

HIGH SCHOOL		<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
ATHLETICS				
Baseball				
	Varsity	1	6,303	1
	Sub-varsity	3	3,600	1
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
Football - Plan A				
	Varsity 1st Assistant	1	8,795	1
	Varsity Assistant	3	7,260	1
	Sub-varsity	8	6,145	1
OR	Football - Plan B			
	Varsity Offensive Coordinator	1	8,030	1
	Varsity Defensive Coordinator	1	8,030	1
	Varsity Assistant	2	7,260	1
	Sub-varsity	8	6,145	1
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
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
Tennis				
	Varsity	1	7,326	1
	Sub-varsity (fall)	1	3,600	1
	Sub-varsity (spring)	1	3,600	1
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 wrestling). The amount of the stipend will not increase.

HIGH SCHOOL (continued)	<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
ATHLETICS (continued)			
Volleyball			
Varsity	1	6,820	1
Volleyball Varsity Assistant	1	5,175	1
Sub-varsity	2	4,605	1
Wrestling			
Varsity	1	6,303	1
Sub Varsity	2	3,600	1
Equipment Manager	1	1,295	0
Asst Campus Athletic Coordinator			
1 period for coordination	1	3,220	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	
CTE Student Organization Events		475	Area/District/Regional only
		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)	1	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)	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
GATEWAY HIGH SCHOOL			
Teachers/Other Professional Staff		2,335	
Secretaries		0.76	per hour
Aides		0.84	per hour
MUSIC			
Head Band	1	10,000	11.50 months/215 days
Associate Band	1	8,000	
Assistant Band/Jazz	1	7,295	1 per band or jazz
Head Orchestra	1	7,150	10.25 months/193 days
Assistant Orchestra	1	6,115	
Head Choir	1	6,500	10.75 months/202 days
Associate Choir	1	4,000	
UIL Sponsors (Texas UIL Academics)			
1 Event		475	
2 Events		700	
3 or more Events		930	
MIDDLE SCHOOL			
ATHLETICS			
Basketball			
7th grade	2	2,250	
8th grade	2	2,250	
Football			
7th grade (boys only)	2	2,250	
8th grade (boys only)	2	2,250	
Track			
7th grade (1 boys/2 girls)	3	2,250	
8th grade (1 boys/2 girls)	3	2,250	
Soccer/Cross Country			
Boys (7th & 8th)	1	2,200	Soccer only - \$1,100; cross country only - \$1,100
Girls (7th & 8th)	1	2,200	Soccer only - \$1,100; cross country only - \$1,100
Volleyball			
7th grade	1	2,250	
8th grade	1	2,250	
Additional Coaches			
Students per sport			
80 - 125	1	2,250	per sport; no additional allocations will be added
126 - 170	2		
171 - 215	3		
216 - 260	4		
Campus Athletics Coordinator	1	1,295	2 per campus
Tennis Boys/Girls	1	1,200	per campus
Golf Boys/Girls	1	1,200	per campus
Swimming	1	1,200	per coach
TEACHER LEADER	5	1,400	5 incumbents per campus English LA, Math, Science, Social Studies and Special Education

<i>MIDDLE SCHOOL (continued)</i>	<u>Incumbents</u>	<u>Amount</u>	<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	
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			
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 **			
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			
Degree			
Master's		1,175	annually (excluding AM5-AM9 and AP3-11)
Doctorate		1,755	annually

MISCELLANEOUS (continued)	<u>Amount</u>	<u>Remarks</u>
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
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)		
	<u>Years Completed</u>	<u>Nonexempt</u> <u>per hour</u>
	<u>Exempt</u> <u>Annually</u>	
	5	0.75
	10	1.50
	15	2.25
	20	3.00
	25	3.75
	30	4.50
	35	5.25
	40	6.00
	45	6.75
	50	7.50
	3,000	
	5,000	
	6,175	
	7,350	
	8,525	
	9,700	
	10,875	
	12,050	
	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		
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 periods required (see VI-EE for criteria)		

MISCELLANEOUS (continued)	<u>Amount</u>	<u>Remarks</u>
Travel Allowance (continued)		
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	612	per month
Facilities Specialists		
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
Threat Assessment Specialist	612	per month
Stadium Treasury Specialist	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 (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

Only specialists not issued a district vehicle

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