



Employees who attend or work in programs outside of their regular duty hours are to be paid for these hours according to the approved miscellaneous pay rates established by the Grants and Personnel Committee (GAPC) and approved by the Board of Trustees. The pay rates are to be consistent with the duties performed and should be applied consistently to all employees, across all funding sources, programs and activities as outlined here and in *Extra-Duty Pay/Adjusted Work Week Schedule*, where applicable.

New miscellaneous pay rates that are not currently found in this document must be submitted to the GAPC for review and require approval prior to posting. For additional information on the GAPC review process, see DEA (REG). Exempt employees, while on-duty, should not be paid for regular duties performed after normal work hours, including weekend and holidays, unless authorized by GAPC.

**IMPORTANT NOTE**

*If current hourly employees are hired for or attend special program activities or training, outside of the normal work day, including spring, summer, and fall breaks, they must be compensated in accordance with the hourly rate for that assignment and/or the blended rate at time and one-half as applicable for all hours that exceed 40 hours in the same week.*

**TUTORING – HOURLY PAY RATES**

Regardless of the program that utilizes tutors (after school tutoring, state assessment camp, etc.) the pay rates are the same.

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$25.00	Teacher	Tutor Certified
\$20.00	Adult Non-Employee	Tutor Aide [Degree] See IMPORTANT NOTE above
\$11.00		Tutor Aide (60+ college hours) See IMPORTANT NOTE above
\$7.25		Tutor Aide (Less than 60 College Hours) - always minimum wage rate
\$7.25	EPISD Student	Tutor – always minimum wage rate
\$16.00	Adult Non-Employee	Music Tutor

**STAFF DEVELOPMENT ACTIVITIES – HOURLY PAY RATES**

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$20.00	Employee	Preparation for Workshop
\$20.00	Employee	Presentations and Transportation Foreman Training Sessions
\$15.00	Employee	Teacher Attending Workshop
\$90 Daily Rate	Teachers	Pay for teachers attending mandatory/required 'out of town' training during the summer (outside of Days on Duty). Training must be a requirement to fulfill the eligibility requirements to teach program courses and for which compensation to teach the program is not already provided in the form of a stipend.
\$7.25	Adult Non-Employee	Substitute Teacher Training (BEST Program – Be an Exceptional Substitute Teacher)
Hourly Rate	Employee	Support Staff Attending Workshop

**CHILDCARE ACTIVITIES – HOURLY PAY RATES**

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$20.00	Teacher	Child Care Provider
\$8.00	Employee	Child Care Provider (See IMPORTANT NOTE above)
\$7.25	EPISD Student	Child Care Provider - always minimum wage rate



**MISCELLANEOUS – HOURLY PAY RATES**

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$40.00	Non-Employee	Master’s degree professionals working on temporary assignment
\$30.00	Teacher	Curriculum writing, benchmark and other assessment development
\$20.00		Parent training, mentoring, other duties that do not involve teaching students
\$25.00		Instruction-related activities with students such as tutoring, state assessment camp, Dual Credit Lab, SSI credit, etc.
\$25.00	Professional or Technical with Degree	Temporary positions that require a high degree of professional expertise (degree) or require high-level technology skills
\$15.00	Skilled Non-certified Professional	Rate for services at a semi-professional, yet highly skilled level (examples: musicians, choreographers – may or may not work with students)
\$20.00	Skilled Non-certified Professional	USTA Tennis Coordinator and temporary instructors that will supervise and instruct the USTA tennis curriculum after school (30 hours)
\$8.50	Temporary – Support	Support Personnel to perform clerical/support type duties, such as inventory duties
\$7.25	EPISD Student	For work performed in any program. Pay rate for student works is always the minimum wage rate
See Sub Schedule	Substitutes	Substitute Clerks, Paraprofessionals, Campus Patrols, Custodians
\$35.00	Teacher	Saturday specialized program instruction provided by CCTE teachers for students enrolled at the Delta Academy and Adult Basic Education Program.
\$15.00	Non-Degreed or Technical Personnel	Rate for non-degreed individual with special technical skills working in technical area such as technology, finance, or research
\$12.50	University/College Intern	University/College level student working for District in area of degree major (example Audit Intern, Finance Intern, Tech Intern)
\$80 Daily/\$40 Half Day	Teacher	Teachers attending student related Summer Conferences/Competitions (outside Days on Duty)
\$15.00	Skilled, Non-Certified Professional	Tester for student identification and exit of special programs such as English Learner and Gifted & Talented
\$60.00	Full-Day Teacher Resident	Non-Degreed Resident
\$75.00		Post Baccalaureate Resident

**SUMMER SCHOOL RATES –**

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$45.00	Employee	Summer School Program - Site Coordinator
\$25.00	Teacher	State Assessment Proctor (during summer school/not summer school teachers)
\$40.00	Nurse, Counselor and Food Service Supervisor	Summer School Program
\$35.00	FCF Intervention Specialists	Summer School Program
\$35.00	Teacher & Librarian	Summer School Program - -Test Coordinator for Summer – for State Assessment Administration -A role in the Summer School Program and any duties that involve direct instruction with students as part of summer assignment.
Hourly Rate	Campus Patrol	Summer School Program
Hourly Rate	Clerical Staff	Summer School Program – Campus Clerk, Payroll Verifier/Monitor, Bookroom Clerk, Attendance Clerk, PEIMS Clerk & Lab Monitor or other clerk as approved for summer school program
Hourly Rate	Paraprofessional	Summer School Program – Special Education & Instructional Paraprofessional, Sign-Language Interpreter and Monitor
Hourly Rate	Food Service Personnel	Summer School Program - Specialist, Cook, Assistant Manager, Cashier, Manager and Quality Control Manager



**SUMMER SCHOOL RATES –**

HOURLY RATE		
Hourly Rate	Custodian	Summer School Program
Hourly Rate	Playground Monitor	Summer School Program

**ATHLETICS MANAGEMENT PAY SCALE -**

*Football Game Management*

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$14.00		Game Manager
\$10.00		Ticket Sellers, Timekeeper and Announcer
\$12.00		Assistant Game Manager and Business Agent
\$9.25		Guards
\$ 9.00		Ticket Taker
\$25.00		Substitute Athletic Trainer (for any sport)***
\$10.00		Camera Operator
\$30.00	Peace Officer	Police Officer for Athletic Events*
\$32.00	Peace Officer	Police Site Supervisor* (to be paid one hour over and above other officers) for Athletic Events
\$31.00	Peace Officer	Police Sergeant for Athletic Events*

\*\*\* EPISD contracted athletic trainer not eligible

\* As determined by the City Police Officer Association, subject to change.

*All Sports (Other Than Football)*

HOURLY RATE	DESCRIPTION
\$8.00	Ticket Seller
\$7.25*	Ticket Taker (If Approved), Score Keeper**, Clock** Baseball Pitcher Counter**
\$9.25	Security Guard
\$7.25*	Computer Operator
\$15.00	Varsity Tournament/ Meet Director
\$10.00	Varsity Assistant Tournament/ Meet Director and Sub Varsity Tournament/ Meet Director
\$10.00	Starter (High School)
\$8.00	Starter (Middle School)
\$8.00	Assistant Starter (High School)
\$7.25*	Assistant Starter (Middle School)
\$15.00	Track/CC Meet Referee (High School)
\$10.00	Track/CC Meet Referee (Middle School)

\*Or current minimum wage

\*\*Varsity Games Only – Sub-Varsity games and all tournaments not included

**SPECIAL EDUCATION -**

HOURLY RATE	DESCRIPTION
\$30.00	Homebound After School Instruction – Non-SPED Related Services for High School Students
\$70.00	Extended School Year and Make Up Services - Speech Therapy, Occupational Therapy, Physical Therapy, Master Social Worker, and Counseling
\$35.00	Attendance at Summer ARD Committee meetings for Teachers and Evaluation Staff
\$35.00	Summer Services Provided – LSSP Intern working with LSSP, In-Home Trainers and Transition Specialists



**SPECIAL EDUCATION -**

HOURLY RATE	DESCRIPTION
\$20.00	Summer Evaluations - Teachers completing teacher rating scales
Hourly Rate	Play Based Paraprofessional

**SPECIAL EDUCATION - continued**

RATE PER EVALUATION	DESCRIPTION
\$275.00	Summer Services: - Speech evaluation including complete report, goals and objective (Excludes AU Evaluations). - Full Individual Evaluation (FIE) including complete report (Excludes AU evaluation).
	Summer Services: - Bilingual speech evaluation including complete report, goals and objective (Excludes AU Evaluations). - Bilingual Full Individual Evaluation (FIE) including complete report (Excludes AU evaluation).
\$125.00	Summer Services - Functional Visual Assessment including a complete Individual Family Service Plan (IFSP).
\$75.00	Summer Services - Dyslexia Evaluations
\$50.00	Adapted PE evaluation including report, goals and objectives
\$75.00	Assistive Technology, Multi-Disciplinary Team Evaluation including complete report.

**JROTC -**

DAILY RATE	DESCRIPTION
\$200.00	JROTC Cadet Leadership Challenge (Summer Camp)

**HEALTH & WELLNESS -**

HOURLY RATE	EMPLOYEE CLASSIFICATION	DESCRIPTION
\$45.00	Certified Wellness/Fitness Instructor	70-Minute Class, to include choreograph, music, instruction, maintaining attendance and communications to attendees.

**ADULT BASIC EDUCATION PROGRAM -**

HOURLY RATE	EMPLOYEE CLASSIFICATION	DESCRIPTION
\$25.00	ABE Instructor (Part-Time)	Part-Time Adult Basic Education (ABE) Program Teacher
\$15.00		Attending Workshop
\$20.00		Curriculum writing, benchmark and other assessment development, other duties that do not involve teaching students

SUBSTITUTE PAY RATES: See pay schedule for substitutes.

Policy Reference: DEA (REG)