

	<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>	
HIGH SCHOOL				
ATHLETICS				
Baseball				
Varsity	1	5,730	1	
Sub-varsity	3	3,000	1	
Basketball				
Varsity	2	9,245	2	
Sub-varsity	6	4,200	1	
Cross Country				
Varsity	2	5,730	1	
Sub-varsity	2	2,500	1	
Football - Plan A				
Varsity 1st Assistant	1	7,995	1	
Varsity Assistant	3	6,600	1	
Sub-varsity	8	5,585	1	
OR	Football - Plan B			
	Varsity Offensive Coordinator	1	7,300	1
	Varsity Defensive Coordinator	1	7,300	1
	Varsity Assistant	2	6,600	1
	Sub-varsity	8	5,585	1
Golf				
	Coach	1	4,565	1
	Assistant	1	2,500	
Soccer				
	Varsity	2	5,730	1
	Sub-varsity	4	3,000	1
Softball				
	Varsity	1	5,730	1
	Sub-varsity	2	3,000	1
Strength and Conditioning				
		1	2,500	0
Swimming				
	Head Coach	1	6,660	1
	Sub-varsity	1	2,500	0
Tennis				
	Varsity	1	6,660	1
	Sub-varsity (fall)	1	2,500	1
	Sub-varsity (spring)	1	2,500	1
Track				
	Varsity	2	5,730	1
	Sub-varsity	8	2,500	1

NOTES:

- ❖ The number of individuals coaching cannot change without prior approval (33 coaches per high school; maximum of 46 sections of athletics).
- ❖ Coaches will be assigned two (2) sports at the discretion of the principal.
- ❖ For the 2017-18 school year, Campus Athletic Coordinators may exchange sport for a sub-varsity stipend (i.e., use 1 of the 8 Sub-varsity track stipends for wrestling). The amount of the stipend will not increase.

	<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
HIGH SCHOOL (continued)			
ATHLETICS (continued)			
Volleyball			
Varsity	1	6,200	1
Junior Varsity	1	4,705	1
Sub-varsity	2	4,185	1
Wrestling			
Varsity	1	5,730	1
Sub Varsity	2	2,500	1
Equipment Manager	1	1,175	0
Asst Campus Athletic Coordinator			
1 period for coordination	1	2,925	1
CAREER AND TECHNICAL EDUCATION			
Agriculture		1,305	
Lead Agriculture Teacher		3,000	see job description for additional duties
CTE Career Cluster Teacher		1,305	Minimum 4 CTE class periods
Work Based Learning Teacher		2,620	KISD Career Center
CTE Student Organization Events		475 700 930	Area/District/Regional only Area/District/Regional & State Area/District/Regional, State, & National
Station Manager	1	3,000	Radio with Level I Cell Phone
TEACHER LEADER	5	2,000	5 incumbents per campus
EXTRACURRICULAR			
Cheerleader Sponsor - Head/Varsity	1	3,260	
Cheerleader Sponsor - Asst/JV	1	2,250	
Crimestoppers	1	1,755	
Drama (includes UIL Events)	2	2,335	
Drill Team Sponsor - Head/Varisty	1	5,105	
Drill Team Sponsor - Asst/JV	1	1,440	
Color Guard Sponsor - Fall	1	875	
Color Guard Sponsor- Spring	1	875	
HS Auditorium Manager	1	3,000	per campus as auditorium renovation complete
Intramural Sponsor	1	1,285	
Newspaper	1	1,410	
ROTC (per Instructor)	3-4	1,640	
Speech (includes UIL Events)	1	1,815	
Student Council Sponsor	2	705	
Yearbook Sponsor	1	1,755	
GATEWAY HIGH SCHOOL			
Teachers/Other Professional Staff		2,335	
Secretaries		0.76	per hour
Aides		0.84	per hour

	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
HIGH SCHOOL (continued)			
MUSIC			
Head Band	1	8,180	11.50 months/215 days
Associate Band	1	7,295	
Assistant Band/Orchestra/Jazz	1	6,115	1 per band, orchestra, and/or jazz
Orchestra Band	1	7,150	10.25 months/193 days
Head Choir	1	5,260	10.75 months/202 days
Associate Choir	1	2,925	
UIL Sponsors (Texas UIL Academics)			
1 Event		475	
2 Events		700	
3 or more Events		930	
MIDDLE SCHOOL			
ATHLETICS			
Basketball			
7th grade	2	1,750	
8th grade	2	1,750	
Football			
7th grade (boys only)	2	1,750	
8th grade (boys only)	2	1,750	
Track			
7th grade (1 boys/2 girls)	3	1,750	
8th grade (1 boys/2 girls)	3	1,750	
Soccer/Cross Country			
Boys (7th & 8th)	1	1,750	Soccer only - \$1000; cross country only - \$750
Girls (7th & 8th)	1	1,750	Soccer only - \$1000; cross country only - \$750
Volleyball			
7th grade	1	1,750	
8th grade	1	1,750	
Additional Coaches			
Students per sport			
80 - 125	1	1,750	per sport; no additional allocations will be added
126 - 170	2		
171 - 215	3		
216 - 260	4		
Campus Athletics Coordinator	1	1,175	2 per campus
Tennis Boys/Girls	1	1,000	per campus
Golf Boys/Girls	1	1,000	per campus
Swimming	1	1,000	per coach
TEACHER LEADER	5	1,400	5 incumbents per campus

	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
MIDDLE SCHOOL(continued)			
EXTRACURRICULAR			
Cheerleader Sponsor	1	1,800	
Pep Squad Sponsor	1	500	
Dance	1	1,000	
Newspaper Sponsor	1	350	
Yearbook Sponsor	1	815	including special campuses (e.g., PAC, ECHS)
UIL COORDINATOR	1	1,000	1 districtwide
UIL SPONSORS (Texas UIL A+ Academics)			
1 Event		300	
2 Events		450	
3 or more Events		600	
GATEWAY SCHOOL MIDDLE			
Teachers/Other Professional Staff		2,335	
Secretary		0.76	per hour
Aides		0.84	per hour
MUSIC			
Head Band	1	4,090	10.25 months/193 days
Assistant Band (Campus)	1	2,335	
Orchestra Band (Fine Arts)	1	4,090	10.25 months/193 days
Assistant Band (Fine Arts)		2,335	
Head Choir	1	2,335	
Assistant Choir	1	1,755	
MISCELLANEOUS			
Bilingual Education Teachers		5,000	paid monthly as a part of the annual salary
Cell Phones			
Level I		46.50	per month
Level II		57.00	per month
Level III		100.00	per month
Level P		82.50	per month (Police; roving only)
Level S		58.57	per month (School Nutrition)
Critical Subject Sign on Bonus **			
Bilingual		2,080	
Chemistry, Physics, and Biology (HS)		2,080	must hold science composite cert for biology
Math (high school credit)		2,080	must have required math certificate
Special Education (Self-contained)		2,080	self-contained classes only
** - See VI-EE for criteria			
Custodian			
Night shift differential		0.36	full-time
Degree			
Master's		1,175	annually (excluding AM5-AM9 and AP3-11)
Doctorate		1,755	annually

	<u>Amount</u>	<u>Remarks</u>
MISCELLANEOUS (continued)		
Dual Credit		
AP/Dual Enrollment/International Bac	2,210	English / Political Science / Economics History / Mathematics / Science
Elementary DAEP		
Teachers	2,335	annually
Secretary	0.76	per hour
Aides	0.84	per hour
Graduate Credit Subject	3,315	
Teacher Instructional Coach	3,000	annually (Curriculum/PD Office only)
Lead Librarian	3,000	annually (2 Elementary, 1 High, and 1 Middle)
Longevity		
Professional	1,175	annually for every 5 years
Auxiliary	750	annually for every 5 years
Master Teacher Certificate Stipend		<i>See VI-EE for criteria</i>
Math	1,175	annually
Reading	1,175	annually
Science	1,175	annually
Media Center Supervisor	580	
Mentor Teachers		
Regular Certification	218.75	per unit; one 9 weeks equals a unit
National Teachers Certification	1,175	
New Middle School Teacher Math Stipend	2,925	one time only; 1st year with KISD
Principals opening a new campus		employee daily rate for two weeks
Program Specialist (high school)	1,175	10.50 months/198 days
Recurring Critical Subject Stipend		
Chemistry, Physics, Biology (high school credit)	3,120	must have science composite cert for biology
Math (high school credit)	3,120	must have required math certificate
** Minimum of 4 class periods required (see VI-EE for criteria)		
Safety/Police		
Captain	1.2768	per hour (1 incumbent)
Corporal	0.71	per hour (4 incumbents)

	<u>Amount</u>	<u>Remarks</u>
MISCELLANEOUS (continued)		
Science Olympiad		
Coordinator	1,000	2 per district
Campus Lead	300	1 per campus
Campus Coach	100	4 per campus
STEM/Robotics		
(Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Alto, Fowler, Willow Springs, Maxdale, Haynes)		300 = 1 event 450 = 2 events
Trades License (job description required/preferred)		
Electrician		
Master (Non-Exempt)	1.32	per hour
Master (Exempt)	1,375	annually
Journeyman	0.66	per hour
Plumber		
Master	1.32	per hour
Journeyman	0.66	per hour
HVAC		
Class A	1.32	per hour
Class B	0.66	per hour
Pesticide Applicator	1	per hour
Transportation		
Alternative Route	0.79	per hour
Safe Driver	1,000	each academic reporting period
Travel Allowance		
Assistant Director for Athletics	612	per month
Assistant Director for Fine Arts	612	per month
Assistant Superintendent	612	per month
Special Assistant to Assistant Superintendent	612	per month
Attendance Officers (central)	347	per month for 10 mths paid in 12 mths
Attendance Officers (high school)	255	per month for 10 mths paid in 12 mths
Campus Athletic Coordinator	612	per month
Chief College, Career, & Military Readiness Officer	612	per month
Chief Communications and Marketing Officer	612	per month
Chief Financial Officer	612	per month
Chief Human Resources Officer	612	per month
Deputy Superintendent	612	per month
Director for Construction and Facilities Planning	612	per month
Director for Fine Arts	612	per month
Director for Maintenance and Ops	612	per month
Director for Risk Management/Employee Benefits	612	per month
Director for School Nutrition	612	per month
Director for School Safety & Investigations	612	per month
Director for Special Education	612	per month
Director for Transportation Services	612	per month
Executive Director for Athletics	612	per month
Executive Director for Elementary Schools	612	per month
Executive Director for Facilities Services	612	per month
Executive Director for Secondary Schools	612	per month
Executive Director for Special Education	612	per month
Executive Director for Student Services	612	per month
Executive Director for Technology Services	612	per month

	<u>Amount</u>	<u>Remarks</u>
MISCELLANEOUS (continued)		
Travel Allowance (continued)		
Facilities Specialists		
Cleaning Services	612	per month
Energy Management	612	per month
Environmental	612	per month
Facilities Planning & Evaluation	612	per month
Project Management	612	per month
General Maintenance	612	per month
Grounds	612	per month
Mechanical, Electrical, Plumbing	612	per month
School Attorney	612	per month
		} Only specialists not issued a district vehicle
Buckley Stadium Treasurer	1,720	annually
Warehouse		
Cold Storage	0.85	per hour
SPECIAL EDUCATION		
Autism/Behavior Specialist	3,000	annually
Braille Transcriber	0.84	per hour
Deaf Education Certified Interpreter	0.84	per hour for Level III teacher assistants serving as deaf education interpreters
District Lead Teacher	3,000	annually
Parent Educator	2,335	annually
Special Education Teacher	3,500	annually; special education teacher in a self-contained classroom
Self-Contained Aide	0.84	per hour; special education aide in a self-contained classroom
Special Olympics	1,000	per sponsor; maximum of 5 sponsors

The Killeen Independent School District does not discriminate in employment or its activities on the basis of race, color, religion, national origin, gender, disability, age, or veteran status. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Professional Standards Administrator, 200 N. WS Young Dr., Killeen, TX 76540; 254-336-0000.

DATE: September 2019
 July 2019

CONTACT PERSON: Chief Human Resources Officer