HIGH	H SCHOO ATHLET		Incumbents	Amount	Athletic Period(s)
	Basebal				
		Varsity	1	6,303	1
		Sub-varsity	3	3,600	1
	Basketb	all			
	Duskets	Varsity	2	10,170	2
		Varsity Assistant	2	5,175	_ 1
		Sub-varsity	4	4,620	1
	Cross C				
	Cross C	Varsity	2	6,303	1
		Sub-varsity	2	3,600	1
		Sub-varsity	2	3,600	ı
	Football	- Plan A			
		Varsity 1st Assistant	1	8,795	1
		Varsity Assistant	3	7,260	1
		Sub-varsity	8	6,145	1
OΒ	Football	Dian P			
OK	FUULDAII	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
		Sub-varsity	O	0,143	ı
	Golf				
		Coach	1	6,303	1
		Assistant	1	3,600	
	Powerlif	tina			
		Varsity	1	6,303	1
		Sub-varsity	1	3,600	1
		oub varioty	•	0,000	Į.
	Soccer				
		Varsity	2	6,303	1
		Sub-varsity	4	3,600	1
	Softball				
		Varsity	1	6,303	1
		Sub-varsity	2	3,600	1
				,	
	Swimmi		4	7.000	
		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	Vit.	6	0.000	4
		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 wresting). The amount of the stipend will not increase.

HIGH SCHOOL (continued) ATHLETICS (continued)	Incumbents	Amount	Athletic Period(s)
Volleyball			
Varsity	1	6,820	1
Volleyball Varsity Assistant	1	5,175	1
Sub-varsity	2	4,605	1
oub varoity	_	4,000	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
, posted to: 000 damado	·	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	William 4 OTE oldos periodo
Work based Learning Teacher		2,020	
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
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	varies	750	based on number of Art teachers
events	valles	730	pased on number of Art teachers

HIGH SCHOOL (continued)	<u>Incumbents</u> /	Amount	<u>Remarks</u>
GATEWAY HIGH SCHOOL			
Teachers/Other Professional Staff		2,335	
Secretaries		0.76	per hour
Aides		0.84	per hour
MUNO			
MUSIC	4	10 000	11 FO months/01F dove
Head Band	1 1	10,000	11.50 months/215 days
Associate Band		8,000	4
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	40.75
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	
our grade	2	2,200	
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
Volloyball			
Volleyball	1	2,250	
7th grade 8th grade	1 1	2,250	
our grade	'	2,200	
Additional Coaches			
Students per sport	. `		
80 - 125	1 }	2,250	per sport; no additional allocations
126 - 170	2		will be added
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
LACILIN LLADEN	3	1,400	English LA, Math, Science, Social Studies
			Special Education
			opecial 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) -	varies	750	based on number of Art teachers
includes UIL events	Valloo	700	bassa sir nambsi sir/iit tsashors
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) ** - See VI-EE for criteria		2,080	self-contained classes only
Degree			
Master's		1,175	annually; See VI-EE for criteria
Doctorate		1,755	annually; See VI-EE for criteria
		,	J,

CELLANEOUS (continued)	Incumbents	Amount	Remarks
Dual Credit			
AP/Dual Enrollment/International Bac		2,210	English / Political Science / Economics History / Mathematics / Science
Elementary DAEP			
Teachers		2,335	annually
Secretary Aides		0.76 0.84	per hour per hour
Aides		0.04	per nour
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)			
Years Comple	eted Nonexempt	Exempt	
	per nour	<u>Annually</u>	
	5 0.75	3,000	
	10 1.50	5,000 6.175	
	15 2.25 20 3.00	6,175 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	annually per hour
Teacher Classroom Supply		200	po
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)	0,120	mast have required matri certificate
or i stade periode required (600 VI-LL			

Lestenant	SCELLANEOUS (continued) Safety/Police	Incumbents	Amount	<u>Re</u>	<u>emarks</u>
Sergeant 0.95	•		1 15	ner	r hour (1 incumbent)
Corporal Kg Officer 0.75					
Science Olympiad Coordinator Campus Lead Campus Lead Campus Class (Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Allo, Fowler, Willow Springs, Maxdale, Haynes) STEM/Robotics (Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Allo, Fowler, Willow Springs, Maxdale, Haynes) Trades License (Job description required/preferred) Electrician Master (Kon-Exempt) Master (Exempt) Journeyman (Kon-Exempt) Journeyman (Kon-Exempt) Master (Exempt) Journeyman (Kon-Exempt) Master (Kon-Exempt) Journeyman (Exempt) Journeyman					
Science Olympiad					
Coordinator Campus Lead Campus Coach STEMRobotics (Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Alto, Fowler, Willow Springs, Maxdale, Haynes) Trades License (job description required/preferred) Electrician Master (Non-Exempt) Journeyman (Kempt) Journeyman (Kempt) Journeyman (Kempt) Master (Exempt) Journeyman (Non-Exempt) Master (Exempt) Journeyman (Non-Exempt) Journeyman (Non-Exempt) Master (Exempt) Journeyman (Non-Exempt) Journeyman (Non-Exempt) Journeyman (Non-Exempt) Journeyman (Kon-Exempt) Journeyman (Exempt) Journeyman (Exempt	K9 Officer		0.35	per	r nour (1 incumbent)
Campus Lead			4.000	0	
STEM/Robotics (Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder schools - Early College HS, Audie Murphy, Live Oak, Feeder Schools - Early College HS, Audie Murphy, Live Oak, Feeder Schools - Early College HS, Audie Murphy, Live Oak, Feeder Schools - Early College HS, Audie Murphy, Live Oak, Feeder Schools - Early College HS, Audie Murphy, Live Oak, Feeder HS, Audie Master (Exempt) 1,375 annually 1,375 an				•	
STEM/Robotics	·			•	
(Feeder schools - Early College HS, Audie Murphy, Live Oak, Palo Alto, Fowler, Willow Springs, Maxdale, Haynes) Trades License (job description required/preferred) Electrician Master (Non-Exempt) 1,375 annually Journeyman (Exempt) 1,375 annually Journeyman (Exempt) 1,375 annually Plumber Master (Non-Exempt) 2,755 annually Plumber Master (Non-Exempt) 1,375 annually Journeyman (Non-Exempt) 1,375 annually Journeyman (Non-Exempt) 1,375 annually Journeyman (Non-Exempt) 1,375 annually HVAC Class A (Non-Exempt) 1,375 annually HVAC Class A (Non-Exempt) 1,375 annually Class B (Exempt) 2,755 annually Class B (Exempt) 1,375 annually Festicide Applicator (Non-Exempt) 1,375 annually Pesticide Applicator (Non-Exempt) 1,375 annually Pesticide Applicator (Non-Exempt) 1,375 annually Transportation Alternative Route 0,66 per hour 1,375 annually Transportation Alternative Route 0,79 per hour 1,375 annually Transportation Alternative Route 0,79 per hour 1,000 seach academic reporting period 2,556 annually Travel Allowance Assistant Director Athletics 612 per month 4,3515 annually Assistant Director Fine Arts 612 per month 6,451 per m	Campus Coach		100	4 per	r campus
Palo Alto, Fowler, Willow Springs, Maxdale, Haynes) Trades Licenso (job description required/preferred) Electrician Master (Exempt) 1,325 per hour Journeyman (Non-Exempt) 0,666 per hour Journeyman (Exempt) 1,375 annually Plumber Master (Exempt) 2,755 annually Plumber Master (Exempt) 2,755 annually Journeyman (Exempt) 1,375 annually Journeyman (Non-Exempt) 2,755 annually Journeyman (Non-Exempt) 1,375 annually HVAC Class A (Non-Exempt) 1,375 annually HVAC Class A (Non-Exempt) 2,755 annually Class B (Non-Exempt) 2,755 annually Class B (Exempt) 1,375 annually Class B (Exempt) 1,375 annually Pesticide Applicator (Non-Exempt) 1,375 annually Pesticide Applicator (Non-Exempt) 1,375 annually Transportation Alternative Route 0,79 per hour Safe Driver Route 1,000 sec Vi-EE for criteria Alternative Route 5,79 per hour Alternative Route 5,79 per hour Alternative Route 1,000 sec Vi-EE for criteria Travel Allowance Travel Allowance Travel Allowance Assistant Director Athletics 612 per month Assistant Director Fine Arts 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 Director Coordinator Campus Athletics 612 per month Director Construction and Facilities Planning 612 per month Director Information Technology 612 per month Director Information Technology 612 per month Director Information Technology 612 per month Director Fine Arts 612 per month Director Information Technology 612 per month Director Information Technology 612 per month Director Fine Arts 612 per month Director Fine Arts 612 per month Director Fine Arts 612 per month Director Information Technology 612 per month Director Information Technology 612 per month Director Fine Arts 612 per mo					
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Class B (Non-Exempt) Class B (Exempt) 1,375 annually Pesticide Applicator (Non-Exempt) Pesticide Applicator (Exempt) 1,375 annually Transportation Alternative Route Safe Driver Bus Driver New Hire Assistant Director Athletics Assistant Director Fine Arts Assistant Superintendent Attendance Officers (central and high school) Coordinator Campus Athletics Coordinator Cleaning Services Director Information Technology Director Information Technology Director Information Technology Director Risk Management/Employee Benefits Director Risk Management/Employee Benefits Director School Nutrition Director Investigations and Campus Safety Director Investigations and Campus Safety Director School Nutrition Director Investigations and Campus Safety	Class A (Non-Exempt)		1.32	per	r hour
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Director Special Education 612 per month					
	Director Special Education		612	per	r month

MISCELLANEOUS (continued)	Incumbents	<u>Amount</u>	Remarks
Travel Allowance (continued)			
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	
Project Management		612	ner month
General Maintenance		612	per month issued a district vehicle
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
Stadium Treasury Specialist		1,720	annually
Warehouse			
Warehouse		0.85	nor hour
Cold Storage		0.00	per hour
SPECIAL EDUCATION			
		2 000	annually
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