

ELGIN ISD 2017–18 SALARY SCALE
Classroom Teachers, Librarians, Specialists & Registered Nurses

Years Experience	Daily Rate	Annual Salary	
0	\$245.99	\$46,000	Salaries listed are based on 10-month employment.
1	\$247.33	\$46,250	
2	\$248.66	\$46,500	Teachers and Librarians \$1500 Stipend for Masters Degree or \$2000 Stipend for Doctorate Degree.*
3	\$250.00	\$46,750	
4	\$251.34	\$47,000	
5	\$252.67	\$47,250	
6	\$254.01	\$47,500	Future salaries cannot be predicted based upon the salary scale.
7	\$255.35	\$47,750	
8	\$258.02	\$48,250	
9	\$259.36	\$48,500	
10	\$260.70	\$48,750	
11	\$262.03	\$49,000	Raises are based upon available funding and the annual pay raise budget approved by the Board of Trustees.
12	\$264.71	\$49,500	
13	\$272.73	\$51,000	
14	\$275.40	\$51,500	
15	\$278.07	\$52,000	Professional employees are not eligible for compensatory time.
16	\$280.75	\$52,500	
17	\$282.09	\$52,750	
18	\$284.76	\$53,250	
19	\$288.77	\$54,000	
20	\$292.78	\$54,750	
21	\$295.45	\$55,250	*Employees may only receive one Advanced Degree stipend.
22	\$298.13	\$55,750	
23	\$302.14	\$56,500	
24	\$304.81	\$57,000	
25+	\$307.49	\$57,500	

ELGIN ISD 2017-18 SALARY SCALE
Administrative & Professional Personnel

Pay Grade		Minimum	Midpoint	Maximum
1	Executive Assistant - Supt. & School Board PEIMS Coordinator Food Service Operations Coordinator Band Assistant	Daily \$198.95	\$239.29	\$269.79
2	Family Engagement Specialist Homeless & Foster Care Liaison Maintenance & Operations Coordinator Special Revenue Accountant Speech Therapist Assistant Site Coordinator, ACE	Daily \$217.36	\$255.71	\$294.08
3	Counselor, ES, MS, PHS / Social Worker LSSP / Diagnostician / ARD Facilitator Occupational Therapist Specialist, District Speech Pathologist / Therapist	Daily \$254.31	\$299.19	\$344.07
4	Assistant Principal, ES / Academic Dean Coordinator / Director, Instructional Technology 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 System Analyst	Daily \$274.66	\$323.13	\$371.60
5	Administrator, DAEP, AEA Assistant Principal, MS, HS Coordinator, College & Career Readiness Coordinator, CTE Systems Engineer	Daily \$290.98	\$342.51	\$385.37
6	Principal, ES Project Grant Director Director, Assessment & Accountability Director, Bilingual & ESL Director, Curriculum & Guidance Services Director, Purchasing & Organizational Planning Associate Principal, HS	Daily \$308.99	\$363.52	\$418.05
7	Principal, MS Director, Athletics Director, SpEd	Daily \$333.71	\$392.60	\$451.49
8	Principal, HS Exec Director, Maintenance & Operations	Daily \$387.10	\$455.41	\$523.72
9	Asst. Superintendent Chief Finance Officer Chief Technology Officer	Daily \$418.07	\$491.85	\$565.72
10	Deputy Superintendent	Daily \$429.00	\$517.92	\$595.91

ELGIN ISD 2017-18 SALARY SCALE
Clerical & Paraprofessional Personnel

Pay Grade 1	Child Care Aide Classroom Aide Hall Monitor Library Aide	Hourly	Minimum	Midpoint	Maximum
			\$11.00	\$13.50	\$16.00

Pay Grade 2	Migrant Interventionist Parent & Student Outreach Liaison Receptionist	Hourly	Minimum	Midpoint	Maximum
			\$12.25	\$15.50	\$18.00

Pay Grade 3	Counselor Assistant Attendance Clerk, Assistant / Secretary Registrar - ES, MS	Hourly	Minimum	Midpoint	Maximum
			\$13.53	\$16.90	\$20.28

Pay Grade 4	Administrative Assistant Migrant Specialist Registrar - HS	Hourly	Minimum	Midpoint	Maximum
			\$14.87	\$18.59	\$22.32

Pay Grade 5	Truancy Officer CDC Co-Director	Hourly	Minimum	Midpoint	Maximum
			\$15.62	\$19.52	\$23.43

Pay Grade 6	Accounts Payable Specialist Human Resources Specialist Federal & State Programs Specialist Payroll Specialist Nurse - LVN	Hourly	Minimum	Midpoint	Maximum
			\$17.02	\$21.28	\$25.53

ELGIN ISD 2017-18 SALARY SCALE
Auxiliary Personnel

Pay Grade <u>1</u>	Parking Lot Monitor		Minimum	Midpoint	Maximum
	Bus Monitor	Hourly	\$10.40	\$12.30	\$14.50
	Cashier				
	Custodian				
	Food Service Worker				

Pay Grade <u>2</u>	General Maintenance Worker		Minimum	Midpoint	Maximum
	Lead Custodian - ES, MS, Flex	Hourly	\$12.22	\$14.99	\$17.77
	Warehouseman - DW				
	Asst Manager, Food Service				
	Groundskeeper				
	Utility Driver				

Pay Grade <u>3</u>	Bus Driver		Minimum	Midpoint	Maximum
	Bus Driver / Fuel Person	Hourly	\$15.15	\$18.00	\$21.00
	Bus Driver / Washer				
	Bus Driver / Trans Data Clerk				
	Manager, Food Service - ES				
	Lead Custodian - HS				

Pay Grade <u>4</u>	Dispatcher		Minimum	Midpoint	Maximum
	Student Management Specialist	Hourly	\$16.25	\$19.50	\$23.00
	Manager, Food Service - MS, HS				
	Warehouseman - FS				

Pay Grade <u>5</u>	Supervisor, Grounds		Minimum	Midpoint	Maximum
	Vehicle Mechanic	Hourly	\$17.46	\$21.43	\$25.40
	District Computer Technician				

Pay Grade <u>6</u>	Mechanic, Senior		Minimum	Midpoint	Maximum
	Warehouse Supervisor	Hourly	\$18.73	\$23.32	\$27.63
	Skilled Tradesworker				

Pay Grade <u>7</u>	Lead Maintenance Supervisor		Minimum	Midpoint	Maximum
	Lead District Computer Technician	Hourly	\$20.00	\$25.00	\$30.00

Pay Grade <u>8</u>	Network Technician		Minimum	Midpoint	Maximum
		Hourly	\$22.00	\$27.00	\$32.00

ELGIN ISD 2017-18 STIPEND SCALE

Academic

Title	#	Amount
Elementary Campuses		
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
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
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	\$5,000.00
Department Chair	9	\$1,500.00
Dual Credit	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	\$4,000.00
Fine Arts Coordinator	1	\$3,000.00
Mentor Teacher	35	\$500.00
Cell Phone	8	\$500.00
Education Foundation Support	1	\$3,000.00
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	3	\$1,500.00

ELGIN ISD 2017-18 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 Asst 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
Basket Ball Coach - Boys	4	*2000.00 or **1,500.00
Basket Ball 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 Asst Coach	3	\$3,500.00
Basketball Head Coach - Boys	1	\$6,000.00
Basketball Asst Coach - Boys	3	\$3,500.00
Basketball Head Coach - Girls	1	\$6,000.00
Basketball Asst Coach - Girls	3	\$3,500.00
Cheerleading Head Coach	1	\$4,000.00
Cheerleading Asst 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 Asst Head Coach	1	\$9,000.00
Football Coord/First Asst Coach	2	\$8,000.00
Football Asst. 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 Asst Coach - Boys	1	\$3,500.00
Soccer Head Coach - Girls	1	\$6,000.00
Soccer Asst Coach - Girls	1	\$3,500.00

ELGIN ISD 2017-18 STIPEND SCALE *continued*

Athletic

Title	#	Amount
High School		
Softball Head Coach	1	\$6,000.00
Softball Asst 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 Asst Coach (Year Round) - Boys & Girls	1	\$3,500.00
Track Head Coach - Boys	1	\$6,000.00
Track Asst Coach - Boys	3	\$3,500.00
Track Head Coach - Girls	1	\$6,000.00
Track Asst Coach - Girls	3	\$3,500.00
Volleyball Head Coach	1	\$6,000.00
Volleyball Asst Coach	2	\$3,500.00

ELGIN ISD 2017-18 SALARY SCALE
Substitute / Supplemental

Title	Rate
Substitute	
Administrator	\$225.00 / day
*Classroom Teacher/Aide/Office (HS Diploma)	\$75.00 / day
*Classroom Teacher/Aide/Office (Assoc. Degree)	\$80.00 / day
*Classroom Teacher/Aide/Office (Degree)	\$85.00 / day
*Classroom Teacher/Aide/Office (Certified)	\$90.00 / day
Critical/Shortage Area	\$200.00 / day
Custodian	\$10.40 / hr
Food Service Worker	\$10.40 / hr
Maintenance Worker	\$12.22 / hr
Secretary (Vacant Position)	\$11.73 / hr
Transportation Worker - Driver / Bus Monitor	\$15.15 / hr 10.40 / 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
* Long Term + \$5.00 beginning on 21st day in same position	

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