



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 -

Tutoring can take place before or after the school day, on weekends and during the intercession period.

| HOURLY RATE | EMPLOYEE CLASSIFICATION | |
|-------------|----------------------------------|--|
| \$12.00 | EPISD Student | Tutor – always minimum wage rate |
| \$30.00 | Teacher | Tutor, Certified Employee of EPISD Open to all employees who hold a Texas teaching certificate. |
| \$25.00 | Certified Retired Teacher | Tutor, Certified Non-Employees Open to retired teachers who continue to hold a Texas teaching certificate. |
| \$20.00 | Adult; Employee and Non-Employee | Tutor, Degreed Open to any person who holds a bachelor's degree |
| \$15.00 | Adult; Employee and Non-Employee | Tutor, Non-Degreed 60+ Open to anyone who has 60+ college hours but have not completed a bachelor's degree. |

STAFF DEVELOPMENT ACTIVITIES – HOURLY PAY RATES -

| HOURLY RATE | EMPLOYEE CLASSIFICATION | |
|-----------------|-------------------------|---|
| \$20.00 | Teacher | Preparation for Workshop |
| \$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. |
| \$13.00 | 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 | |
|-------------|-------------------------|--|
| \$25.00 | Teacher | Child Care Provider |
| \$13.00 | Employee/Non Employee | Child Care Provider (See IMPORTANT NOTE above) |
| \$13.00 | 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 |
| \$60.00 | Teacher | Curriculum writing, benchmark and other assessment development ***** |
| \$25.00 | | Parent training, mentoring, other duties that do not involve teaching students |
| \$30.00 | | Instruction-related activities with students such as tutoring, state assessment camp, Dual Credit Lab, SSI credit, etc. |
| \$37.50 | Skilled Professional | Adjudicator/Clinical - Professional and degreed fine arts instructors to provide constructive comments and/or instructional strategies for fine arts teachers, students, and programs for fine arts activities. |
| \$30.00 | Professional or Technical with Degree | Temporary positions that require a high degree of professional expertise (degree) or require high-level technology skills |
| \$20.00 | 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) |
| \$13.00 | Temporary – Support | Support Personnel to perform clerical/support type duties, such as inventory duties |
| \$13.00 | 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 CTE teachers for students enrolled at the Delta Academy and Adult Basic Education Program. |
| \$20.00 | Non-Degreed or Technical Personnel | Rate for non-degreed individual with special technical skills working in technical area such as technology, finance, or research |
| \$15.00 | University/College Intern | University/College level student working for District in area of degree major (example Audit Intern, Finance Intern, Tech Intern) |
| \$100 Daily/\$50 Half Day | Teacher | Teachers attending student related Summer Conferences/Competitions (outside Days on Duty) |
| \$20.00 | Skilled Tester | Tester for student identification and exit of special programs such as English Learner and Gifted & Talented |
| ***** - As-needed basis - Paid hourly and upon completion of specified deliverables - Based on completed curriculum deliverables, including development, revision, editing and quality control checks | | |

SUMMER SCHOOL/INTERCESSION RATES –

| HOURLY RATE | EMPLOYEE CLASSIFICATION | |
|-------------|---|---|
| \$55.00 | Employee | Summer School Program - Site Coordinator |
| \$40.00 | Teacher | State Assessment Proctor (during summer school/not summer school teachers) |
| \$45.00 | Nurse and Counselor Food Service Supervisor | Summer School Program |
| \$45.00 | Food Service Supervisor | Summer School Program |
| \$35.00 | FCF Intervention Specialists | Summer School Program |
| \$50.00 | Teacher | 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 |



SUMMER SCHOOL/INTERCESSION RATES – cont.

| HOURLY RATE | EMPLOYEE CLASSIFICATION | |
|-------------|---------------------------------|--|
| 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 |
| \$18.00 | Food Service Specialist | Intercession and Summer School Program |
| \$21.00 | Food Service Cook | |
| \$23.00 | Food Service Assistant Manager | |
| \$26.00 | Food Service Elementary Manager | |
| \$29.00 | Food Service MS/HS Manager | |
| Hourly Rate | Custodian | Summer School Program |
| Hourly Rate | Playground Monitor | Summer School Program |

LAW ENFORCEMENT SECURITY SERVICE RATES -

| HOURLY RATE | | EMPLOYEE CLASSIFICATION |
|-------------|---------------|-------------------------------------|
| \$50.00 | Peace Officer | Police Officer for District Events* |
| \$50.00 | | Coordinator for District Events* |

* As determined by the El Paso Municipal Police Officers' Association, subject to change.

ATHLETICS MANAGEMENT PAY SCALE -

Football Game Management

| HOURLY RATE | EMPLOYEE CLASSIFICATION |
|-------------|--|
| \$17.00 | Game Manager |
| \$13.75 | Ticket Sellers, Timekeeper and Announcer |
| \$15.00 | Assistant Game Manager and Business Agent |
| \$13.00 | Guards |
| \$13.00 | Ticket Taker |
| \$40.00 | Substitute Athletic Trainer (for any sport)*** |
| \$15.00 | Camera Operator |

*** EPISD contracted athletic trainer not eligible

ATHLETICS MANAGEMENT PAY SCALE -

All Sports (Other Than Football)

| HOURLY RATE | DESCRIPTION |
|-------------|---|
| \$13.00 | Ticket Seller |
| \$13.00 | Ticket Taker (If Approved), Score Keeper**, Clock** Baseball Pitcher Counter** |
| \$13.00 | Security Guard |
| \$13.00 | Computer Operator |
| \$20.00 | Varsity Tournament/ Meet Director |
| \$15.00 | Varsity Assistant Tournament/ Meet Director and Sub Varsity Tournament/ Meet Director |
| \$15.00 | Starter (High School) |

ATHLETICS MANAGEMENT PAY SCALE - cont.

All Sports (Other Than Football)



| HOURLY RATE | DESCRIPTION |
|---|---------------------------------------|
| \$13.00 | Starter (Middle School) |
| \$13.00 | Assistant Starter (High School) |
| \$13.00 | Assistant Starter (Middle School) |
| \$18.00 | Track/CC Meet Referee (High School) |
| \$15.00 | Track/CC Meet Referee (Middle School) |
| **Varsity Games Only – Sub-Varsity games and all tournaments not included | |

SPECIAL EDUCATION -

| PER HOUR | DESCRIPTION |
|----------|--|
| \$70.00 | Extended School Year and Make Up Services - Speech Therapy, Occupational Therapy, Physical Therapy, Master Social Worker, and Counseling |

SPECIAL EDUCATION -

Summer/Saturday/Intercession evaluations (evaluations conducted while staff member is not on duty)

| PER EVALUATION | DESCRIPTION |
|----------------|---|
| \$35.00 | Homebound After School Instruction |
| \$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 |
| \$20.00 | Summer Evaluations - Teachers completing teacher rating scales |
| Hourly Rate | Play Based Paraprofessional |
| \$275.00 | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Cognitive, Achievement and Adaptive Behavior evaluation including complete report |
| \$275.00 | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Psychological evaluation including complete report. |
| \$275.00 | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Speech and Language evaluation including complete report. |
| \$175.00 | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) Early Childhood Evaluation (ECI referral) including complete report - Speech and Language. |
| | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) Early Childhood Evaluation (ECI referral) including complete report goals and objective-Cognitive, achievement, developmental scales, adaptive behavior. |
| | Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Related services evaluation including complete report. |
| \$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. |



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 |
|---|----------------------------|--|
| \$35.00 | ABE Instructor (Part-Time) | Part-Time Adult Basic Education (ABE) Program Teacher |
| \$15.00 | | Attending Workshop |
| \$25.00 | | Curriculum writing, benchmark and other assessment development, other duties that do not involve teaching students |
| SUBSTITUTE PAY RATES: See pay schedule for substitutes. | | |