

	<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
<b>HIGH SCHOOL</b>			
<b>ATHLETICS</b>			
<b>Baseball</b>			
Varsity	1	5,730	1
Sub-varsity	3	3,000	1
<b>Basketball</b>			
Varsity	2	9,245	2
Sub-varsity	6	4,200	1
<b>Cross Country</b>			
Varsity	2	5,730	1
Sub-varsity	2	2,500	1
<b>Football - Plan A</b>			
Varsity 1st Assistant	1	7,995	1
Varsity Assistant	3	6,600	1
Sub-varsity	8	5,585	1
<b>OR Football - Plan B</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
<b>Golf</b>			
Coach	1	4,565	1
Assistant	1	2,500	
<b>Soccer</b>			
Varsity	2	5,730	1
Sub-varsity	4	3,000	1
<b>Softball</b>			
Varsity	1	5,730	1
Sub-varsity	2	3,000	1
<b>Strength and Conditioning</b>			
	1	2,500	0
<b>Swimming</b>			
Head Coach	1	6,660	1
Sub-varsity	1	2,500	0
<b>Tennis</b>			
Varsity	1	6,660	1
Sub-varsity (fall)	1	2,500	1
Sub-varsity (spring)	1	2,500	1
<b>Track</b>			
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>
<b>HIGH SCHOOL (continued)</b>			
<b>ATHLETICS (continued)</b>			
<b>Volleyball</b>			
Varsity	1	6,200	1
Junior Varsity	1	4,705	1
Sub-varsity	2	4,185	1
<b>Wrestling</b>			
Varsity	1	5,730	1
Sub Varsity	2	2,500	1
<b>Equipment Manager</b>	1	1,175	0
<b>Asst Campus Athletic Coordinator</b>			
1 period for coordination	1	2,925	1
<b>CAREER AND TECHNICAL EDUCATION</b>			
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
<b>TEACHER LEADER</b>	5	2,000	5 incumbents per campus
<b>EXTRACURRICULAR</b>			
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	
<b>GATEWAY HIGH SCHOOL</b>			
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>
<b>HIGH SCHOOL (continued)</b>			
<b>MUSIC</b>			
Head Band	1	8,180	11.50 months/215 days
Associate Band	1	7,295	
Assistant Band/Orchestra	1	6,115	
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	
<b>UIL Sponsors (Texas UIL Academics)</b>			
1 Event		475	
2 Events		700	
3 or more Events		930	
<b>MIDDLE SCHOOL</b>			
<b>ATHLETICS</b>			
<b>Basketball</b>			
7th grade	2	1,750	
8th grade	2	1,750	
<b>Football</b>			
7th grade (boys only)	2	1,750	
8th grade (boys only)	2	1,750	
<b>Track</b>			
7th grade (1 boys/2 girls)	3	1,750	
8th grade (1 boys/2 girls)	3	1,750	
<b>Soccer/Cross Country</b>			
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
<b>Volleyball</b>			
7th grade	1	1,750	
8th grade	1	1,750	
<b>Additional Coaches</b>			
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		
<b>Campus Athletics Coordinator</b>	1	1,175	2 per campus
<b>Tennis Boys/Girls</b>	1	1,000	per campus
<b>Golf Boys/Girls</b>	1	1,000	per campus
<b>Swimming</b>	1	1,000	per coach
<b>TEACHER LEADER</b>	5	1,400	5 incumbents per campus

	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
<b>MIDDLE SCHOOL(continued)</b>			
<b>EXTRACURRICULAR</b>			
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)
<b>UIL COORDINATOR</b>	1	1,000	1 districtwide
<b>UIL SPONSORS (Texas UIL A+ Academics)</b>			
1 Event		300	
2 Events		450	
3 or more Events		600	
<b>GATEWAY SCHOOL MIDDLE</b>			
Teachers/Other Professional Staff		2,335	
Secretary		0.76	per hour
Aides		0.84	per hour
<b>MUSIC</b>			
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	
<b>MISCELLANEOUS</b>			
<b>Bilingual Education Teachers</b>		3,500	paid monthly as a part of the annual salary
<b>Cell Phones</b>			
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)
<b>Critical Subject Sign on Bonus **</b>			
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			
<b>Custodian</b>			
Night shift differential		0.36	full-time
<b>Degree</b>			
Master's		1,175	annually (excluding AM5-AM9 and AP3-11)
Doctorate		1,755	annually

	<u>Amount</u>	<u>Remarks</u>
<b>MISCELLANEOUS (continued)</b>		
<b>Dual Credit</b>		
AP/Dual Enrollment/International Bac	2,210	English / Political Science / Economics History / Mathematics / Science
<b>Elementary DAEP</b>		
Teachers	2,335	annually
Secretary	0.76	per hour
Aides	0.84	per hour
<b>Graduate Credit Subject</b>	3,315	
<b>Teacher Instructional Coach</b>	3,000	annually (Curriculum/PD Office only)
<b>Lead Librarian</b>	3,000	annually (2 Elementary, 1 High, and 1 Middle)
<b>Longevity</b>		
Professional	1,175	annually for every 5 years
Auxiliary	705	annually for every 5 years
<b>Master Teacher Certificate Stipend</b>		
Math	1,175	annually
Reading	1,175	annually
Science	1,175	annually
<b>Media Center Supervisor</b>	580	
<b>Mentor Teachers</b>		
Regular Certification	218.75	per unit; one 9 weeks equals a unit
<b>National Teachers Certification</b>	1,175	
<b>New Middle School Teacher Math Stipend</b>	2,925	one time only; 1st year with KISD
<b>Principals opening a new campus</b>		employee daily rate for two weeks
<b>Program Specialist (high school)</b>	1,175	10.50 months/198 days
<b>Recurring Critical Subject Stipend</b>		
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)		
<b>Safety/Police</b>		
Captain	1.2768	per hour (1 incumbent)
Corporal	0.71	per hour (4 incumbents)

	<u>Amount</u>	<u>Remarks</u>
<b>MISCELLANEOUS (continued)</b>		
<b>Science Olympiad</b>		
Coordinator	1,000	2 per district
Campus Lead	300	1 per campus
Campus Coach	100	4 per campus
<b>STEM/Robotics</b>		
(Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Alto, Fowler, Willow Springs, Maxdale, Haynes)		300 = 1 event 450 = 2 events
<b>Trades License (job description required/preferred)</b>		
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
<b>Transportation</b>		
Alternative Route	0.79	per hour
Safe Driver	830	each academic reporting period
<b>Travel Allowance</b>		
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 Communications 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 School Nutrition	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 Career and Technical Ed	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>
<b>MISCELLANEOUS (continued)</b>		
<b>Travel Allowance (continued)</b>		
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
		} Only specialists not issued a district vehicle
<b>Buckley Stadium Treasurer</b>	1,720	annually
<b>Warehouse</b>		
Cold Storage	0.85	per hour
<b>Webmaster</b>	2,335	annually 1 per campus and department clusters
<b>SPECIAL EDUCATION</b>		
<b>Autism/Behavior Specialist</b>	3,000	annually
<b>Braille Transcriber</b>	0.84	per hour
<b>Deaf Education Certified Interpreter</b>	0.84	per hour for Level III teacher assistants serving as deaf education interpreters
<b>District Lead Teacher</b>	3,000	annually
<b>Parent Educator</b>	2,335	annually
<b>Special Education Teacher</b>	3,000	annually; special education teacher in a self-contained classroom
<b>Self-Contained Aide</b>	0.84	per hour; special education aide in a self-contained classroom
<b>Special Olympics</b>	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: November 2018  
 July 2018

CONTACT PERSON: Chief Human Resources Officer