HIGI	H SCHOOL	Incumbents	Amount	Athletic Period(s)
	ATHLETICS			
	Baseball Varsity	4	6 202	4
	Sub-varsity	1 3	6,303 3,600	1 1
	Sub-varsity	S	3,600	Į.
	Basketball			
	Varsity	2	10,170	2
	Varsity Assistant	2	5,175	_ 1
	Sub-varsity	4	4,620	1
	,		,-	
	Cross Country			
	Varsity	2	6,303	1
	Sub-varsity	2	3,600	1
	- 4 4 5			
	Football - Plan A	4	0.705	4
	Varsity 1st Assistant	1	8,795	1
	Varsity Assistant	3	7,260	1
	Sub-varsity	8	6,145	1
OR	Football - Plan B			
OA	Varsity Offensive Coordinator	1	8,030	1
	Varsity Oriensive Coordinator	1	8,030	1
	Varsity Assistant	2	7,260	1
	Sub-varsity	8	6,145	1
	Sub-varsity	O	0,145	ı
	Golf			
	Coach	1	6,303	1
	Assistant	1	3,600	
	Powerlifting			
	Varsity	1	6,303	1
	Sub-varsity	1	3,600	1
	Soccer			
	Varsity	2	6,303	1
	Sub-varsity	4	3,600	1
	Sub-varsity	4	3,000	ı
	Softball			
	Varsity	1	6,303	1
	Sub-varsity	2	3,600	1
	Swimming			
	Head Coach	1	7,326	1
	Sub-varsity	1	3,600	0
	Tonnic			
	Tennis Varsity	1	7,326	1
	Sub-varsity (fall)	1	3,600	1
	Sub-varsity (tail) Sub-varsity (spring)	1	3,600	1
	oub-varisity (spring)	ı	3,000	ı
	Track			
	Varsity	2	6,303	1
	Sub-varsity	8	3,600	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.
- Campus Athletic Coordinators may exchange sport for a sub-varsity stipend
   (i.e., use 1 of the 8 Sub-varsity track stipends for wresting). The amount of the stipend will not increase.

HIGH SCHOOL (continued)	Incumbents	Amount	Athletic Period(s)
ATHLETICS (continued)			
<b>Volleyball</b> Varsity	1	6,820	1
Valsity Volleyball Varsity Assistant	1	5,175	1
Sub-varsity	2	4,605	1
Sub-varsity	۷	4,003	I
Wrestling			
Varsity	1	6,303	1
Sub Varsity	2	3,600	1
Oub varionly	-	0,000	'
Equipment Manager	1	1,295	0
Asst Campus Athletic Coordinator			
1 period for coordination	1	3,220	1
, polica foi deoramation	•	0,220	
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	
Tronc Bacca Ecanning Todonor		2,020	
CTE Student Organization Events		475	Area/District/Regional only
<b>G</b>		700	Area/District/Regional & State
		930	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 English LA, Math, Science, Social Studies and Special Education
EXTRACURRICULAR			
Cheerleader Sponsor - Head/Varsity	1	4,500	
Cheerleader Sponsor - Asst/JV	1	3,000	
Crimestoppers	1	1,755	
Theater/Drama Head (includes UIL Events)	1	3,000	
Theater/Drama Assistant (includes UIL events)		2,335	
Drill Team Sponsor - Head/Varsity	1	5,500	
Drill Team Sponsor - Asst/JV	1	3,150	
Color Guard Sponsor - Fall	1	2,187	
Color Guard Sponsor- Spring	1	2,187	
HS Auditorium Manager	1	3,000	per campus as auditorium renovation complete
Intramural Sponsor	1	1,285	'
Newspaper	1	1,410	
JROTC (per Instructor)	3-4	1,640	
Speech (includes UIL Events)	1	1,815	
Student Council Sponsor	2	705	
Yearbook Sponsor	1	1,755	
Visual Arts Scholastic Event (VASE) - includes UIL events	varies	750	based on number of Art teachers

HIGH SCHOOL (continued)	Incumbents	Amount	<u>Remarks</u>
GATEWAY HIGH SCHOOL  Teachers/Other Professional Staff Secretaries Aides		2,335 0.76 0.84	per hour per hour
MUSIC  Head Band Associate Band Assistant Band/Jazz Head Orchestra Assistant Orchestra Head Choir Associate Choir	1 1 1 1 1 1	10,000 8,000 7,295 7,150 6,115 6,500 4,000	11.50 months/215 days  1 per band or jazz 10.25 months/193 days  10.75 months/202 days
UIL Sponsors (Texas UIL Academics) 1 Event 2 Events 3 or more Events		475 700 930	
MIDDLE SCHOOL ATHLETICS Basketball			
7th grade 8th grade	2 2	2,250 2,250	
Football 7th grade (boys only) 8th grade (boys only)	2 2	2,250 2,250	
Track 7th grade (1 boys/2 girls) 8th grade (1 boys/2 girls)	3 3	2,250 2,250	
Soccer/Cross Country Boys (7th & 8th) Girls (7th & 8th)	1 1	2,200 2,200	Soccer only - \$1,100; cross country only - \$1,100 Soccer only - \$1,100; cross country only - \$1,100
<b>Volleyball</b> 7th grade 8th grade	1 1	2,250 2,250	
Additional Coaches Students per sport 80 - 125 126 - 170 171 - 215 216 - 260	1 2 3 4	2,250	per sport; no additional allocations will be added
Campus Athletics Coordinator	1	1,295	2 per campus
Tennis Boys/Girls Golf Boys/Girls Swimming	1 1 1	1,200 1,200 1,200	per campus per campus per coach
TEACHER LEADER	5	1,400	5 incumbents per campus English LA, Math, Science, Social Studies and Special Education

MIDDLE SCHOOL (continued)	Incumbents	Amount	<u>Remarks</u>
EXTRACURRICULAR			
Cheerleader Sponsor	1	2,000	
Pep Squad Sponsor	1	1,300	
Dance	1	1,500	
Newspaper Sponsor	1	350	
Theater/Drama Head	1	1,000	
Theater/Drama Assistant	1	1,000	
Yearbook Sponsor	1	815	including special campuses (e.g., PAC, ECHS)
Junior Visual Arts Scholastic Event (Junior			
VASE) - includes UIL events	varies	750	based on number of Art teachers
UIL COORDINATOR (Texas UIL A+ Academics)		1,000	1 district wide
UIL SPONSORS (Texas UIL A+ Academics)			
Campus Lead		300	1 lead per campus
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	6,800	10.25 months/193 days
Assistant Band (Campus)	1	5,000	10.05
Head Orchestra	1	4,090	10.25 months/193 days
Assistant Orchestra	1	2,335	
Head Choir	1	3,500	
Assistant Choir	1	2,335	
MISCELLANEOUS		7.500	
Bilingual Education Teachers & Biliteracy Specialists		7,500	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 **		2.000	
Bilingual Chemistry, Physics, and Biology (HS)		2,080 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		2,000	oon contained diasses only
Degree			
Master's		1,175	annually (excluding AM5-AM9 and AP3-11)
Doctorate		1,755	annually
			•

CELLANEOUS (continued)		Amount	<u>Remarks</u>
Dual Credit			
AP/Dual Enrollment/Internati	ional 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
Employee Referral			
Bus Drivers		400	See VI-EE for criteria
Bilingual Teachers		1,000	See VI-EE for criteria
Teachers		-	See VI-EE for criteria
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 (school years completed	in Killeen ISD)		
	Years Completed Nonexempt	<u>Exempt</u>	
	<u>per nour</u>	<u>Annually</u>	
	5 0.75	3,000	
	10 1.50	5,000	
	15 2.25	6,175	
	20 3.00	7,350	
	25 3.75	8,525	
	30 4.50	9,700	
	35 5.25	10,875	
	40 6.00	12,050	
	45 6.75 50 7.50	13,225 14,400	
Master Teacher Certificate Stipend			See VI-EE for criteria
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
Teacher Classroom Supply		200	
Teacher of the Year			0 14 55 ( ) ;
Teacher of the Year		5,000	See VI-EE for criteria
Finalist		1,000	See VI-EE for criteria
Honoree		500	See VI-EE for criteria
National Teachers Certification		1,175	
Principals opening a new campus			employee daily rate for ten days (additional time requires supervisor approval)
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 period	Is required (see VI-EE for criteria)		
·	•		

Safety/Police		
Lieutenant	1.15	per hour (1 incumbent)
Sergeant	0.95	per hour (1 incumbent)
Corporal	0.71	per hour (5 incumbents)
K9 Officer	0.35	per hour (1 Incumbent)
No officer	0.55	per nour (1 meaniberty)
MISCELLANEOUS (continued)	Amount	<u>Remarks</u>
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,		300 = 1 event
Palo Alto, Fowler, Willow Springs, Maxdale, Haynes)		450 = 2 events
Trades License (job description required/preferred)		
Electrician		
Master (Non-Exempt)	1.32	per hour
Master (Exempt)	2,755	annually
Journeyman (Non-Exempt)	0.66	per hour
Journeyman (Exempt)	1,375	annually
Plumber	1,070	arirdany
Master (Non-Exempt)	1.32	per hour
Master (Exempt)	2,755	annually
Journeyman (Non-Exempt)	0.66	per hour
	1,375	•
Journeyman (Exempt) HVAC	1,373	annually
Class A (Non-Exempt)	1.32	per hour
Class A (Exempt)	2,755	annually
Class B (Non-Exempt)	0.66	per hour
Class B (Exempt)	1,375	annually
Pesticide Applicator (Non-Exempt)	0.66	per hour
Pesticide Applicator (Exempt)	1,375	annually
Transportation		
Alternative Route	0.79	per hour
Safe Driver	1,000	each academic reporting period
Bus Driver New Hire	1,000	See VI-EE for criteria
Toront Allowers		
Travel Allowance	040	m a r ma a m th
Assistant Director Athletics	612	per month
Assistant Director Fine Arts	612	per month
Assistant Superintendent	612	per month
Attendance Officers (central and high school)	510	per month for 10 mths paid in 12 mth
Coordinator Campus Athletics	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
Coordinator for Cleaning Services	612	per month
Deputy Superintendent	612	per month
Director Construction and Facilities Planning	612	per month
Director District Operations	612	per month
Director Fine Arts	612	per month
Director Maintenance and Operations	612	per month
Director Risk Management/Employee Benefits	612	per month
Director School Nutrition	612	per month
Director Investigations and Campus Safety	612	per month
Director Special Education	612	per month
Director Transportation Services	612	per month
Shooter transportation derviews	312	por monar

MISCELLANEOUS (continued)	Amount	<u>Remarks</u>
Travel Allowance (continued)	040	n a r ma a mála
Executive Director Athletics	612	per month
Executive Director Data and Information Technology	612	per month
Executive Director Elementary Schools	612	per month
Executive Director Facilities Services	612	per month
Executive Director Secondary Schools	612	per month
Executive Director Special Education	612	per month
Executive Director Student Services	612	per month
Executive Director Technology Services Facilities Specialists	612	per month
Energy Management	612	per month
Environmental	612	per month
Facilities Planning & Evaluation	612	per month Only specialists not
Project Management	612	per month issued a district vehicle
General Maintenance	612	per month   issued a district verificie
Grounds	612	per month
Mechanical, Electrical, Plumbing	612	per month )
School Attorney	612	per month
Threat Assessment Specialist	612	per month
·	1.720	·
Stadium Treasury Specialist	1,720	annually
Warehouse		
	0.85	por hour
Cold Storage	0.65	per hour
SPECIAL EDUCATION		
	2.000	ampuellu.
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 (Self-contained)	5,000	annually; special education teacher in a self- contained classroom (i.e., skills, behavior management, ECSE, etc.)
Special Education Teacher (Other than Self-contained)	1,500	annually; special education teacher in resource,
		inclusion, and/or vocational 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
Charles of the last	.,500	F 2. 2 P 2. 100. 1 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 . 100 .

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: July 2023

November 2022

CONTACT PERSON: Assistant Superintendent Human Resources