

<b>HIGH SCHOOL</b>		<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
<b>ATHLETICS</b>				
<b>Baseball</b>				
	Varsity	1	6,303	1
	Sub-varsity	3	3,600	1
<b>Basketball</b>				
	Varsity	2	10,170	2
	Varsity Assistant	2	5,175	1
	Sub-varsity	4	4,620	1
<b>Cross Country</b>				
	Varsity	2	6,303	1
	Sub-varsity	2	3,600	1
<b>Football - Plan A</b>				
	Varsity 1st Assistant	1	8,795	1
	Varsity Assistant	3	7,260	1
	Sub-varsity	8	6,145	1
<b>OR</b>	<b>Football - Plan B</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
<b>Golf</b>				
	Coach	1	6,303	1
	Assistant	1	3,600	
<b>Powerlifting</b>				
	Varsity	1	6,303	1
	Sub-varsity	1	3,600	1
<b>Soccer</b>				
	Varsity	2	6,303	1
	Sub-varsity	4	3,600	1
<b>Softball</b>				
	Varsity	1	6,303	1
	Sub-varsity	2	3,600	1
<b>Swimming</b>				
	Head Coach	1	7,326	1
	Sub-varsity	1	3,600	0
<b>Tennis</b>				
	Varsity	1	7,326	1
	Sub-varsity (fall)	1	3,600	1
	Sub-varsity (spring)	1	3,600	1
<b>Track</b>				
	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.

<b>HIGH SCHOOL (continued)</b>	<u>Incumbents</u>	<u>Amount</u>	<u>Athletic Period(s)</u>
<b>ATHLETICS (continued)</b>			
<b>Volleyball</b>			
Varsity	1	6,820	1
Volleyball Varsity Assistant	1	5,175	1
Sub-varsity	2	4,605	1
<b>Wrestling</b>			
Varsity	1	6,303	1
Sub Varsity	2	3,600	1
<b>Equipment Manager</b>	1	1,295	0
<b>Asst Campus Athletic Coordinator</b>			
1 period for coordination	1	3,220	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	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
<b>TEACHER LEADER</b>	5	2,000	5 incumbents per campus English LA, Math, Science, Social Studies and Special Education
<b>EXTRACURRICULAR</b>			
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
<b>GATEWAY HIGH SCHOOL</b>			
Teachers/Other Professional Staff		2,335	
Secretaries		0.76	per hour
Aides		0.84	per hour

<b>HIGH SCHOOL (continued)</b>	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
<b>MUSIC</b>			
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	
<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	2,250	
8th grade	2	2,250	
<b>Football</b>			
7th grade (boys only)	2	2,250	
8th grade (boys only)	2	2,250	
<b>Track</b>			
7th grade (1 boys/2 girls)	3	2,250	
8th grade (1 boys/2 girls)	3	2,250	
<b>Soccer/Cross Country</b>			
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
<b>Volleyball</b>			
7th grade	1	2,250	
8th grade	1	2,250	
<b>Additional Coaches</b>			
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		
<b>Campus Athletics Coordinator</b>			
	1	1,295	2 per campus
<b>Tennis Boys/Girls</b>			
	1	1,200	per campus
<b>Golf Boys/Girls</b>			
	1	1,200	per campus
<b>Swimming</b>			
	1	1,200	per coach
<b>TEACHER LEADER</b>			
	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>
<b>EXTRACURRICULAR</b>			
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
<b>UIL COORDINATOR (Texas UIL A+ Academics)</b>		1,000	1 district wide
<b>UIL SPONSORS (Texas UIL A+ Academics)</b>			
Campus Lead		300	1 lead per campus
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	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	
<b>MISCELLANEOUS</b>			
<b>Bilingual Education Teachers &amp; Biliteracy Specialists</b>		7,500	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>Degree</b>			
Master's		1,175	annually (excluding AM5-AM9 and AP3-11)
Doctorate		1,755	annually

<i>MISCELLANEOUS (continued)</i>	<u>Amount</u>	<u>Remarks</u>
<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>Employee Referral</b>		
Bus Drivers	400	See VI-EE for criteria
Bilingual Teachers	1,000	See VI-EE for criteria
Teachers	-	See VI-EE for criteria
<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 (school years completed in Killeen ISD)</b>		
	<u>Years Completed</u>	<u>Nonexempt per hour</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
		<u>Exempt Annually</u>
		3,000
		5,000
		6,175
		7,350
		8,525
		9,700
		10,875
		12,050
		13,225
		14,400
<b>Master Teacher Certificate Stipend</b>		See VI-EE for criteria
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>Teacher Classroom Supply</b>	200	
<b>Teacher of the Year</b>		
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
<b>National Teachers Certification</b>	1,175	
<b>Principals opening a new campus</b>		employee daily rate for ten days (additional time requires supervisor approval)
<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)		

**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)

**MISCELLANEOUS (continued)**

Amount                      Remarks

**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
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**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		
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
Bus Driver New Hire	1,000	See VI-EE for criteria

**Travel Allowance**

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 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
Chief Learning Officer	612	per month
Deputy Superintendent	612	per month
Director Campus Operations	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 Ops	612	per month
Director Risk Management/Employee Benefits	612	per month
Director School Nutrition	612	per month
Director School Safety & Investigations	612	per month
Director Special Education	612	per month
Director Transportation Services	612	per month
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

<b>MISCELLANEOUS (continued)</b>	<u>Amount</u>	<u>Remarks</u>
<b>Travel Allowance (continued)</b>		
Executive Director Student Services	612	per month
Executive Director Technology Services	612	per month
Coordinator Cleaning 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
Investigator/Mental Health Specialist	612	per month
School Attorney	612	per month
		} Only specialists not issued a district vehicle
<b>Stadium Treasury Specialist</b>	1,720	annually
<b>Warehouse</b>		
Cold Storage	0.85	per hour
<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>	5,000	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: June 2022  
 February 2022

CONTACT PERSON: Assistant Superintendent Human Resources