

ELGIN ISD 2021-22 SALARY SCALE

Classroom Teachers, Librarians, Specialists & Registered Nurses

Years Experience	Daily Rate	Annual Salary
0	\$276.47	\$51,700
1	\$277.81	\$51,950
2	\$279.14	\$52,200
3	\$280.48	\$52,450
4	\$281.82	\$52,700
5	\$284.49	\$53,200
6	\$289.84	\$54,200
7	\$292.51	\$54,700
8	\$295.19	\$55,200
9	\$297.86	\$55,700
10	\$300.53	\$56,200
11	\$303.21	\$56,700
12	\$305.88	\$57,200
13	\$308.56	\$57,700
14	\$311.23	\$58,200
15	\$313.90	\$58,700
16	\$316.58	\$59,200
17	\$319.25	\$59,700
18	\$321.93	\$60,200
19	\$324.60	\$60,700
20	\$327.27	\$61,200
21	\$332.62	\$62,200
22	\$335.29	\$62,700
23	\$337.97	\$63,200
24	\$340.64	\$63,700
25+	\$343.32	\$64,200

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 2021-22 SALARY SCALE
Administrative & Professional Personnel

Pay Grade		Minimum	Midpoint	Maximum	
1	Band Assistant CC&MR Specialist Executive Assistant - Supt. & School Board Human Capital Generalist Payroll Coordinator	Daily	\$206.99	\$248.96	\$280.69
2	Armed Security Family Engagement Specialist Homeless & Foster Care Liaison Maintenance & Operations Coordinator Site Coordinator, ACE Special Revenue Accountant Speech Therapist Assistant PEIMS Coordinator	Daily	\$226.05	\$266.04	\$305.96
3	Counselor, ES, MS, PHS / Social Worker Coordinator, Behavior Mgmt. LSSP / Diagnostician / ARD Facilitator Occupational Therapist Special Projects Coordinator Specialist, District Speech Pathologist / Therapist	Daily	\$264.59	\$311.27	\$357.97
4	Assistant Principal, ES Coordinator, Bilingual / ESL Coordinator, Digital Learning Coordinator, Human Capital Coordinator, Instructional, District Coordinator, Purchasing Coordinator, Special Programs, RTI, 504, Dyslexia Coordinator, Testing, ES Counselor, HS Director, Accounting Director, ACE Director, Transportation Recovery Specialist ROTC Instructor System Analyst	Daily	\$285.75	\$336.18	\$386.61
5	Assistant Principal: IS, MS, HS Coordinator, Testing: IS, MS, HS Director, Maintenance Systems Engineer	Daily	\$302.74	\$356.35	\$400.94
6	Associate Principal, HS Director, Assessment & Accountability Director, Bilingual & ESL Director, College & Career Readiness Director, Curriculum Director, Finance Director, Program Support & Guidance Director, Purchasing & Organizational Planning Director, School Improvement Principal: ES, IS, ECHS, PHS/DAEP Project Grant Director Risk Manager/Safety Director	Daily	\$321.47	\$378.21	\$434.94
7	Director, Athletics Director, SpEd Principal, MS	Daily	\$347.19	\$408.46	\$469.73
8	Exec Director, Maintenance & Operations Principal, HS	Daily	\$402.74	\$473.81	\$544.87
9	Assistant Superintendent Chief Finance Officer Chief Technology Officer	Daily	\$434.96	\$511.72	\$588.57
10	Deputy Superintendent	Daily	\$446.33	\$538.85	\$619.99

CNS positions moved to new 01.01.2022 Scale

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Clerical & Paraprofessional Personnel

Pay Grade		Minimum	Midpoint	Maximum
Pay Grade 1	Child Care Aide Classroom Aide Hall Monitor Library Aide Migrant Interventionist Parent & Student Outreach Liaison Receptionist	\$12.75	\$16.13	\$18.73
Pay Grade 2	Attendance Clerk, Assistant / Secretary Counselor Assistant Coordinator, CDC	\$14.08	\$17.58	\$21.10
Pay Grade 3	Migrant Specialist Records Management Specialist Early Childhood Literacy Specialist (K-3)	\$15.47	\$19.34	\$23.23
Pay Grade 4	Administrative Assistant CDC Co-Director Registrar: ES, MS Truancy Officer	\$16.25	\$20.31	\$24.38
Pay Grade 5	Accounts Payable Specialist Business Office Specialist Bookkeeper Federal & State Programs Specialist Human Capital Specialist Nurse (LVN) Payroll Specialist Registrar, HS	\$17.71	\$22.14	\$26.56

ELGIN ISD 2021-22 SALARY SCALE

Auxiliary Personnel

Pay Grade	1					
		Bus Monitor				
		Cashier	Hourly	Minimum \$12.71	Midpoint \$15.60	Maximum \$18.49
		Crossing Guard				
		Custodian				
		Parking Lot Monitor				
Pay Grade	2					
				Minimum	Midpoint	Maximum
		General Maintenance Worker	Hourly	\$15.76	\$18.73	\$21.85
		Groundskeeper				
		Lead Custodian (ES, IS, MS)				
		Utility Driver				
		Warehouseman (DW)				
Pay Grade	3					
		Bus Fueler / Bus Washer		Minimum	Midpoint	Maximum
			Hourly	\$17.00	\$20.46	\$23.93
		Lead Custodian (HS)				
Pay Grade	4					
		Bus Driver		Minimum	Midpoint	Maximum
		Dispatcher	Hourly	\$18.17	\$22.30	\$26.43
		Student Management Specialist				
		Transportation Data Clerk				
Pay Grade	5					
		District Computer Technician		Minimum	Midpoint	Maximum
		Grounds Supervisor	Hourly	\$19.48	\$24.27	\$28.74
		Vehicle Mechanic				
Pay Grade	6					
		Senior Mechanic		Minimum	Midpoint	Maximum
		Skilled Trades Worker	Hourly	\$20.81	\$26.01	\$31.21
		Warehouse Supervisor				
Pay Grade	7					
		Custodial Services Supervisor		Minimum	Midpoint	Maximum
		Lead Maintenance Supervisor	Hourly	\$22.89	\$28.09	\$33.29
		Lead District Computer Technician				
Pay Grade	8					
		Network Technician	Hourly	\$25.00	\$30.00	\$35.00

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ELGIN ISD SALARY SCALE

Child Nutrition Services

Pay Grade				Fixed		
	1	Substitute				
			Hourly	\$13.18		
Pay Grade	2	Cashier		Minimum	Midpoint	Maximum
		Kitchen Worker	Hourly	\$13.18	\$16.07	\$18.96
		Warehouse Delivery Man				
Pay Grade	3	Assistant Manager		Minimum	Midpoint	Maximum
			Hourly	\$16.32	\$19.29	\$22.41
Pay Grade	4	Manager (ES)		Minimum	Midpoint	Maximum
			Hourly	\$17.61	\$21.07	\$24.54
Pay Grade	5	Manager (IS, MS, HS)		Minimum	Midpoint	Maximum
		Warehouseman	Hourly	\$18.84	\$22.97	\$27.10
Pay Grade	6	Operations Coordinator		Minimum	Midpoint	Maximum
			Daily	\$206.99	\$248.96	\$280.69
Pay Grade	7	Director		Minimum	Midpoint	Maximum
			Daily	\$285.75	\$336.18	\$386.61

Approved 12.13.2021

ELGIN ISD 2021-22 STIPEND SCALE

Campus Academic Stipends

Elementary Schools	#	Rate
Grade Level Chair (PK, K, 1, 2, 3, 4)	5/6	\$700
Department Chair - Special Education	1	\$1,000
Department Chair - Specials	1	\$1,000
Instructional Technology Support	1	\$1,500
Lego Robotics Sponsor	1	\$750
Science Fair Coordinator	1	\$750
Student Council Sponsor	1	\$250
UIL Coach	21	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$250
Intermediate School		
Department Chair (M, S, SS, ELA)	4	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair - Electives	1	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
Instructional Technology Support	1	\$1,500
Science Fair Coordinator	1	\$750
UIL Coach	14	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$1,000
Middle School		
Assistant Band Director	1	\$7,000
Band Director	1	\$8,000
Choir Director	1	\$3,500
Dance	1	\$3,500
Department Chair - Electives	1	\$1,000
Department Chair - Special Education	1	\$1,000
Department Chair (M, S, SS, ELA)	4	\$1,000
ESL/LPAC Coordinator - Teacher	1	\$1,000
GT Sponsor	1	\$500
History Fair Coordinator	1	\$250
Instructional Technology Support	1	\$1,500
NJHS Sponsor	2	\$400
Science Fair Coordinator	2	\$750
Student Council Sponsor	1	\$800
Theater Arts	1	\$1,000
UIL Coach	14	\$250
UIL Coordinator	1	\$1,000
Yearbook Sponsor	1	\$1,000

ELGIN ISD 2021-22 STIPEND SCALE**Campus Academic Stipends *continued***

High School	#	Rate
Academic Coordinator	1	\$3,000
ACC Liaison	1	\$5,000
Art Club Sponsor	1	\$500
Asst. Band Director	1	\$7,000
Band Director (226 days)	1	\$10,000
Choir Director	1	\$5,000
Dance	1	\$7,000
Department Chair - CTE	1	\$1,500
Department Chair - Fine Arts	1	\$1,500
Department Chair - Spanish	1	\$1,500
Department Chair - Special Education	1	\$1,000
Department Chair (M, S, SS, ELA)	4	\$1,500
Dual Credit (per semester)	10	\$500
ESL/LPAC Coordinator - Teacher	1	\$1,000
FFA	1	\$1,500
Instructional Technology Support	1	\$1,500
Key Club Sponsor	1	\$500
NHS Sponsor	1	\$1,375
One Act Play Sponsor	1	\$2,000
R.E.A.L. Club Sponsor	1	\$500
Skills USA / FIRST Robotics	5	\$250
Spanish Club Sponsor	1	\$500
Student Council Sponsor	1	\$1,500
T.A.F.E. Club Sponsor	1	\$500
UIL Coach - Teacher	10	\$500
UIL Coordinator - Teacher	1	\$1,500
Yearbook Sponsor	1	\$2,000

ELGIN ISD 2021-22 STIPEND SCALE

District Stipends	#	Rate
Diagnostician - Supervision	1	\$750
Dual Language Program (Bilingual Certified)	30	\$7,000
Dual Language Program (ESL Certified)	15	\$3,500
Dyslexia Teacher (Bilingual Certified)	1	\$3,500
Fine Arts Coordinator	1	\$3,000
Licensed Pest Control (<i>Only if required per Job Description</i>)	1	\$1,500
LSSP - Supervision	1	\$750
LSSP - Bilingual	1	\$6,000
LSSP - Lead	1	\$750
LSSP / SLP	3	\$3,000
SLP - Bilingual	1	\$5,000
Special Education Teacher	29	\$1,000
Master Teacher	13	\$10,000
Mentor Teacher	35	\$500
PHS, DAEP, & ECDC Nurse Support	1	\$1,200
SAMA Facilitator	1	\$375/ semester
SLPA Supervisor	1	\$750/ semester
SLP- Lead	1	\$750
Special Olympics Head of Delegation	1	\$500
Technology Technician Travel	4	\$1,500

ELGIN ISD 2021-22 STIPEND SCALE

Athletic Stipends *(Updated 6.7.2021)*

Middle School	#	Rate
Athletic Coordinator - Boys	1	\$2,500
Athletic Coordinator - Girls	1	\$2,500
Stadium Manager	1	\$1,000
Football Head Coach	1	\$3,500
Football Assistant Coach	5	\$3,000
Cheer Sponsor	1	\$2,250
Cross Country Coach - Boys & Girls	1	\$2,250
Soccer Coach - Boys	2	\$2,250
Soccer Coach - Girls	2	\$2,250
Tennis Coach - Boys & Girls	2	\$2,250
Basketball Coach - Boys	4	\$2,250
Basketball Coach - Girls	4	\$2,250
Track Coach - Girls	4	\$2,250
Track Coach - Boys	4	\$2,250
Volleyball Coach	4	\$2,250

High School		
Athletic Coordinator - Girls	1	\$5,000
Athletic Trainer	2	\$12,000
Athletic Website/Media Coordinator	1	\$2,000
Baseball Head Coach	1	\$6,000
Baseball Assistant Coach	3	\$3,500
Basketball Head Coach - Boys	1	\$6,000
Basketball Assistant Coach - Boys	3	\$3,500
Basketball Head Coach - Girls	1	\$6,000
Basketball Assistant Coach - Girls	3	\$3,500
Cheerleading Head Coach	1	\$4,000
Cheerleading Assistant Coach	1	\$3,000
Cross Country Head Coach - Boys & Girls	1	\$4,200
Golf Head Coach (Year Round) - Boys	1	\$2,500
Golf Head Coach (Year Round) - Girls	1	\$2,500
Football Cord/First Assistant Coach	2	\$9,000
Football Assistant Coach	8	\$6,000
Football JV Coach	1	\$6,000
Football 9th Grade Coach	1	\$6,000
Maintenance & Operations Coordinator	1	\$3,000
Powerlifting Head Coach - Boys	1	\$4,000
Powerlifting Assistant Coach - Boys	1	\$2,000
Powerlifting Head Coach - Girls	1	\$4,000
Powerlifting Assistant Coach - Girls	1	\$2,000
Soccer Head Coach - Boys	1	\$6,000
Soccer Assistant Coach - Boys	1	\$3,500
Soccer Head Coach - Girls	1	\$6,000
Soccer Assistant Coach - Girls	1	\$3,500
Strength & Conditioning Coach	1	\$9,000

ELGIN ISD 2021-22 STIPEND SCALE

Athletic Stipends *(Updated 6.7.2021)*

High School	#	Rate
Recruiting Coordinator	1	\$2,000
Softball Head Coach	1	\$6,000
Softball Assistant Coach	3	\$3,500
Tennis Head Coach (Year Round) - Boys & Girls	1	\$4,200
Track Head Coach - Boys	1	\$6,000
Track Assistant Coach - Boys	3	\$3,500
Track Head Coach - Girls	1	\$6,000
Track Assistant Coach - Girls	3	\$3,500
Video/FilmCoordinator	1	\$2,000
Volleyball Head Coach	1	\$6,000
Volleyball Assistant Coach	3	\$3,500

ELGIN ISD 2021-22 SALARY SCALE

Substitute / Supplemental

Substitute	Rate	
*Classroom Teacher/Aide/Office (HS Diploma)	\$90.00 / day	
*Classroom Teacher/Aide/Office (Assoc. Degree)	\$95.00 / day	
*Classroom Teacher/Aide/Office (Degree)	\$100.00 / day	
*Classroom Teacher/Aide/Office (Certified)	\$105.00 / day	
Long Term Non-Degreed (<i>starts on 21st consecutive day & retroactive</i>)	\$125.00 / day	
Long Term Degreed (<i>starts on 21st consecutive day & retroactive</i>)	\$150.00 / day	
Long Term Certified (<i>starts on 21st consecutive day & retroactive</i>)	\$200.00 / day	
Counselor	\$200.00 / day	
Administrator	\$300.00 / day	
Consultant	Individually Negotiated	
Principal	\$400.00 / day	
Bus Driver	\$16.91 / hr.	
Bus Monitor	\$12.71 / hr.	
Custodian	\$12.71 / hr.	
Extra Help	Sub Rates	
Maintenance Worker	\$15.71 / hr.	
Secretary (<i>Vacant Position</i>)	\$14.08 / hr.	
Tutor (<i>Professional Employee</i>)	\$25.00/hr. (maximum 2 hrs./day)	
Tutor (<i>Paraprofessional Employee</i>)	Hourly Rate of Employee	
Game Day Pay		
Sport	Worker	Rate
Baseball	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Basketball	Book	\$20.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$20.00 / Game
Football (sub-varsity)	Gate	\$40.00 / Game
	Gate	\$40.00 / Game
	Ticket Booth	\$40.00 / Game
Football (varsity)	Gate	\$40.00 / Game
	Gate	\$40.00 / Game
	Crowd Control Workers	\$40.00 / Game
Soccer (per game)	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Softball	Book	\$25.00 / Game
	Gate	\$40.00 / Game
	Scoreboard	\$25.00 / Game
Track	Starter	Paid out of entry fees
	Back-up	Paid out of entry fees
Volleyball	Book	\$20.00 / Game
	Clock	\$20.00 / Game
	Gate	\$40.00 / Game
	Libero Tracker	\$20.00 / Game