

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 66 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		475 700 930	Area/District/Regional only Area/District/Regional & State Area/District/Regional, State, & National
Station Manager	1	3,000	Radio with Level I Cell Phone
LEAD COUNSELOR STIPEND	5	2,000	1 per comprehensive high school
TEACHER LEADER	5	2,000	5 incumbents per campus English LA, Math, Science, Social Studies Special Education
EXTRACURRICULAR			
Cheerleader Sponsor - Head/Varsity	1	4,500	
Cheerleader Sponsor - Asst/JV	1	3,000	
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	
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 Special Education

MIDDLE SCHOOL (continued)	<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; See VI-EE for criteria
Doctorate		1,755	annually; See VI-EE for criteria

MISCELLANEOUS (continued)	<u>Incumbents</u>	<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		500	See VI-EE for criteria
Special Education Teachers		500	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 per hour</u>	<u>Exempt 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	13,225
	50	7.50	14,400
Master Principal Stipend	3	10,000	3 Districtwide
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
KISD Teach		4,000	annually
Opportunity Culture			
Multi Classroom Leader I		11,000	annually
Reach Associate		3.64	per hour
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>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
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)
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)		2,755	annually
Journeyman (Non-Exempt)		0.66	per hour
Journeyman (Exempt)		1,375	annually
Plumber			
Master (Non-Exempt)		1.32	per hour
Master (Exempt)		2,755	annually
Journeyman (Non-Exempt)		0.66	per hour
Journeyman (Exempt)		1,375	annually
HVAC			
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
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
Coordinator Campus Athletics		612	per month
Chief Financial Officer		612	per month
Coordinator for Cleaning Services		612	per month
Deputy Superintendent		612	per month
Director Information Technology		612	per month
Director Construction and Facilities Planning		612	per month
Director Fine Arts		612	per month
Director Information Technology		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

MISCELLANEOUS (continued)

Travel Allowance (continued)

	<u>Incumbents</u>	<u>Amount</u>	<u>Remarks</u>
Executive Director Administrative Services		612	per month
Executive Director Athletics		612	per month
Executive Director Communications and Marketing		612	per month
Executive Director Data and Information Technology		612	per month
Executive Director Elementary Schools		612	per month
Executive Director Human Resources		612	per month
Executive Director Secondary Schools		612	per month
Executive Director Specialized Learning		612	per month
Executive Director Student Success		612	per month
Executive Director Transportation Services		612	per month
Executive Director Technology Services		612	per month
Facilities Specialists			
Contracted Maintenance		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
Managing Director of Schools		612	per month
School Attorney		612	per month
Threat Assessment Specialist		612	per month

Only specialists not issued a district vehicle

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

Lead Evaluator Stipend 6 2,000 6 Districtwide

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

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 2024
 April 2024

CONTACT PERSON: Assistant Superintendent Human Resources