

CEDAR HILL INDEPENDENT SCHOOL DISTRICT



COMPENSATION MANUAL





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Cedar Hill Independent School District Compensation Manual 2020-2021

Purpose

This manual is a guide for administering salaries and wages for Teachers, Administrative and Support staff, Paraprofessionals (Instructional, Support, and Clerical), Auxiliary and Substitute employees of Cedar Hill Independent School District.

The District maintains position classification and pay range structures for all jobs. Each job is assigned a pay grade that determines the minimum to maximum pay range for the position.

No employee will be paid more than the maximum rate for his/her pay grade. Employee salaries will advance through the pay range when there is a general pay increase budget approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range.

This compensation plan is for the 2020-2021 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Trustees adopts a new compensation plan each year and future salaries cannot be assumed or predicted.

Important Notice

- Starting salaries for all new hire Teachers/Nurses/Librarians will be based upon verification of prior teacher experience and in accordance with the district's financial decisions regarding increases for employees.
- Salary schedules are valid for the year shown on schedules and cannot be used to determine future years earnings.
- Salary schedules are for reference only.
- Actual salary is calculated by Human Resources Department.

Teacher Salary Schedule

Cedar Hill Independent School District Teacher Salary Schedule

Yrs of Exp.	Bachelors	Daily Rate	Masters	Daily Rate	Doctorate	Daily Rate
0	\$ 53,000.00	\$ 283.42	\$ 54,000.00	\$ 288.77	\$ 55,000.00	\$ 294.12
1	\$ 53,000.00	\$ 283.42	\$ 54,000.00	\$ 288.77	\$ 55,000.00	\$ 294.12
2	\$ 53,606.00	\$ 286.66	\$ 54,606.00	\$ 292.01	\$ 55,606.00	\$ 297.36
3	\$ 53,726.00	\$ 287.30	\$ 54,726.00	\$ 292.65	\$ 55,726.00	\$ 298.00
4	\$ 53,926.00	\$ 288.37	\$ 54,926.00	\$ 293.72	\$ 55,926.00	\$ 299.07
5	\$ 54,226.00	\$ 289.98	\$ 55,226.00	\$ 295.33	\$ 56,226.00	\$ 300.67
6	\$ 54,926.00	\$ 293.72	\$ 55,926.00	\$ 299.07	\$ 56,926.00	\$ 304.42
7	\$ 55,126.00	\$ 294.79	\$ 56,126.00	\$ 300.14	\$ 57,126.00	\$ 305.49
8	\$ 55,326.00	\$ 295.86	\$ 56,326.00	\$ 301.21	\$ 57,326.00	\$ 306.56
9	\$ 55,526.00	\$ 296.93	\$ 56,526.00	\$ 302.28	\$ 57,526.00	\$ 307.63
10	\$ 55,826.00	\$ 298.53	\$ 56,826.00	\$ 303.88	\$ 57,826.00	\$ 309.23
11	\$ 56,626.00	\$ 302.81	\$ 57,626.00	\$ 308.16	\$ 58,626.00	\$ 313.51
12	\$ 56,926.00	\$ 304.42	\$ 57,926.00	\$ 309.76	\$ 58,926.00	\$ 315.11
13	\$ 57,226.00	\$ 306.02	\$ 58,226.00	\$ 311.37	\$ 59,226.00	\$ 316.72
14	\$ 57,526.00	\$ 307.63	\$ 58,526.00	\$ 312.97	\$ 59,526.00	\$ 318.32
15	\$ 57,826.00	\$ 309.23	\$ 58,826.00	\$ 314.58	\$ 59,826.00	\$ 319.93
16	\$ 58,126.00	\$ 310.83	\$ 59,126.00	\$ 316.18	\$ 60,126.00	\$ 321.53
17	\$ 58,426.00	\$ 312.44	\$ 59,426.00	\$ 317.79	\$ 60,426.00	\$ 323.13
18	\$ 58,726.00	\$ 314.04	\$ 59,726.00	\$ 319.39	\$ 60,726.00	\$ 324.74
19	\$ 59,026.00	\$ 315.65	\$ 60,026.00	\$ 320.99	\$ 61,026.00	\$ 326.34
20	\$ 59,326.00	\$ 317.25	\$ 60,326.00	\$ 322.60	\$ 61,326.00	\$ 327.95
21	\$ 59,626.00	\$ 318.86	\$ 60,626.00	\$ 324.20	\$ 61,626.00	\$ 329.55
22	\$ 59,926.00	\$ 320.46	\$ 60,926.00	\$ 325.81	\$ 61,926.00	\$ 331.16
23	\$ 60,226.00	\$ 322.06	\$ 61,226.00	\$ 327.41	\$ 62,226.00	\$ 332.76
24	\$ 60,526.00	\$ 323.67	\$ 61,526.00	\$ 329.02	\$ 62,526.00	\$ 334.36
25	\$ 60,826.00	\$ 325.27	\$ 61,826.00	\$ 330.62	\$ 62,826.00	\$ 335.97
26	\$ 61,126.00	\$ 326.88	\$ 62,126.00	\$ 332.22	\$ 63,126.00	\$ 337.57
27	\$ 61,426.00	\$ 328.48	\$ 62,426.00	\$ 333.83	\$ 63,426.00	\$ 339.18
28	\$ 61,973.00	\$ 331.41	\$ 62,973.00	\$ 336.75	\$ 63,973.00	\$ 342.10
29	\$ 62,005.00	\$ 331.58	\$ 63,005.00	\$ 336.93	\$ 64,005.00	\$ 342.27
30	\$ 63,625.00	\$ 340.24	\$ 64,625.00	\$ 345.59	\$ 65,625.00	\$ 350.94
31	\$ 64,088.00	\$ 342.72	\$ 65,088.00	\$ 348.06	\$ 66,088.00	\$ 353.41
32	\$ 64,560.00	\$ 345.24	\$ 65,560.00	\$ 350.59	\$ 66,560.00	\$ 355.94
33	\$ 65,139.00	\$ 348.34	\$ 66,139.00	\$ 353.68	\$ 67,139.00	\$ 359.03

34	\$ 65,540.00	\$ 350.48	\$ 66,540.00	\$ 355.83	\$ 67,540.00	\$ 361.18
35+	\$ 66,241.00	\$ 354.23	\$ 67,241.00	\$ 359.58	\$ 68,241.00	\$ 364.93

NOTE: This salary scale is based on 187 work days. Exceptions include the following: Athletic Trainers at CHHS and teachers who are paid for 197, 207 or 226 work days. Salary is calculated based on the daily rate depending on degree.

Counselor Salary Schedule

Cedar Hill Independent School District New Hire Counselor Salary Schedule

Counselor Yrs. of Exp.	197	202	202	207	226
	Elementary	Middle School	High School	High School	High School
0	\$55,557.49	\$ 58,211.00	\$ 61,711.00	\$ 63,115.00	\$ 68,449.00
1	\$55,683.90	\$ 58,341.00	\$ 61,841.00	\$ 63,248.00	\$ 68,594.00
2	\$55,894.60	\$ 58,557.00	\$ 62,057.00	\$ 63,469.00	\$ 68,836.00
3	\$56,210.64	\$ 58,881.00	\$ 62,381.00	\$ 63,801.00	\$ 69,199.00
4	\$56,421.34	\$ 59,097.00	\$ 62,597.00	\$ 64,023.00	\$ 69,440.00
5	\$56,632.03	\$ 59,313.00	\$ 62,813.00	\$ 64,244.00	\$ 69,682.00
6	\$56,842.73	\$ 59,529.00	\$ 63,029.00	\$ 64,465.00	\$ 69,924.00
7	\$57,053.41	\$ 59,745.00	\$ 63,245.00	\$ 64,687.00	\$ 70,165.00
8	\$57,369.47	\$ 60,069.00	\$ 63,569.00	\$ 65,019.00	\$ 70,528.00
9	\$57,685.51	\$ 60,393.00	\$ 63,893.00	\$ 65,351.00	\$ 70,890.00
10	\$58,001.55	\$ 60,717.00	\$ 64,217.00	\$ 65,683.00	\$ 71,253.00
11	\$58,317.59	\$ 61,041.00	\$ 64,541.00	\$ 66,015.00	\$ 71,616.00
12	\$58,633.64	\$ 61,365.00	\$ 64,865.00	\$ 66,347.00	\$ 71,978.00
13	\$58,949.68	\$ 61,690.00	\$ 65,190.00	\$ 66,679.00	\$ 72,341.00
14	\$59,265.72	\$ 62,014.00	\$ 65,514.00	\$ 67,011.00	\$ 72,703.00
15	\$59,581.76	\$ 62,338.00	\$ 65,838.00	\$ 67,344.00	\$ 73,066.00
16	\$59,897.81	\$ 62,662.00	\$ 66,162.00	\$ 67,676.00	\$ 73,428.00
17	\$60,213.85	\$ 62,986.00	\$ 66,486.00	\$ 68,008.00	\$ 73,791.00
18	\$60,529.89	\$ 63,310.00	\$ 66,810.00	\$ 68,340.00	\$ 74,154.00
19	\$60,845.94	\$ 63,634.00	\$ 67,134.00	\$ 68,672.00	\$ 74,516.00
20	\$61,161.98	\$ 63,958.00	\$ 67,458.00	\$ 69,004.00	\$ 74,879.00
21	\$61,478.02	\$ 64,282.00	\$ 67,782.00	\$ 69,336.00	\$ 75,241.00
22	\$61,794.06	\$ 64,606.00	\$ 68,106.00	\$ 69,668.00	\$ 75,604.00
23	\$62,110.11	\$ 64,930.00	\$ 68,430.00	\$ 70,000.00	\$ 75,966.00
24	\$62,426.15	\$ 65,254.00	\$ 68,754.00	\$ 70,332.00	\$ 76,329.00
25	\$62,742.19	\$ 65,578.00	\$ 69,078.00	\$ 70,664.00	\$ 76,692.00
26	\$63,318.44	\$ 66,169.00	\$ 69,669.00	\$ 71,270.00	\$ 77,353.00
27	\$64,240.24	\$ 67,114.00	\$ 70,614.00	\$ 72,238.00	\$ 78,410.00
28	\$65,058.79	\$ 67,954.00	\$ 71,454.00	\$ 73,099.00	\$ 79,349.00
29	\$65,546.55	\$ 68,454.00	\$ 71,954.00	\$ 73,611.00	\$ 79,909.00
30	\$66,043.79	\$ 68,964.00	\$ 72,464.00	\$ 74,134.00	\$ 80,479.00
31	\$66,653.75	\$ 69,589.00	\$ 73,089.00	\$ 74,775.00	\$ 81,179.00
32	\$67,076.19	\$ 70,022.00	\$ 73,522.00	\$ 75,218.00	\$ 81,664.00
33	\$67,814.68	\$ 70,780.00	\$ 74,280.00	\$ 75,994.00	\$ 82,511.00
34	\$68,341.42	\$ 71,320.00	\$ 74,820.00	\$ 76,548.00	\$ 83,115.00
35+	\$68,973.50	\$ 71,968.00	\$ 75,468.00	\$ 77,312.00	\$ 83,840.00

Administrative Professional Salary Schedule

Cedar Hill Independent School District Administrative Professional Salary Schedule

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
AD20						
	ARD Facilitator	207	Daily	\$ 295.13	\$ 350.36	\$ 405.58
	Assistant Principal, Elementary	207	207 Days	\$ 61,092	\$ 72,523	\$ 83,955
	Executive Director, Education Foundation	207				
AD21						
	Assistant Principal, Middle School	207	Daily	\$ 311.31	\$ 373.78	\$ 436.24
	Director, Data Management	226	207 Days	\$ 64,441	\$ 77,371	\$ 90,302
	Director, Technology Services	226	226 Days	\$ 70,356	\$ 84,473	\$ 98,590
AD22						
	Assistant Principal, High School	207	Daily	\$ 323.09	\$ 391.15	\$ 459.21
	Director, Custodial Services & Energy Mgmt.	260	202 Days	\$ 65,264	\$ 79,012	\$ 92,760
	Director, Facilities and Grounds	260	207 Days	\$ 66,880	\$ 80,968	\$ 95,056
	Director, Fine Arts	226	226 Days	\$ 73,018	\$ 88,400	\$ 103,781
	Director, Health Services	202	260 Days	\$ 84,003	\$ 101,699	\$ 119,395
	Director, Transportation	226				
AD23						
	Associate Principal, Secondary	226	Daily	\$ 341.07	\$ 408.15	\$ 475.23
	Dean of Instruction, Secondary	226	207 Days	\$ 70,601	\$ 84,487	\$ 98,373
	Dean of Instruction, At Risk Secondary	226	226 Days	\$ 77,082	\$ 92,242	\$ 107,402
	Director, -Family & Community Engagement	226				
	Director, State & Federal Programs	226				
AD24						
	Director, Finance	226	Daily	\$ 396.25	\$ 445.63	\$ 495.00
	Director, GEAR UP Grant	226	212 Days	\$ 84,005	\$ 94,473	\$ 104,940
	Director, Human Resource	226	226 Days	\$ 89,553	\$ 100,711	\$ 111,870
	Principal, Elementary	212				
	Principal, STRIVE Academy	212				
AD25						
	Executive Director, Innovation	226	Daily	\$ 415.00	\$ 467.64	\$ 520.27
	Executive Director, Guidance & Counseling	226	226 Days	\$ 93,790	\$ 105,686	\$ 117,581
	Executive Director, Teaching and Learning	226				
	Principal, Middle School	226				
AD26						
	Director, Athletics	226	Daily	\$ 434.74	\$ 511.39	\$ 588.03
	Executive Director, Information Technology	226	226 Days	\$ 98,251	\$ 115,573	\$ 132,895
	Executive Director, Special Education	226				
	Principal, High School	226				

AD27

Executive Director - Elementary
Executive Director - Secondary

Daily	\$ 486.73	\$ 582.00	\$ 659.00
226 Days	\$ 110,000	\$ 130,625	\$ 148,934

AD28

Assistant Superintendent, Academics 226
Assistant Superintendent, Administration & Student Services 226
Assistant Superintendent, Human Resources 226
Chief, Communications & Marketing 226
Chief, Financial Officer 226

Daily	\$ 575.22	\$ 652.66	\$ 730.09
226 Days	\$ 130,000	\$ 147,500	\$ 165,000

AD29

Chief of Staff 226

Daily	\$ 610.62	\$ 714.60	\$ 818.58
226 Days	\$ 138,000	\$ 161,500	\$ 184,999

Support Professional Salary Schedule

Cedar Hill Independent School District Support Professional Salary Schedule

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
SP20						
	Coordinator, Accounts Payable	226	Daily	\$ 225.75	\$ 275.41	\$ 325.07
	Coordinator, Family and Financial Advocate (Gear Up Grant)	226	226 Days	\$ 51,020	\$ 62,243	\$ 73,466
	Coordinator, Finance	226				
SP21 -						
	Accountant	226	Daily	\$ 258.75	\$ 308.41	\$ 358.07
	Coordinator, Benefits	226	226 Days	\$ 58,478	\$ 69,701	\$ 80,924
	Coordinator, Communications & Media Relations	226	260 Days	\$ 67,275	\$ 80,187	\$ 93,098
	Coordinator, Emergency Operations	260				
	Specialist, Network Software	226				
	Coordinator, Transportation Services	226				
SP22 - -						
	Manager, Accounts	226	Daily	\$ 278.00	\$ 325.11	\$ 378.08
	Manager, Payroll & Benefits	226	226 Days	\$ 62,828	\$ 73,475	\$ 85,446
	Manager, Purchasing Accounts payable	226				
SP23 -						
	Specialist, Behavioral	192	Daily	\$ 285.52	\$ 342.26	\$ 400.00
	Specialist, Dyslexia	192	192 Days	\$ 54,820	\$ 65,714	\$ 76,800
	Specialist, Counselor Interventionist	192				
	Specialist, Auditory Impairment	192				
	Specialist, Visual Impairment	192				
SP24 -						
	Academic Interventionist	192	Daily	\$ 291.00	\$ 354.20	\$ 417.39
	Coordinator, Instructional (Adapted PE)	197	192 Days	\$ 55,872	\$ 68,005	\$ 80,139
	Coordinator, Site (GEAR UP GRANT)	226	197 Days	\$ 57,327	\$ 69,776	\$ 82,226
	Coordinator, Student Services	226	226 Days	\$ 65,766	\$ 80,048	\$ 94,330
	Coordinator, Testing	226				
	Diagnostician	192				
	Diagnostician	197				
	Instructional Facilitator	192				
	Licensed Specialist School Psychologist, LSSP	192				
	Network Analyst	226				
	Speech Language Pathologist	197				
	Speech Language Pathologist	192				
	Specialist, Literacy	197				

SP25	-	-	
	Coordinator, English Language Learners	226	
	Coordinator, Instructional (Academics)	202	
	Coordinator, Instructional (Special Education)	207	
	Coordinator, Instructional - (Academics)	226	
	Coordinator, Instructional - Science (GEAR UP Grant)	226	
	Coordinator, Steam	226	
		226/20	
	Coordinator, Special Education	7	
	Coordinator, Federal Programs	226	

	Daily	\$ 311.19	\$ 403.53	\$ 495.86
202	Days	\$ 62,860	\$ 81,512	\$ 100,164
207	Days	\$ 64,416	\$ 83,530	\$ 102,643
226	Days	\$ 70,329	\$ 91,197	\$ 112,064

SP26	-	-	-
	Head Football Coach	226	

	Daily	\$ 411.50	\$ 493.36	\$ 575.22
226	Days	\$ 93,000	\$ 111,500	\$ 130,000

Security & Police Salary Schedule

Cedar Hill Independent School District Security & Police Officer Schedule

Pay Grade	Job Title	Calendar
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PO 1		
	Crossing Guard (2.3 Hrs. /day)	170

PO 2		
	Security Guard	179

PO 3		
	Police Dispatch (No Experience)	226

Police Dispatch(Experience No Certificate) 226

Police Dispatch (Basic Certification) 226

Police Dispatch (Intermediate Certification) 226

Police Dispatch (Advanced Certification) 226

Police Dispatch (Master Certification) 226

PO 4		
	Security Guard Lead	226

PO 5		
	Police officer I - Basic	226

PO 6		
	Police Officer II -Intermediate	226

PO 7		
	Police Officer III - Advanced	226

PO 8		
	Police Officer IV - Master	226

PO 9		
	Detective	226

PO 10		
	Seargent	226

PO 11		
	Lieutenant	226

PO 12		
	Chief	226

		Minimum	Midpoint	Maximum
Hourly		\$ 10.00	\$ 12.33	\$ 14.66
170	Days	\$ 3,910	\$ 4,821	\$ 5,732

Hourly		\$ 15.00	\$ 16.99	\$ 18.97
179	Days	\$ 21,480	\$ 24,330	\$ 27,165

Hourly		\$ 16.64
226	Days	\$ 30,085

Hourly		\$ 17.58
226	Days	\$ 31,785

Hourly		\$ 18.03
226	Days	\$ 32,598

Hourly		\$ 18.47
226	Days	\$ 33,394

Hourly		\$ 18.92
226	Days	\$ 34,207

Hourly		\$ 19.45
226	Days	\$ 35,166

Hourly		\$ 20.00	\$ 24.91	\$ 29.83
226	Days	\$ 36,160	\$ 45,037	\$ 53,933

Hourly		\$ 25.00
226	Days	\$ 45,200

Hourly		\$ 27.05
226	Days	\$ 48,906

Hourly		\$ 29.09
226	Days	\$ 52,595

Hourly		\$ 31.15
226	Days	\$ 56,319

Hourly		\$ 33.41	\$ 37.02	\$ 40.63
226	Days	\$ 60,405	\$ 66,932	\$ 73,459

Hourly		\$ 36.50	\$ 44.34	\$ 52.17
226	Days	\$ 65,992	\$ 80,166	\$ 94,323

Daily		\$ 324.00	\$ 390.00	\$ 456.00
226	Days	\$ 73,224	\$ 88,140	\$ 103,056

Daily		\$ 398.76	\$ 459.52	\$ 520.27
226	Days	\$ 92,085.00	\$ 110,276	\$ 128,467.00

Paraprofessional Salary Schedule

Cedar Hill Independent School District Paraprofessional Salary Schedule

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
PARA1	NO POSITIONS IN THIS PAY GRADE		Daily	\$ 88.00	\$ 102.42	\$ 116.83
PARA2			Daily	\$ 94.80	\$ 119.64	\$ 144.48
	Aide, BAC	187	187 Days	\$ 17,728	\$ 22,373	\$ 27,018
	Aide, Bilingual	187				
	Aide, Instructional	187				
	Aide, Montessori	187				
	Aide, Restorative Elementary	187				
	Aide, Restorative Middle/High School	187				
	Aide, Pre-K	187				
	Aide, Physical Education	187				
	Aide, PPCD/SKILL/Intervention, CM (Special Ed)	187				
	Aide, Resource/Inclusion (Special Education)	187				
PARA3			Daily	\$ 103.28	\$ 129.44	\$ 155.60
	Aide, Library	187	187 Days	\$ 19,313	\$ 24,205	\$ 29,097
	Aide, Art	187	190 Days	\$ 19,623	\$ 24,594	\$ 29,564
	Aide, Computer Lab	187	197 Days	\$ 20,346	\$ 25,500	\$ 30,653
	Aide, Library Senior	190	226 Days	\$ 23,341	\$ 29,253	\$ 35,166
	Aide, Literacy Lab	187				
	Aide, Nurse	190				
	Clerk, Attendance Elementary	197				
	Clerk, Human Resources	226				
	Receptionist, Elementary/Secondary	197				
PARA4			Daily	\$ 109.20	\$ 136.44	\$ 163.68
	Clerk, Attendance Lead High School	215	187 Days	\$ 20,420	\$ 25,514	\$ 30,608
	Clerk, Attendance Middle/High School	197	197 Days	\$ 21,512	\$ 26,879	\$ 32,245
	Clerk, Counselor High School	207	202 Days	\$ 22,058	\$ 27,561	\$ 33,063
	Secretary, Assistant Principal / High School	187/207	207 Days	\$ 22,604	\$ 28,243	\$ 33,882
	Secretary, Counselor Middle / High School	202	215 Days	\$ 23,478	\$ 29,335	\$ 35,191
PARA5			Daily	\$ 120.56	\$ 144.36	\$ 168.16
	Receptionist, Administration	226	207 Days	\$ 24,956	\$ 29,883	\$ 34,809
	Registrar, High School	226	226 Days	\$ 27,247	\$ 32,625	\$ 38,004
	Registrar, Middle	207				
	Piems/Registrar, Collegiate HS	226				
PARA6			Daily	\$ 130.72	\$ 156.52	\$ 182.32
	Data Specialist, High School	217	197 Days	\$ 25,752	\$ 30,834	\$ 35,917
	Data Specialist, Special Education	226	217 Days	\$ 28,366	\$ 33,965	\$ 39,563
	Principal Secretary, Elementary	197	226 Days	\$ 29,543	\$ 35,374	\$ 41,204
	Receptionist, Administration	226				
	Clerk, Medicaid	226				

PARA7	
Clerk, Accounting	226
Principal Secretary, Middle School	226
Specialist, Substitute	226

Daily	\$ 137.20	\$ 168.36	\$ 199.52
226 Days	\$ 31,007	\$ 38,049	\$ 45,092

PARA8	
Principal Secretary, High School	226
Principal Secretary, Collegiate	226

Daily	\$ 148.00	\$ 186.12	\$ 224.24
226 Days	\$ 33,448	\$ 42,063	\$ 50,678

PARA9	
Specialist, Accounts Payable & Accounts Receivable	226
Specialist, Benefits	226
Specialist, Data Management Central Office	226
Specialist, Finance	226
Specialist, Payroll	226
Specialist, Professional & Instructional Staffing	226
Specialist, Purchasing	226
Secretary, Director/Executive Director	226/240
Secretary, Police Chief	226
Specialist, Non-Instructional Staffing	226

Daily	\$ 158.32	\$ 208.64	\$ 258.96
226 Days	\$ 35,780	\$ 47,153	\$ 58,525
240 Days	\$ 37,997	\$ 50,074	\$ 62,150

PARA10	
Licensed Vocational Nurse (LVN)	190
Secretary, Assistant Superintendent	226

Daily	\$ 181.36	\$ 234.68	\$ 288.00
190 Days	\$ 34,458	\$ 44,589	\$ 54,720
226 Days	\$ 40,987	\$ 53,038	\$ 65,088

PARA11	
Executive Assistant to the Superintendent	226

Daily	\$ 212.16	\$ 269.16	\$ 326.16
226 Days	\$ 47,948	\$ 60,830	\$ 73,712

Auxiliary Salary Schedule

Cedar Hill Independent School District Auxiliary Salary Schedule

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
AUX1 - NO POSITIONS IN THIS PAY GRADE			Hourly	\$ 10.00	\$ 12.33	\$ 14.66
		-	-	-	-	-
AUX2			Hourly	\$ 10.75	\$ 14.15	\$ 17.81
	Custodian	260	172 Days	\$ 14,792	\$ 19,470	\$ 24,507
	Worker, Child Nutrition	172	260 Days	\$ 22,360	\$ 29,432	\$ 37,045
AUX3			Hourly	\$ 12.75	\$ 15.86	\$ 18.97
	Bus Driver	174	174 Days	\$ 17,748	\$ 22,077	\$ 26,406
	Child Nutrition, Assistant Manager	174	226 Days	\$ 23,052	\$ 28,675	\$ 34,298
	Clerk, Mail Room	226	260 Days	\$ 26,520	\$ 32,989	\$ 39,458
	Clerk, Textbook	226				
	Custodial, Lead	260				
	Grounds Keeper	260				
AUX4			Hourly	\$ 14.89	\$ 18.20	\$ 21.51
	Child Nutrition , Elementary Manager	174	174 Days	\$ 20,727	\$ 25,334	\$ 29,942
	Custodial, Night Supervisor	260	260 Days	\$ 30,971	\$ 37,856	\$ 44,741
	Driver/Custodial/Warehouse	260				
	General Maintenance	260				
	Plumber, Non-Licensed	260				
AUX5			Hourly	\$ 15.15	\$ 21.49	\$ 27.83
	Carpenter	260	174 Days	\$ 21,089	\$ 29,914	\$ 38,739
	Child Nutrition, Secondary Manager	174	260 Days	\$ 31,512	\$ 44,699	\$ 57,886
	Grounds Supervisor	260				
	Painter	260				
AUX6			Hourly	\$ 17.28	\$ 23.64	\$ 30.00
	Electrician, Non-Licensed	260	260 Days	\$ 35,942	\$ 49,171	\$ 62,400
	HVAC, Non-Licensed	260				
	Lead Carpenter	260				
	Locksmith	260				
	Technology Support	260				
	Vehicle Mechanic	260				
AUX7			Hourly	\$ 19.68	\$ 25.84	\$ 32.00
	Electrician, Licensed	260	226 Days	\$ 35,581	\$ 46,719	\$ 57,856
	Grounds, Foreman/Pest Control	260	260 Days	\$ 40,934	\$ 53,747	\$ 66,560
	HVAC, Licensed	260				
	Manager, Warehouse	260				
	Plumber, Master	260				
	Supervisor, SMART Team	260				
	Technician, Fire Alarm/Electrician	260				
	Plumber, Journeyman	260				
	Technician, Help Desk	260				

Other Salary & Stipends

Career & Technology Education (CTE) Stipends

Assignment	Amount	
Career Technical Education Department Chair (CHHS)	\$ 1,400.00	per school year
Career and Technical Department Co-Chair -(CHHS)	\$ 700.00	per school year
Culinary Arts Instructor Event Coordinator	\$ 2,500.00	per school year
Information Technology Sponsor	\$ 2,500.00	per school year
Longhorn TV (2 Stipends)	\$ 2,500.00	per school year

**** Only one(1) CTE Club stipend per campus**

Stipend Paid in January

Student Organization	Amount	
	STATE (Each)	National (Each)
BPA (Business Professionals of America) (CHCHS-2,CHHS-3)	\$ 1,250.00	\$ 250.00
DECA (Distributive Education Clubs of America) Cedar Hill High School Sponsor (CHHS)	\$ 1,250.00	\$ 250.00
TAFE (Texas Association of Future Educators) (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Engineering (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Computer Programming (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Criminal Justice (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Culinary Arts (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Graphic Design (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Internetworking (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Restaurant Service (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Robotics and Automation Technology (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Web Design (CHHS)	\$ 1,250.00	\$ 250.00
SkillsUSA Welding (CHHS)	\$ 1,250.00	\$ 250.00
HOSA (Future Health Professionals) (CHHS - 3)	\$ 1,250.00	\$ 250.00

**Note: Local and Regional Stipends will be paid in January; State and National stipend paid in June.
CTSO stipends funded through Carl D. Perkins Grant**

Special Education Stipends

Assignment	Amount	
Dyslexia Evaluation Specialist	\$ 1,125.00	per school year
Lead Speech Language Pathologist	\$ 1,875.00	per school year
Lead Diagnostician	\$ 1,875.00	per school year
Behavior Support Teacher	\$ 1,500.00	per school year
Self-Contained Teacher	\$ 3,000.00	per school year
Special Olympics Coach (per sport, per season, per semester) Practice outside of instructional day	\$ 375.00	per school year
Bilingual Speech Therapist	\$ 4,000.00	per school year

Bilingual Diagnostician Evaluator	\$ 4,000.00	per school year
Certificate of Clinical Competence (Speech Path)	\$ 2,000.00	per school year

Cedar Hill Independent School District 2020-2021 Salary Schedule

Please note the following regarding “Extra-Duty” pay/Stipends:

1. Non-exempt employees shall not be selected for duties that require stipends.
2. As a general rule, administrators should never be paid extra for work performed during their contract period. The job responsibility of an administrator is purposely broad to include any work performed for Cedar Hill ISD. Therefore, pay authorizations should rarely be completed for an administrator.
3. Compensatory time may be given to “non-exempt” employees in lieu of overtime compensation for the overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than monetary pay. (DEA Local)
4. The minimum wage and overtime provisions do not apply to any employee employed in a bona fide executive, administrative, or professional capacity, including academic administrative personnel or teachers in elementary or secondary school. (DEA Legal). Therefore, the District will refrain from giving compensatory time to these “exempt” employees.
5. Generally stipends are paid for extra duties performed outside of the academic day. Employees who have an additional planning period/s to perform extra duties will not also receive a stipend unless those extra duties must carry over outside of the instructional day. Example: Band, athletics, senior sponsor.
6. All stipends are annualized over a twelve month period in accordance to the employees pay contract unless otherwise noted.

Academic UIL Stipends

Assignment		Amount	
Elementary School		\$ 225.00	per team per school year
Middle School (1st event)		\$ 375.00	per team per school year
Middle School (2nd event)		\$ 187.50	per team per school year
High School		\$ 562.50	per team per school year
Collegiate High School		\$ 562.50	per team per school year
High School (Lead)		\$ 375.00	per team per school year
High School (Assistant)		\$ 187.50	per school year

Note: UIL Stipends are based on fulfilling the UIL Academic coaching criteria and are paid in one payment at the end of the year. When teams are combined the campus with the greater number of students will be the "Lead".

Academic Stipends

Assignment		Amount	
Math		\$ 4,000.00	per school year
Science		\$ 4,000.00	per school year
Foreign Language (i.e. Bilingual, French, Spanish, etc.)		\$ 4,000.00	per school year
Campus Translator / Interpreter (1 per Campus)	Low Need	\$ 500.00	per school year
	Moderate Need	\$ 1,000.00	per school year
	High Need	\$ 1,500.00	per school year

**Stipend paid for secondary math and science subjects for which students earn graduation credit.
(Pro-rated for teaching three or fewer for-credit classes.)**

Dual Credit Teachers: Cedar Valley & El Centro

Teaching at least 16 students per semester per class section for each course*	\$ 848.00	maximum
Less than 16 students per class section for each course*	\$ 53.00	per student
4 hour course (including lab)*	\$ 282.00	additional

Note: Contingent upon final state funding approval

Grant Funded Stipends

Assignment Area		
Mentor Teacher**	\$ 750.00	per school year
Parent Liaison Title I - 25.00/ hr (not to exceed \$2,400/year)	\$ 25.00	per hour

****Stipend paid 1/2 in December and 1/2 in May**

***Stipend paid at the end of the school year**

Note: All grant funded stipends are contingent upon receipt of grant funds

Substitute Salary

Assignment Area	Assignment Description		
Teacher	Minimum 60 credit hours	Amount	
	1 to 10 Consecutive days	\$ 70.00	per day
	11 to 20 Consecutive days	\$ 80.00	per day
	21 days until completion of assignment	\$ 95.00	per day
Teacher	Degreed	Amount	
	1 to 10 Consecutive days	\$ 80.00	per day
	11 to 20 Consecutive days	\$ 90.00	per day
	21 days until completion of assignment	\$ 100.00	per day
Teacher	Certified	Amount	
	1 to 10 days	\$ 95.00	per day
	11 to 20 days	\$ 115.00	per day
	21 days until completion of assignment	\$ 130.00	per day
Paraprofessional	Campus Instructional Aide/Clerical Assignment & Central Admin Clerical Non-Degreed	\$ 68.00	per day
	Campus Instructional Aide/Clerical Assignment & Central Admin Non-Degreed 11+days	\$ 75.00	per day
	Central Admin Clerical Degreed	\$ 80.00	per day
	Central Admin Clerical Degreed 11+ days	\$ 90.00	per day
	Special Education Aide (Skills)	\$ 80.00	per day
	Nurse Aide w/training	\$ 80.00	per day
Nurse/LVN	Registered Nurse	\$ 100.00	per day
	LVN	\$ 80.00	per day
Food Service	Food Service Worker (No long term pay)	\$ 8.50	per hour
Custodian		\$ 8.50	per hour
Crossing Guard		\$ 8.71	per hour
Security Guard		\$ 10.03	per hour
Administrator	Retired - Interim / Sub / Mentor	Mid-point of the Range of Level Assigned	
	Internal Temporary	Current Daily Rate + 20%	
	Internal Long-term Interim	Minimum of the Range of Level Assigned	
Counselor	1 to 10 days	\$ 150.00	per day
	11 or more days	\$ 200.00	per day

NOTE: A substitute teacher who accepts a substitute teaching assignment on Monday or Friday will earn an additional \$10.00 on those days only.

**Cedar Hill Independent School District
Other Salary**

Assignment Area	Assignment Description	Amount	
Athletics	Summer Training (High School)	\$ 25.00	per hour
Athletic Events	Gate Worker/Ticket Sales/Security Screener		
	Exempt district employee	\$ 20.00	per hour
	Non-exempt district employee	\$ 12.00	per hour
	Sports Announcer (Non-District Employee)	\$ 20.00	per hour
Athletics (Bus Driver)	Non-exempt & Exempt district employee	\$ 10.75	per hour
	Team Coach	\$ 50.00	per trip
Homebound/PRS	Teacher	\$ 25.00	per hour
In Home Training	Teacher	\$ 25.00	per hour
	Paraprofessional	\$ 15.00	per hour
Performing Arts Center	Related Services	\$ 25.00	per hour
Supplemental/Extra Duty	Teacher	\$ 25.00	per hour
Temporary Workers	Student Worker	\$ 8.50	per hour
	Tutor (Non Certified)	\$ 10.00	per hour
	Tutor (Certified)	\$ 25.00	per hour
	Parent Liaison (Not to exceed \$7,200.00 / per year)	\$ 12.00	per hour
	Technology/Technical	\$ 13.50	per hour
	College Intern	\$ 12.00	per hour
	Other	\$ 8.50	per hour

**Summer School Salary
(Non Duty Days)**

Certified Teacher/Professional	\$ 25.00	per hour
Summer School Principal	\$ 5,400.00	Stipend
Instructional Coach	\$ 4,600.00	Stipend
Paraprofessional	\$ 15.00	per hour
Nurse	\$ 25.00	per hour
Security Guard	\$ 12.00	per hour

Overtime is paid after an employee has worked 40 hours for the week

ATHLETIC STIPENDS

High School Campus (Head Coach)		Annual	
Baseball		\$	7,250.00
Basketball		\$	11,000.00
Cross Country		\$	3,000.00
Powerlifting		\$	3,000.00
Soccer		\$	7,250.00
Softball		\$	7,250.00
Swimming		\$	5,500.00
Tennis		\$	5,500.00
Track		\$	7,250.00
Volleyball		\$	7,250.00
Varsity Assistants		Annual	
Baseball		\$	3,500.00
Basketball		\$	3,500.00
Softball		\$	3,500.00
Volleyball		\$	3,500.00
Assistants	Annual		
	Junior Varsity	Ninth Grade Center	
Any 3rd sport (if approved & after school only)	n/a	\$	1,125.00
Baseball	\$ 3,000.00		-
Basketball	\$ 3,000.00	\$	2,250.00
Cross Country	\$ 2,000.00		-
Football	\$ 3,750.00	\$	2,250.00
Powerlifting	\$ 2,000.00		-
Soccer	\$ 3,000.00		-
Softball	\$ 3,000.00		-
Swimming (\$1,875.00 per semester)	\$ 3,750.00		-
Tennis (\$1,875.00 per semester)	\$ 3,750.00		-
Track	\$ 2,250.00	\$	2,250.00
Volleyball	\$ 3,000.00	\$	2,250.00
Middle School Campus (Most middle school coaches have 3 assignments)		Annual	
Football		\$	2,150.00
1st assignment		\$	1,650.00
2nd assignment		\$	1,125.00
3rd assignment		\$	1,125.00
Tennis (per middle school)		\$	1,125.00
Middle School Athletic Coordinator (Girls/Boys)		\$	2,500.00
Other Athletic Assignments		Annual	
Football - Offensive Coordinator		\$	8,500.00
Football - Defensive Coordinator		\$	8,500.00
Football - Head Assistant Coach		\$	8,600.00
Game Administrators (Head Coaches)		\$	1,500.00
Athletic Trainer, CHHS		\$	11,250.00
Athletic Trainer, Assistant- Middle School		\$	8,250.00

NOTE: To receive a stipend all individuals with coaching responsibilities must be recorded in Skyward with students assigned or listed in Skyward as an alternate during assigned coaching period(s).

Fine Arts Stipends		
Assignment	Amount	
Band, High School Head	\$ 9,750.00	per school year
Band, High School Assistant	\$ 6,375.00	per school year
Band, Middle School Head	\$ 6,000.00	per school year
Band, Middle School Assistant	\$ 4,500.00	per school year
Choir, High School Head	\$ 7,000.00	per school year
Choir, High School Assistant	\$ 3,300.00	per school year
Choir, Middle School	\$ 2,250.00	per school year
Theatre Arts, High School Head	\$ 4,500.00	per school year
Theater Arts, Middle School	\$ 1,125.00	per school year
Orchestra, Middle School	\$ 3,750.00	per school year
Orchestra, High School Head	\$ 9,750.00	per school year

Note: All Fine Arts stipends are paid over 12 months

Other Department Stipends		
Assignment	Amount	
Technology, Campus Liaison**	\$ 750.00	per school year
Webmaster (Elementary PK-5)**	\$ 500.00	per school year
Webmaster (Secondary 6-12)**	\$ 700.00	per school year
Webmaster (Athletics)**	\$ 700.00	per school year
Automated External Defibrillator (AED) Trainer**	\$ 1,125.00	per school year
Certified Academic Language Therapist (Dyslexia)	\$ 1,000.00	per school year

****Stipend is paid 1/2 in December and 1/2 in May**

Elementary School Stipends		
Assignment	Amount	
Team Leader	\$ 300.00	per school year
Sponsor, Yearbook	\$ 375.00	per school year
Sponsor, Robotics	\$ 250.00	per school year

Middle School Stipends		
Assignment	Amount	
Department Chair	\$ 750.00	per school year
Sponsor, Cheerleader	\$ 1,125.00	per school year
Sponsor, National Honor Society	\$ 225.00	per school year
Sponsor, Student Council	\$ 450.00	per school year
Sponsor, Yearbook	\$ 475.00	per school year
Sponsor, Robotics	\$ 350.00	per school year

High School Stipends		
Assignment	Amount	
Department Chair	\$ 1,000.00	per school year
Cheerleader, Varsity/Head	\$ 4,125.00	per school year
Cheerleader, Junior Varsity Assistant	\$ 1,500.00	per school year
Drill Team, High School Head	\$ 4,125.00	per school year
Sponsor, Debate	\$ 1,500.00	per school year
Sponsor, Freshman Class (Collegiate)	\$ 187.50	per school year
Sponsor, Junior Class (Collegiate)	\$ 187.50	per school year
Sponsor, National Honor Society	\$ 375.00	per school year
Sponsor, Robotics	\$ 450.00	per school year
Sponsor, Senior Class (High School - up to 3 sponsors)	\$ 562.50	per school year
Sponsor, Senior Class (Collegiate)	\$ 200.00	per school year
Sponsor, Sophomore Class (Collegiate)	\$ 187.50	per school year
Sponsor, Student Council (High School - up to 2 sponsors)	\$ 900.00	per school year
Sponsor, Student Council (Collegiate)	\$ 562.50	per school year
Sponsor, Yearbook (Collegiate High School)	\$ 450.00	per school year
Sponsor, Yearbook (High School)	\$ 1,125.00	per school year

LPAC STIPENDS		
Number of Students Served	Amount	
All K-12 Campuses	0-75	\$ 375.00 per school year
	76-150	\$ 750.00 per school year
	151-225	\$ 1,125.00 per school year
Spanish Translations	\$ 18.00	Per page
All Stipends are annualized over 12 months in accordance to employee's pay contract.		

* To be paid in December

TRAVEL STIPENDS			
Months Worked	Assignment	Stipend Amount	
		Monthly	Annual
12	Coordinator, Communications & Media Relations	\$ 112.50	\$ 1,350.00
12	Coordinator, Community & Parental Involvement	\$ 112.50	\$ 1,350.00
12	Coordinator, ELA	\$ 112.50	\$ 1,350.00
12	Coordinator, ELL	\$ 112.50	\$ 1,350.00
12	Coordinator, Fine Arts	\$ 168.75	\$ 2,025.00
12	Coordinator, Help Desk	\$ 168.75	\$ 2,025.00
12	Coordinator, Instructional (Special Education)	\$ 168.75	\$ 2,025.00
11	Coordinator, Instructional (Special Education)	\$ 154.68	\$ 1,856.25
12	Coordinator, Instructional Academics	\$ 112.50	\$ 1,350.00
12	Coordinator, Math	\$ 112.50	\$ 1,350.00
12	Coordinator, Special Education	\$ 168.75	\$ 2,025.00
12	Coordinator, STEAM	\$ 112.50	\$ 1,350.00
12	Coordinator, Testing	\$ 112.50	\$ 1,350.00
10	Counselor, Special Education	\$ 140.62	\$ 1,687.58
10	Licensed Specialist School Psychology (LSSP)	\$ 156.25	\$ 1,875.00
12	Network Analyst	\$ 112.50	\$ 1,350.00
10	Specialist, Auditory Impairment (Special Education)	\$ 93.75	\$ 1,125.00
10	Specialist, Behavior	\$ 93.75	\$ 1,125.00
10	Specialist, Dyslexia (Special Education)	\$ 62.50	\$ 750.00
12	Specialist, Network Software	\$ 112.50	\$ 1,350.00
10	Specialist, Vision Impairment (Special Education)	\$ 93.75	\$ 1,125.00
12	Technician, Help Desk	\$ 168.75	\$ 2,025.00
12	Technology Support	\$ 168.75	\$ 2,025.00

All Stipends are annualized over 12 months in accordance to employee's pay contract.

DATA PLAN STIPENDS			
Months Worked	Assignment	Stipend Amount	
		Monthly	Annual
12	Athletic Trainer	\$ 62.50	\$ 750.00