$32.64

ELGIN ISD 2018-19 STIPEND SCALE

Academic

Title	# / Campus	Amount
Elementary		
Grade Level Chair	7	\$700.00
Instructional Technology Support	1	\$1,500.00
UIL Coach	21	\$250.00
UIL Coordinator	1	\$1,000.00
Middle School		
Band Director	1	\$8,000.00
Assistant Band Director	1	\$7,000.00
Choir Director	1	\$3,500.00
Dance	1	\$1,000.00
Department Chair	7	\$1,000.00
ESL/LPAC Coordinator - Teacher	1	\$1,000.00
Instructional Technology Support	1	\$1,500.00
NJHS Sponsor	2	\$400.00
Student Council Sponsor	1	\$800.00
Theater Arts	1	\$1,000.00
UIL Coach	14	\$250.00
UIL Coordinator	1	\$1,000.00
Yearbook Sponsor	1	\$1,000.00
High School		
Academic Coordinator	1	\$3,000.00
Art Club Sponsor	1	\$500.00
Asst. Band Director	1	\$7,000.00
Band Director (226 days)	1	\$10,000.00
Choir Director	1	\$5,000.00
Dance	1	\$7,000.00
Department Chair	9	\$1,500.00
Dual Credit (per semester)	10	\$500.00
ESL/LPAC Coordinator - Teacher	1	\$1,000.00
FFA	1	\$1,500.00
Skills USA / FIRST Robotics	5	\$250.00
Instructional Technology Support	1	\$1,500.00
Key Club Sponsor	1	\$500.00
NHS Sponsor	1	\$1,375.00
One Act Play Sponsor	1	\$2,000.00
R.E.A.L. Club Sponsor	1	\$500.00
Spanish Club Sponsor	1	\$500.00
Student Council Sponsor	1	\$1,500.00
T.A.F.E. Club Sponsor	1	\$500.00
UIL Coach - Teacher	10	\$500.00
UIL Coordinator - Teacher	1	\$1,500.00
Yearbook Sponsor	1	\$2,000.00
District Wide		
Administrative Intern	1	\$2,500.00
Bilingual Teacher	30	\$3,000.00
Bilingual Teacher Retention Incentive	30	\$1,000.00
Fine Arts Coordinator	1	\$3,000.00
Master Teacher (Grant Funded)	6	\$10,000.00
Mentor Teacher	35	\$500.00
Farm to School Grant Coordinator	1	\$6,000.00
Licensed Pest Control (Required per Job Description)	1	\$1,500.00
PHS, DAEP, & ECDC Nurse Support	1	\$1,200.00
Technology Technician Travel	4	\$1,500.00

ELGIN ISD 2018-19 STIPEND SCALE

Athletic

Title	#	Amount
Middle School		
Athletic Coordinator - Boys	1	\$2,000.00
Athletic Coordinator - Girls	1	\$2,000.00
Stadium Manager	1	\$500.00
Football Head Coach	1	\$3,200.00
Football Assistant Coach	5	\$2,750.00
Cheer Sponsor	1	\$2,000.00
Cross Country Coach - Boys & Girls	1	*2000.00 or **1,500.00
Soccer Coach - Boys	1	*2000.00 or **1,500.00
Soccer Coach - Girls	1	*2000.00 or **1,500.00
Tennis Coach - Boys & Girls	2	*2000.00 or **1,500.00
Basketball Coach - Boys	4	*2000.00 or **1,500.00
Basketball Coach - Girls	4	*2000.00 or **1,500.00
Track Coach - Girls	5	*2000.00 or **1,500.00
Track Coach - Boys	5	*2000.00 or **1,500.00
Volleyball Coach	4	*2000.00 or **1,500.00
*2,000 if first & only sport, **1,500 for 2 or more sports		

High School		
Maintenance & Operations Coordinator	1	\$3,000.00
Summer Conditioning Coach	1	\$5,000.00
Athletic Coordinator - Girls	1	\$5,000.00
Athletic Trainer	2	\$12,000.00
Baseball Head Coach	1	\$6,000.00
Baseball Assistant Coach	3	\$3,500.00
Basketball Head Coach - Boys	1	\$6,000.00
Basketball Assistant Coach - Boys	3	\$3,500.00
Basketball Head Coach - Girls	1	\$6,000.00
Basketball Assistant Coach - Girls	3	\$3,500.00
Cheerleading Head Coach	1	\$4,000.00
Cheerleading Assistant Coach	1	\$3,000.00
Cross Country Head Coach - Boys	1	\$4,200.00
Cross Country Head Coach - Girls	1	\$4,200.00
Golf Head Coach (Year Round) - Boys & Girls	1	\$4,200.00
Football Assistant Head Coach	1	\$9,000.00
Football Cord/First Assistant Coach	2	\$8,000.00
Football Assistant Coach	7	\$6,000.00
Football JV Coach	1	\$6,000.00
Football 9th Grade Coach	1	\$5,000.00
Powerlifting Head Coach - Boys	1	\$4,000.00
Powerlifting Head Coach - Girls	1	\$4,000.00
Soccer Head Coach - Boys	1	\$6,000.00
Soccer Assistant Coach - Boys	1	\$3,500.00
Soccer Head Coach - Girls	1	\$6,000.00
Soccer Assistant Coach - Girls	1	\$3,500.00

ELGIN ISD 2018-19 STIPEND SCALE *continued*

Athletic

Title	#	Amount
High School		
Softball Head Coach	1	\$6,000.00
Softball Assistant Coach	3	\$3,500.00
Swimming Head Coach - Boys & Girls	1	\$2,000.00
Stadium Manager Coach	1	\$1,000.00
Tennis Head Coach (Year Round) - Boys & Girls	1	\$4,200.00
Tennis Assistant Coach (Year Round) - Boys & Girls	1	\$3,500.00
Track Head Coach - Boys	1	\$6,000.00
Track Assistant Coach - Boys	3	\$3,500.00
Track Head Coach - Girls	1	\$6,000.00
Track Assistant Coach - Girls	3	\$3,500.00
Volleyball Head Coach	1	\$6,000.00
Volleyball Assistant Coach	2	\$3,500.00

ELGIN ISD 2018-19 SALARY SCALE

Substitute / Supplemental

Title	Rate
Substitute	
Administrator	\$225.00 / day
*Classroom Teacher/Aide/Office (HS Diploma)	\$80.00 / day
*Classroom Teacher/Aide/Office (Assoc. Degree)	\$85.00 / day
*Classroom Teacher/Aide/Office (Degree)	\$90.00 / day
*Classroom Teacher/Aide/Office (Certified)	\$100.00 / day
Critical/Shortage Area	\$200.00 / day
Custodian	\$10.61 / hr.
Food Service Worker	\$10.61 / hr.
Maintenance Worker	\$12.46 / hr.
Secretary (Vacant Position)	\$13.80 / hr.
Transportation Worker - Driver / Bus Monitor	\$15.45 / hr. / 10.61 / hr.

Other	
Consultant	Individually Negotiated
Extra Help	Sub Rates
Tutor (Professional Employee)	\$25.00/hr. (maximum 2 hrs./day)
Tutor (Paraprofessional Employee)	Hourly Rate of Employee
*Monday/Friday Incentive +\$5.00/day	

Game Day Pay		
Sport	Worker	Rate
Baseball	Book	\$25.00 / Game
	Gate	\$25.00 / Game
	Scoreboard	\$25.00 / Game
Basketball	Book	\$20.00 / Game
	Gate	\$20.00 / Game
	Scoreboard	\$20.00 / Game
Football (sub-varsity)	Gate	\$25.00 / Game
	Gate	\$40.00 / Game
Football (varsity)	Ticket Booth	\$40.00 / Game
	Crowd Control Workers	\$40.00 / Game
	Gate	\$25.00 / Game
Soccer (per game)	Scoreboard	\$25.00 / Game
	Book	\$25.00 / Game
	Gate	\$25.00 / Game
Softball	Scoreboard	\$25.00 / Game
	Book	\$25.00 / Game
	Gate	\$25.00 / Game
Track	Starter	Paid out of entry fees
	Back-up	Paid out of entry fees
	Book	\$20.00 / Match
Volleyball	Clock	\$20.00 / Match
	Gate	\$20.00 / Match
	Libero Tracker	\$20.00 / Match