

Approved May 11, 2021

**Donna Independent School District**  
*“The District”*

# **Compensation Plan**

**2020 – 2021**

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*It is the policy of the Donna Independent School District, as an equal opportunity educational provider and employer, not to discriminate on the basis of age, color, handicap, or disability, national origin, marital status, race, religion, or sex in its educational programs and activities.*

## 2020-2021 New Hire Guide for Teachers and Nurses (RN)

| Years of Experience | Starting Salary |
|---------------------|-----------------|
| 0                   | \$51,500        |
| 1                   | \$51,800        |
| 2                   | \$52,100        |
| 3                   | \$52,400        |
| 4                   | \$52,700        |
| 5                   | \$53,173        |
| 6                   | \$53,673        |
| 7                   | \$54,268        |
| 8                   | \$54,768        |
| 9                   | \$55,268        |
| 10                  | \$55,768        |
| 11                  | \$56,268        |
| 12                  | \$56,768        |
| 13                  | \$57,268        |
| 14                  | \$57,768        |
| 15                  | \$58,368        |
| 16                  | \$58,968        |
| 17                  | \$59,568        |
| 18                  | \$60,168        |
| 19                  | \$60,768        |
| 20 +                | \$61,450        |

**Note:**

Registered Nurse – 187 days

Instructional Coach – 192 days

Instructional Coach – Grant Position – 197 days

Mariposa Facility Full-Time Teacher – 254 days

Mariposa Facility Part-Time Teacher - \$40 per hour

This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends.

Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

## Administrative Professional Pay Plan

### Pay Grade 1

|  | Minimum         | Midpoint  | Maximum         |
|--|-----------------|---|-----------------|
|  | <b>\$192.70</b> | <b>\$235.00</b>   | <b>\$277.30</b> |
| <b>197</b>   | \$37,962        | \$46,295  | \$54,628        |
| <b>202</b>   | \$38,925        | \$47,470  | \$56,015        |
| <b>207</b>   | \$39,889        | \$48,645  | \$57,401        |
| <b>217</b>   | \$41,816        | \$50,995  | \$60,174        |
| <b>221</b>   | \$42,587        | \$51,935  | \$61,283        |
| Coordinator, 21 <sup>st</sup> Century – 217<br>Family Engagement Leader – Grant - 207<br><br>Liaison, Officer - 202<br>Liaison, Community (3-D) – 192, 202 |                 | Liaison, Parent/Comm. Migrant - 202<br>Specialist I, Instructional Tech. - 212<br>Specialist, Accounting CNP – 221<br>Specialist, Energy Management – 221<br>Truancy Officer - 202<br>Lead Maintenance Supervisor - 221 |                 |

### Pay Grade 2

|   | Minimum         | Midpoint  | Maximum         |
|---|-----------------|---|-----------------|
|   | <b>\$231.24</b> | <b>\$282.00</b>   | <b>\$332.76</b> |
| <b>182</b>  | \$42,086        | \$51,324  | \$60,562        |
| <b>192</b>  | \$44,398        | \$54,144  | \$63,890        |
| <b>197</b>  | \$45,554        | \$55,554  | \$65,554        |
| <b>202</b>  | \$46,710        | \$56,964  | \$67,218        |
| <b>207</b>  | \$47,867        | \$58,374  | \$68,881        |
| <b>212</b>  | \$49,023        | \$59,784  | \$70,545        |
| <b>221</b>  | \$51,104        | \$62,322  | \$73,540        |
| Accountant – 221<br>Accountant, Safety & Risk Mgmt. – 221<br>Collaborative Learning Facilitator-Grant-193,<br>207<br>Coordinator, PEIMS – 221<br>Programmer/Analyst - 221<br>Facilitator, Gear Up - 197 |                 | Financial Aid Facilitator - 197<br>Social Worker - 182/192/202<br>Specialist, Multi-Media Communication –<br>221<br>Speech Lang. Pathology Asst. - 182<br>Strategist, Migrant – 202 |                 |

**Pay Grade 3**

|   | <b>Minimum</b><br><b>\$275.69</b> | <b>Midpoint</b><br><b>\$334.17</b>   | <b>Maximum</b><br><b>\$392.65</b> |
|---|-----------------------------------|--|-----------------------------------|
| <b>192</b>  | \$52,932                          | \$64,161   | \$75,389                          |
| <b>202</b>  | \$55,689                          | \$67,502   | \$79,315                          |
| <b>212</b>  | \$58,446                          | \$70,844   | \$83,242                          |
| <b>217</b>  | \$59,825                          | \$72,515   | \$85,205                          |
| <b>221</b>  | \$60,927                          | \$73,852   | \$86,776                          |
| <b>254</b>  | \$70,025                          | \$84,879   | \$99,733                          |
| Collaborative Learning Leader-Grant-217<br>Coordinator, Attendance – 221<br>Coordinator, Federal Programs – 221<br>Coordinator, Migrant Family Services - 212<br>Counselor, 3-D Academy - 202<br>Counselor, Alternative Ed. Program - 202<br>Counselor, Elementary - 202<br>Counselor, Middle School – 202<br>Dietitian - 221 |                                   | Early College High School Counselor - 202<br>Fine Arts Integration Facilitator - 202<br>Instructor, Master Technology – 212<br>Licensed Professional Counselor(MS) – 202<br>Librarian – 192<br>Licensed Specialist, Child Mental Health – 202<br>Network Administrator – 221<br>Specialist in School Psychology – 212<br>Strategist, Instructional/Bilingual – 202<br>Trainer - Athletic – 202<br>Counselor, Mariposa Facility - 254 |                                   |

**Pay Grade 4**

|   | <b>Minimum</b><br><b>\$295.94</b> | <b>Midpoint</b><br><b>\$360.90</b>   | <b>Maximum</b><br><b>\$425.86</b> |
|---|-----------------------------------|--|-----------------------------------|
| <b>192</b>  | \$56,820                          | \$69,293   | \$81,765                          |
| <b>202</b>  | \$59,780                          | \$72,902   | \$86,024                          |
| <b>212</b>  | \$62,739                          | \$76,511   | \$90,282                          |
| <b>221</b>  | \$65,403                          | \$79,759   | \$94,115                          |
| Assistant Principal, Elementary - 202<br>Coordinator, Payroll - 221<br>Counselor, High School – 202<br>Dean of Instruction, 3D & DAEP - 221<br>Diagnostician – 192<br>Early Childhood Coordinator - 221 |                                   | Manager, PEIMS – 221<br>Specialist, Curriculum Elem. – 202<br>Supervisor, Accounting - 221<br>Supervisor, Accounts Payable -221<br>Supervisor, Benefits - 221<br>Supervisor, Child Nutrition – 212 |                                   |

**Pay Grade 5**

|  | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>   |
|--|-----------------|-----------------|--|
|  | <b>\$319.61</b> | <b>\$389.77</b> | <b>\$459.93</b>  |
| <b>182</b>   | \$58,169        | \$70,938        | \$83,707   |
| <b>202</b>   | \$64,561        | \$78,734        | \$92,906   |
| <b>212</b>   | \$67,757        | \$82,631        | \$97,505   |
| <b>221</b>   | \$70,634        | \$86,139        | \$101,645  |
| <b>254</b>   | \$81,181        | \$99,002        | \$116,822  |
| Assistant Principal,<br>Middle School - 202<br>Dean of Instruction<br>(MS) – 221<br>Therapist, Occupational – 182<br>Speech Language Pathologist-182 |                 |                 | Supervisor, Human Resources – 221<br>Supervisor, Warehouse - 221<br>LSSP – 212<br>Police Chief – 221<br>Asst. Principal, Mariposa Facility - 254 |

**Pay Grade 6**

|  | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>  |
|--|-----------------|-----------------|---|
|  | <b>\$341.98</b> | <b>\$417.05</b> | <b>\$492.12</b>   |
| <b>202</b>   | \$69,080        | \$84,244        | \$99,408  |
| <b>221</b>   | \$75,578        | \$92,168        | \$108,759   |
| <b>226</b>   | \$77,287        | \$94,253        | \$111,219   |
| Assistant Principal, High School – 202, 221<br>Director – Instructional – 221<br>Dean of Instruction, High School – 221<br>Director, 21st Century/Grant Officer – 226<br>Director, Health Services - 221<br>Director/Fine Arts Coord., H.S. Band – 221 |                 |                 | Director, Parental Involvement – 221<br>Public Relations Officer - 221<br>Supervisor, Special Education – 221<br>Director, Academic Support - 221<br>Director, Custodial Services - 221 |

**Pay Grade 7**

|   | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>   |
|---|-----------------|-----------------|--|
|   | <b>\$365.92</b> | <b>\$446.24</b> | <b>\$526.56</b>  |
| <b>212</b>  | \$77,575        | \$94,603        | \$111,631  |
| <b>221</b>  | \$80,868        | \$98,619        | \$116,370  |
| Administrator, PE & Extracurricular - 221<br>Director, Advanced Academics Services – 221<br>Director, Bilingual - 221<br>Director, Career & Technology – 221<br>Director, Child Nutrition Services – 221<br>Director, Federal Programs – 221<br>Director, Human Resources - 221<br>Director, Intake/Student Engagement – 221<br>Director, Maintenance - 221 |                 |                 | Director, Technology – 221<br>Director, Testing/Evaluation – 221<br>Director, Transportation - 221<br>Head Football Coach – 221<br>Principal, 3D Academy – 221<br>Principal, DAEP – 221<br>Principal, Elementary – 212<br>Director, Purchasing – 221 |

**Pay Grade 8**

|  | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>  |
|--|-----------------|-----------------|-----------------|
|  | <b>\$393.36</b> | <b>\$479.71</b> | <b>\$566.06</b> |
| <b>221</b>   | \$86,933        | \$106,016       | \$125,099       |
| <b>254</b>   | \$99,913        | \$121,846       | \$143,779       |
| Director, Special Education – 221<br>Principal, Middle School – 221<br>Early College High School Principal – 221<br>Principal, Mariposa Facility - 254 |                 |                 |                 |

**Pay Grade 9**

|                              | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>  |
|------------------------------|-----------------|-----------------|-----------------|
|                              | <b>\$424.83</b> | <b>\$518.09</b> | <b>\$611.35</b> |
| <b>221</b>                   | \$93,887        | \$114,498       | \$135,108       |
| Principal, High School – 221 |                 |                 |                 |

**Pay Grade 10**

|   | <b>Minimum</b>  | <b>Midpoint</b> | <b>Maximum</b>  |
|---|-----------------|-----------------|-----------------|
|   | <b>\$482.18</b> | <b>\$588.03</b> | <b>\$693.88</b> |
| <b>221</b>  | \$106,562       | \$129,955       | \$153,347       |
| Assistant Superintendent for Business & Operations – 221<br>Assistant Superintendent for Curriculum & Instruction – 221<br>Assistant Superintendent for Support Services – 221<br>Assistant Superintendent for Human Resources – 221<br>Assistant Superintendent for Leadership - 221 |                 |                 |                 |

## Instructional Support Pay Plan

### Pay Grade 1

|   | Minimum<br>\$11.40 | Midpoint<br>\$14.25   | Maximum<br>\$17.10 |
|---|--------------------|---|--------------------|
| <b>182</b>  | \$16,598           | \$20,748  | \$24,898           |
| <b>254</b>  | \$23,165           | \$28,956  | \$34,747           |
| Caregiver, PEP – 182<br>Instructional Aide, Special Education – 182 |                    | Instructional Aide – 182<br>Parent Center Educator – 182<br>Instructional Aide, Mariposa Facility - 254 |                    |

### Pay Grade 2

|  | Minimum<br>\$12.19 | Midpoint<br>\$15.24  | Maximum<br>\$18.29 |
|--|--------------------|--|--------------------|
| <b>182</b>   | \$17,749           | \$22,189   | \$26,630           |
| <b>187</b>   | \$18,236           | \$22,799   | \$27,362           |
| Library Aide - 187<br>Instructional Aide, Computer Lab – 182 |                    | Instructional Aide, Sp. Ed. Inclusion - 182<br>Instructional Aide, Resource – 182<br>Migrant Student Liaison - 182 |                    |

### Pay Grade 3

|   | Minimum<br>\$13.05 | Midpoint<br>\$16.31 | Maximum<br>\$19.57 |
|---|--------------------|---------------------|--------------------|
| <b>182</b>  | \$19,001           | \$23,747            | \$28,494           |
| Instructional Aide, Early Childhood/PPCD – 182<br>Instructional Aide, Self-Contained – 182<br>Instructional Aide, Life Skills - 182<br>Nurse Aide – 182 |                    |                     |                    |

### Pay Grade 4

|   | Minimum<br>\$14.61 | Midpoint<br>\$18.27 | Maximum<br>\$21.93 |
|---|--------------------|---------------------|--------------------|
| <b>182</b>  | \$21,272           | \$26,601            | \$31,930           |
| <b>187</b>  | \$21,857           | \$27,332            | \$32,807           |
| <b>254</b>  | \$29,688           | \$37,125            | \$43,282           |
| Instructional Aide, Bachelor's Degree – 182, 187<br>Instructional Aide, Bachelor's Degree, Mariposa Facility - 254<br>Instructional Aide, SPED Bachelor's Degree – 182, 187<br>Library Aide, Bachelor's Degree – 187<br>Parent Center Educator, Bachelor's Degree - 182 |                    |                     |                    |



**Pay Grade 5**

|  | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b>                   |
|--|----------------|-----------------|----------------------------------|
|  | <b>\$16.95</b> | <b>\$21.19</b>  | <b>\$25.43</b>                   |
| <b>182</b>   | \$24,679       | \$30,853        | \$37,026                         |
| <b>187</b>   | \$25,357       | \$31,700        | \$38,043                         |
| Drill Instructor, Non Military, HS – 182<br>Drill Instructor, Non Military, MS - 182 |                |                 | Nurse, Licensed Vocational - 187 |

**Pay Grade 6**

|  | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|--|----------------|-----------------|----------------|
|  | <b>\$20.01</b> | <b>\$25.00</b>  | <b>\$30.00</b> |
| <b>182</b>                                     | \$29,135       | \$36,400        | \$43,680       |
| Instructional Aide, Fine Arts (Mariachi) - 182 |                |                 |                |

**Pay Grade 7**

|  | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> |
|--|----------------|-----------------|----------------|
|  | <b>\$24.01</b> | <b>\$30.00</b>  | <b>\$35.99</b> |
| <b>182</b>                                     | \$34,959       | \$43,680        | \$52,401       |
| Certified Occupational Therapy Assistant - 182 |                |                 |                |

### Clerical Support Pay Plan

#### Pay Grade 1

|   | Minimum<br>\$11.55 | Midpoint<br>\$14.00                       | Maximum<br>\$16.45 |
|---|--------------------|---|--------------------|
| <b>182</b>  | \$16,817           | \$20,384                                  | \$23,951           |
| <b>202</b>  | \$18,665           | \$22,624                                  | \$26,583           |
| <b>221</b>  | \$20,420           | \$24,752                                  | \$26,084           |
| Clerk, File/Records Sp. Ed. – 182/202<br>Receptionist, Campus (High School) - 221 |                    | Receptionist, Child Nutrition Program-221 |                    |

#### Pay Grade 2

|   | Minimum<br>\$13.05 | Midpoint<br>\$15.82   | Maximum<br>\$18.59 |
|---|--------------------|---|--------------------|
| <b>182</b>  | \$19,001           | \$23,034  | \$27,067           |
| <b>192</b>  | \$20,045           | \$24,300  | \$28,554           |
| <b>202</b>  | \$21,089           | \$25,565  | \$30,041           |
| <b>217</b>  | \$22,655           | \$27,464  | \$32,272           |
| <b>221</b>  | \$23,072           | \$27,970  | \$32,867           |
| <b>254</b>  | \$26,518           | \$32,146  | \$38,384           |
| Clerk, Student Engagement – 193<br>Clerk, Assistant Principal H.S.- 202<br>Clerk, Assistant Principal M.S. – 202<br>Clerk, Attendance H.S.- 192<br>Clerk, Attendance M.S. - 192<br>Clerk, Campus H.S. - 202<br>Clerk, Counselor E.S.- 192<br>Clerk, Counselor H.S. – 202<br>Clerk, Counselor M.S. – 192/202<br>Clerk, Curriculum M.S. - 202<br>Clerk, Campus Mariposa Facility - 254<br>Student Engagement Specialist – 192 |                    | Clerk, Curriculum Specialist - 202<br>Clerk, Dean of Instruction M.S.– 202<br>Clerk, Liaison Attendance H.S. - 182<br>Clerk, Special Education (Campus) - 202<br>Liaison, Family Engagement - 217<br>Liaison, Parent/Community (Migrant) – 221<br>Migrant Recruiter - 221<br>Receptionist, Administration - 221<br>Receptionist, Business Office – 221<br>Specialist, Family Engagement – 217 |                    |

### Pay Grade 3

|   | Minimum  | Midpoint | Maximum                                     |
|---|----------|----------|---|
|   | \$14.35  | \$17.40  | \$20.45                                     |
| <b>202</b>  | \$23,190 | \$28,118 | \$33,047                                    |
| <b>212</b>  | \$24,338 | \$29,510 | \$34,683                                    |
| <b>221</b>  | \$25,371 | \$30,763 | \$36,156                                    |
| Assistant Registrar H.S. - 221                        |          |          | Clerk, PEIMS – 202, 221                     |
| Clerk, Administrative Information Systems (AIS) - 221 |          |          | Clerk, PEIMS/Community Liaison - 212        |
| Clerk, Athletics - 221                                |          |          | Clerk, Records - 221                        |
| Clerk, Attendance/PEIMS - 202                         |          |          | Clerk, Safety & Risk Management – 221       |
| Clerk, Attendance/PEIMS Sp. Ed. – 202                 |          |          | Clerk, Technology - 221                     |
| Clerk, Bilingual - 212                                |          |          | Specialist, Inventory Control (CNP) - 221   |
| Clerk, Data Entry - 221                               |          |          | Clerk, Testing/Evaluation - 212             |
| Clerk, Federal Programs - 202/221                     |          |          | Clerk, Textbook/Warehouse – 221             |
| Clerk, Fine Arts - 221                                |          |          | Clerk, Food Production (CNP) - 221          |
| Clerk, Inventory (Child Nutrition Program) – 221      |          |          | Specialist, Data (NGS Migrant) – 221        |
| Clerk, Meal Accountability (CNP) - 221                |          |          | Clerk, Dispatcher - 221 (Police Department) |

### Pay Grade 4

|  | Minimum  | Midpoint | Maximum                                  |
|--|----------|----------|--|
|  | \$15.65  | \$18.97  | \$22.29                                  |
| <b>202</b>                                       | \$25,290 | \$30,656 | \$36,021                                 |
| <b>221</b>                                       | \$27,669 | \$33,539 | \$39,409                                 |
| Bookkeeper, Campus – 221                         |          |          | Secretary, Health Related Services - 221 |
| Clerk, Payroll (CNP) - 221                       |          |          | Secretary, Migrant Programs - 221        |
| Clerk, Purchasing- 221                           |          |          | Secretary, Parental Involvement -221     |
| Registrar - (High School) - 221                  |          |          | Secretary, PEP – 202                     |
| Secretary, Administrative Information Sys. - 221 |          |          | Secretary, Records – 221                 |
| Secretary, Athletics - 221                       |          |          | Secretary, JROTC - 221                   |
| Secretary, Attendance/Intake Center - 221        |          |          | Secretary, Fine Arts – 221               |
| Secretary, Curriculum (High School) – 202, 221   |          |          | Secretary, Student Engagement - 221      |
| Secretary, Advanced Academics - 221              |          |          | Secretary, Academic Support - 221        |

**Pay Grade 5**

|   | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b>                            |
|---|----------------|-----------------|---|
|   | <b>\$16.90</b> | <b>\$20.48</b>  | <b>\$24.06</b>                            |
| <b>202</b>                                  | \$27,310       | \$33,096        | \$38,881                                  |
| <b>212</b>                                  | \$28,662       | \$34,734        | \$40,806                                  |
| <b>221</b>                                  | \$29,879       | \$36,209        | \$42,538                                  |
| <b>226</b>                                  | \$30,555       | \$37,028        | \$43,500                                  |
| <b>254</b>                                  | \$34,341       | \$41,615        | \$48,890                                  |
| Attendance Officer HS- 202                  |                |                 | Secretary, Fine Arts – 221                |
| Bookkeeper Transportation- 221              |                |                 | Secretary, Maintenance- 221               |
| Data Analyst – 221                          |                |                 | Secretary, Special Education- 221         |
| Secretary, Academic Officer- 221            |                |                 | Secretary, Technology- 221                |
| Secretary, Athletics- 221                   |                |                 | Secretary, Transportation- 221            |
| Secretary, Bilingual- 221                   |                |                 | Secretary, Federal/SCE Programs - 221     |
| Secretary, Career & Technology- 221         |                |                 | Secretary, Maintenance - 221              |
| Secretary, Child Nutrition Services – 221   |                |                 | Secretary, Police Department - 221        |
| Secretary, Curriculum & Instruction- 221    |                |                 | Secretary, Purchasing - 221               |
| Secretary, Campus (3-D Academy) – 221       |                |                 | Secretary, Testing/Evaluation - 221       |
| Secretary, Campus (Elementary) – 212        |                |                 | Secretary, 21 <sup>st</sup> Century – 226 |
| Secretary, Campus (Middle School) – 221     |                |                 | Secretary, Human Resources, 221           |
| Secretary, Custodial – 221                  |                |                 | Secretary, DAEP Campus - 221              |
| Secretary, Campus (Mariposa Facility) - 254 |                |                 |   |

**Pay Grade 6**

|                               | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b>                    |
|-------------------------------|----------------|-----------------|-----------------------------------|
|                               | <b>\$18.36</b> | <b>\$22.12</b>  | <b>\$25.88</b>                    |
| <b>221</b>                    | \$32,460       | \$39,108        | \$45,756                          |
| Clerk, Accounts Payable - 221 |                |                 | Secretary, Principal HS – 221     |
| Clerk, Payroll - 221          |                |                 | Specialist, Child Nutrition - 221 |

**Pay Grade 7**

|                                      | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b>              |
|--------------------------------------|----------------|-----------------|-----------------------------|
|                                      | <b>\$19.83</b> | <b>\$23.89</b>  | <b>\$27.95</b>              |
| <b>202</b>                           | \$32,045       | \$38,606        | \$45,167                    |
| <b>221</b>                           | \$35,059       | \$42,238        | \$49,416                    |
| Coordinator, PEP- 202                |                |                 | Specialist, Payroll- 221    |
| Specialist, Accounting Local - 221   |                |                 | Technician, Computer- 221   |
| Specialist, Accounting Business- 221 |                |                 | Technician, Help Desk - 221 |
| Specialist, Accounts Payable- 221    |                |                 |                             |
| Specialist, Benefits- 221            |                |                 |                             |
| Specialist, HR - 221                 |                |                 |                             |

**Pay Grade 8**

|                                      | <b>Minimum</b> | <b>Midpoint</b>              | <b>Maximum</b> |
|--------------------------------------|----------------|------------------------------|----------------|
|                                      | <b>\$22.20</b> | <b>\$26.75</b>               | <b>\$31.30</b> |
| <b>221</b>                           | \$39,250       | \$47,294                     | \$55,338       |
| Safety Representative – 221          |                | Sr. Computer Technician- 221 |                |
| Secretary, Asst. Superintendent- 221 |                |                              |                |

**Pay Grade 9**

|                                | <b>Minimum</b> | <b>Midpoint</b>                    | <b>Maximum</b> |
|--------------------------------|----------------|------------------------------------|----------------|
|                                | <b>\$25.68</b> | <b>\$30.76</b>                     | <b>\$35.84</b> |
| <b>221</b>                     | \$45,402       | \$54,384                           | \$63,365       |
| Network Technician - 221       |                | Secretary, Board of Trustees - 221 |                |
| Secretary, Superintendent- 221 |                |                                    |                |

## Auxiliary Pay Plan

### Pay Grade 1

|   | Minimum<br>\$10.50 | Midpoint<br>\$13.00 | Maximum<br>\$15.50 |
|---|--------------------|---------------------|--------------------|
| <b>185</b>  | \$15,540           | \$19,240            | \$22,940           |
| <b>189</b>  | \$15,876           | \$19,656            | \$23,436           |
| <b>253</b>  | \$21,252           | \$26,312            | \$31,372           |
| Bus Aide- 185<br>Bus Aide (Year Round) - 253<br>Cafeteria Worker – 189<br>Custodian - 253 |                    |                     |                    |
| <b>AUXILIARY<br/>SUBSTITUTES:</b>   |                    |                     | <b>\$9.00</b>      |
| <b>BUS DRIVER<br/>SUBSTITUTES:</b>  |                    |                     | <b>\$12.00</b>     |

### Pay Grade 2

|  | Minimum<br>\$11.41 | Midpoint<br>\$14.17 | Maximum<br>\$16.93 |
|--|--------------------|---------------------|--------------------|
| <b>182</b>   | \$16,613           | \$20,632            | \$24,650           |
| <b>185</b>   | \$16,887           | \$20,972            | \$25,056           |
| <b>187</b>   | \$17,069           | \$21,198            | \$25,327           |
| <b>189</b>   | \$17,252           | \$21,425            | \$25,598           |
| <b>253</b>   | \$23,094           | \$28,680            | \$34,266           |
| Cafeteria, Driver – 189<br>Clerk/Driver,<br>Warehouse- 185<br>Custodian, Assistant Head – 253<br>Maintenance, General - 253                          |                    |                     |                    |
| Mail Runner - 253<br>Non-CDL Driver/Bus Aide, 185<br>Security Officer, Campus- 182,<br>187<br>Security Officer, Night- 253<br>Worker, Warehouse- 253 |                    |                     |                    |

**Pay Grade 3**

|  | <b>Minimum</b><br><b>\$12.32</b> | <b>Midpoint</b><br><b>\$15.30</b>  | <b>Maximum</b><br><b>\$18.28</b> |
|--|----------------------------------|--|----------------------------------|
| <b>182</b>   | \$17,938                         | \$22,277   | \$26,616                         |
| <b>253</b>   | \$24,936                         | \$30,967   | \$36,999                         |
| Custodian, Head ES- 253<br>Groundskeeper, Stadium- 253<br>Daytime Supervisor, Security - 182 |                                  | Night Supervisor, Security- 253<br>Parts Clerk- 253<br>Groundskeeper/General Maint - 253<br>Deep Cleaning Specialist – 253 |                                  |

**Pay Grade 4**

|  | <b>Minimum</b><br><b>\$13.30</b> | <b>Midpoint</b><br><b>\$16.52</b>   | <b>Maximum</b><br><b>\$19.74</b> |
|--|----------------------------------|---|----------------------------------|
| <b>185</b>   | \$19,684                         | \$24,450  | \$29,215                         |
| <b>189</b>   | \$20,110                         | \$24,978  | \$29,847                         |
| <b>253</b>   | \$26,919                         | \$33,436  | \$39,954                         |
| Cafeteria, Manager AEP/3D- 189<br>Cafeteria, Manager ES- 189<br>Custodian, Head Secondary- 253 |                                  | Inventory Clerk/Dispatcher- 253<br>Oil Lube/Mechanic- 253<br>Lead Grounds Keeper- 253 |                                  |

**Pay Grade 5**

|  | <b>Minimum</b><br><b>\$14.36</b> | <b>Midpoint</b><br><b>\$17.84</b> | <b>Maximum</b><br><b>\$21.32</b> |
|--|----------------------------------|-----------------------------------|----------------------------------|
| <b>185</b>                                   | \$21,253                         | \$26,403                          | \$31,554                         |
| <b>189</b>                                   | \$21,712                         | \$26,974                          | \$32,236                         |
| <b>253</b>                                   | \$29,065                         | \$36,108                          | \$43,152                         |
| Cafeteria, Manager MS – 189<br>Painter - 253 |                                  |                                   |                                  |

**Pay Grade 6**

|  | <b>Minimum</b><br><b>\$15.51</b> | <b>Midpoint</b><br><b>\$19.27</b>   | <b>Maximum</b><br><b>\$23.03</b> |
|--|----------------------------------|---|----------------------------------|
| <b>185</b>   | \$22,955                         | \$28,520  | \$34,084                         |
| <b>189</b>   | \$23,451                         | \$29,136  | \$34,821                         |
| <b>221</b>   | \$27,422                         | \$34,069  | \$40,717                         |
| <b>253</b>   | \$31,392                         | \$39,002  | \$46,613                         |
| Auto Body Repair - 253<br>Cafeteria, Mgr HS – 189<br>Carpenter - 253<br>Welder - 253 |                                  | Clerk, Fixed Assets - 221<br>Route Dispatcher - 253<br>Vehicle Mechanic, White Fleet- 253 |                                  |

**Pay Grade 7**

|   | <b>Minimum</b><br><b>\$17.37</b> | <b>Midpoint</b><br><b>\$21.58</b>  | <b>Maximum</b><br><b>\$25.79</b> |
|---|----------------------------------|--|----------------------------------|
| <b>221</b>  | \$30,710                         | \$38,153   | \$45,597                         |
| <b>253</b>  | \$35,157                         | \$43,678   | \$52,199                         |
| Electrician (Journeyman)- 253<br>HVAC Technician- 253<br>Locksmith- 253 |                                  | Plumber- 253<br>Technician, Audio/Sound- 221<br>Technician, Waste Water- 253 |                                  |

**Pay Grade 8**

|  | <b>Minimum</b><br><b>\$19.46</b> | <b>Midpoint</b><br><b>\$24.17</b>   | <b>Maximum</b><br><b>\$28.88</b> |
|--|----------------------------------|---|----------------------------------|
| <b>182</b>   | \$28,334                         | \$35,192  | \$42,049                         |
| <b>207</b>   | \$32,226                         | \$40,026  | \$47,825                         |
| <b>221</b>   | \$34,405                         | \$42,733  | \$51,060                         |
| <b>253</b>   | \$39,387                         | \$48,920  | \$58,453                         |
| Coordinator, Inst Materials - 221<br>Coordinator, Pest Control - 253<br>Electrician (Certified)- 253<br>Electrician (Master)- 253<br>HVAC Technician (Licensed)- 253<br>Plumber (Master)- 253<br>Police Officer- 182, 207, 221 |                                  | Supervisor, Custodial- 253<br>Supervisor, Asst. Warehouse- 221<br>Supervisor, Warehouse (CNP)- 221<br>Transportation, Shop Foreman- 253<br>Vehicle Mechanic - Diesel - 253<br>Police Officer, Investigator- 221<br>Maint. Project Manager - 221 |                                  |

**Pay Grade 9**

|  | <b>Minimum</b><br><b>\$23.25</b> | <b>Midpoint</b><br><b>\$28.88</b> | <b>Maximum</b><br><b>\$34.51</b> |
|--|----------------------------------|-----------------------------------|----------------------------------|
| <b>221</b>   | \$40,106                         | \$51,060                          | \$61,014                         |
| <b>253</b>   | \$47,058                         | \$58,453                          | \$69,848                         |
| Supervisor, Maintenance – 253<br>Supervisor, Transportation -253 |                                  | Police Sergeant - 221             |                                  |

**Pay Grade BD**

|                       | <b>Minimum</b><br><b>\$14.30</b> | <b>Midpoint</b><br><b>\$17.76</b> | <b>Maximum</b><br><b>\$21.22</b> |
|-----------------------|----------------------------------|-----------------------------------|----------------------------------|
| <b>185</b>            | \$21,164                         | \$26,285                          | \$31,406                         |
| <b>253</b>            | \$28,943                         | \$35,946                          | \$42,949                         |
| Bus Driver – 185, 253 |                                  | Bus Driver/Parts Inventory - 253  |                                  |



**A. Special Stipends**

*All stipends in this section are payable in May, unless otherwise stated.*

**BILINGUAL/ESL**

**Self-Contained/Departmentalized/Team Teaching: (Pre-K to 5<sup>th</sup>)** 1,000.00

1. Teacher must be assigned to a Bilingual Core Content [Reading (*inclusive of guided reading, Spanish Literacy Development, and/or English Language Development*), Writing, Math, Science or Social Studies] classroom requiring Bilingual certification/endorsement. Teacher must be the teacher of record for EL students (does not include Bilingual Program Denials) per subject/per section (coded in PEIMS). **\*\*NOTE:** *Electives, Inclusion, PE, Music, Lab, and HOSTS Teachers do not qualify.*
2. Teacher must hold a Bilingual certificate/supplement/endorsement or a permit for such assignment. A person is not certified/endorsed in a Bilingual program until the entire certification process has been successfully completed and certification has been posted on SBEC website.

**\*\* NOTE:** *Teachers on a Bilingual education permit or teaching through an Alternative Certification Program (ACP with Bilingual certification) and assigned to a Bilingual classroom are eligible for full or partial stipend.*

Teachers must fulfill contractual obligations in regards to employment to be eligible for the Bilingual stipend. Certain situations will require prorating the supplement for which the teacher qualifies.

**Bilingual Supplement Scale**

Amount will be determined by prorating the total number of students served vs total number of identified LEP students and then matching to range below. **Ex:** *Total students served is 22 and the total number of identified LEP students is 15. Percentage of LEP students served is  $15/22 = 68\%$ . 68% falls under range 50%-100%, which equals \$1,000.*

| <b>Percent of LEP Students Served</b> | <b>Amount Qualified For</b> |
|---------------------------------------|-----------------------------|
| 50% – 100% Students                   | \$1,000                     |
| 40% - 49% Students                    | \$600                       |
| 30% – 39% Students                    | \$400                       |
| 20% – 29% Students                    | \$200                       |
| 1% – 19% Students                     | \$100                       |

**Team Teaching/Departmentalized (Elementary)** 1,000.00  
Team teachers must be **certified** bilingual in classrooms with at least 50% ELL students. Does not apply to an Inclusion Special Education Teacher; *or*

**Certified/Endorsed ESL Teacher (Middle School)** 1,000.00  
An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESL, Reading, Writing or ELD teachers (including Special Education teachers of record in self-contained settings). Does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record; *or*

**Certified/Endorsed ESL Teacher (High School)** 150.00  
(*per period*)  
An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESOL, English, or ELD teachers (including Special Education teachers of record in self-contained settings). Does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record.

***The above listed stipends may not be combined.***

## **SPECIAL EDUCATION**

### **Certified/Endorsed Special Education Teacher - Elementary**

Special Education Teacher who is fully certified in the area of special education and who provides direct instruction or related services to handicapped students. (Inclusion and Self Contained – Life Skills) 1,250.00

### **Certified/Endorsed Special Education Teacher – Secondary-**

Special Education Teacher who is fully certified in the area of special education and who provides direct instruction or related services to handicapped students for at least 50% of the time or more in a Self-Contained or Life Skills environment. 1,250.00

### **Certified/Endorsed Special Education Teacher – Secondary-**

Special Education Teacher who is fully certified in the area of special education and who provides direct instruction or related services to handicapped students in an Inclusion or Co-Teaching environment. “Period” does not include conference, planning, athletic, or any non-core period. 208.00/period (HS)  
179.00/period (MS)

### **Orientation and Mobility (V.I. Related Services)**

3,000.00

### **School Psychologist**

Individuals not certified in area of assignment but on permit. (Assigned to the Special Education Department as a School Psychologist) 500.00

**Teacher for the Visually-Impaired** (Paid on a monthly basis) (Assigned to the Special Education Department as a V. I. Teacher)

5,250.00

**SUBJECT AREAS - NOT TO INCLUDE: SPECIAL EDUCATION - INCLUSION TEACHERS**

**Career and Technical Education**

|   |           |
|---|-----------|
| Cosmetology Teacher                       | 5,000.00  |
| Culinary Teacher                          | 5,000.00  |
| Health Science Teacher                    | 10,000.00 |
| Precision Manufacturing Technology (PMT)  | 6,500.00  |
| Welding Teacher (Dual Enrollment Only)    | 7,000.00  |
| Architectural Design (Dual Enrollment)    | 3,000.00  |
| CTSO Sponsor (Must meet guidelines)       | 1,200.00  |
| CTSO 2nd Sponsorship (Meeting guidelines) | 500.00    |
| CTSO State Qualifiers                     | 300.00    |
| CTSO National Qualifiers                  | 500.00    |

**Math (Secondary)**

Grades 6 - 12, Math teacher of record, certified in Math and assigned to **three or more** periods of math per day. 2,500.00

Grades 6-8, Math teacher of record, holds a Standard Generalist Certificate and assigned to **three or more** periods of math per day. 1,250.00

**Science (Secondary)**

Grades 6-12, Science teacher of record, holds a **Science Composite or Standard Science certificate and is** assigned to **three or more** periods of Science per day. 2,500.00

Grades 6-8, Science teacher of record, holds a Standard Generalist Certificate and assigned to **three or more** periods of Science per day. 1,250.00

**Science (Secondary)**

Grades 6-12, Science teacher of record, holds any Science **certificate and is** assigned to **three or more** periods of Science per day. (*Certified teachers not holding a Science Composite Certificate*). 1,250.00

**Sign-on Bonus for Secondary Math and Secondary Science Teachers** (*New hires to the District only, distributed in 2 payments of \$750 each. First payment at the end of the Fall semester and the second payment at the end of the Spring semester. Must possess a Standard Certificate and not enrolled in an Alternative Certification Program.*) 1,500.00

**OTHER**

|   |           |
|---|-----------|
| <b><u>Master's Degree</u></b>   |           |
| Teachers with degree major in the area of teaching assignment.<br>(General Degrees in Educational Administration, Curriculum & Instruction,<br>Diagnostician, etc. do not qualify.)   | 3,000.00  |
| <b><u>Master Technology Trainers (Campus Based)</u></b>   | 500.00    |
| <b><u>National Board Certified</u></b>  |           |
| Classroom teacher of record who is National Board Certified.  | 3,000.00  |
| <b><u>Doctorates</u></b>  |           |
| Classroom teachers of record with a Doctorate in the area of assignment<br>above Masters  | 2,000.00  |
| <b><u>Regular English Language Arts, Math, Science, and Social Studies Teacher who is<br/>paired with a Special Education or ESL Co-Teacher or Special Education<br/>Instructional Aide at the Middle School</u></b>  | 1,000.00  |
| <b><u>Athletic Academic Liaison (College Readiness) - High School</u></b>   | 5,000.00  |
| <b><u>Mentor Teachers</u></b>   | 600.00    |
| Classroom teachers who serve as a mentor for a new to the District teacher. This stipend is<br>dependent upon availability of funding. Mentor teachers will mentor a maximum of two<br>teachers per year.   |           |
| <b><u>Mentor Principal</u></b>  | 1,000.00  |
| Experienced principal who serves as a mentor for a novice and/or new to the District<br>principal. This stipend is dependent upon availability of funding. Mentor principals will<br>mentor a maximum of two principals per year.   |           |
| <b><u>State Accountability Stipend</u></b>  | 1,000.00  |
| For a principal in good standing and whose campus is reported to have “Met Standard” or<br>“Met Alternative Standard” in the Texas Education Agency Department of Assessment and<br>Accountability Division of Performance Reporting – Accountability Ratings. (paid in<br>December each school year) |           |
| <b><u>A Rating Campus</u></b>   | 2,000.00  |
| Principal   | 1,000.00  |
| Assistant Principal(s)  | 1,000.00  |
| Curriculum Specialists  | 1,000.00  |
| Deans   | 500.00    |
| Teachers  | 10,000.00 |
| <b><u>Turnaround Principal Stipend (as assigned)</u></b>  | 400.00    |
| <b><u>Wellness Program Campus Facilitator</u></b>   |           |
| To facilitate employee wellness and fitness for all DISD employees. (1 site per campus)   |           |
| <b><u>Graphics Design</u></b> Design of webpages, pamphlets, & campus publications  | 2,000     |

**B. Department Head (Sec.)/Grade Level Chairpersons (Elem.)**

Elementary

- \$400

Middle School

- \$900

High School

- \$1,600

**C. Curriculum Writing (After School & Summer)**

Teacher \$30.00/per hour

**D. Extracurricular Sponsor**

High School

Yearbook Sponsor \$1,500.00

Ambassadors or Equivalent \$1,000.00

Middle School

Yearbook Sponsor \$200.00

**E. Spelling Bee Coach \$300.00**

(2 per campus)

*Coaches must conduct at least 6 – 30-45 minute practices. Documentation required.*

**F. Special Olympics (ONLY Professional Staff)**

Assistant Coach (Special Ed. Certified) \$400.00 \*

Coach (PE Certified) \$500.00 \*

Coordinator (PE Certified) \$2,500.00

Coordinator must be PE Certified and must be selected by a committee.

Head Coach (PE Certified) \$1,000.00/level (Elementary, Middle School, & High School)

\* Must attend all certification training sessions and attend all events to receive the stipend.

**G. AVID Coordinator**

AVID Coordinator (HS) \$1,500.00

AVID Coordinator (MS) \$1,500.00

**H. Student Council/NHS/NJHS \$1,000.00**

(30 plus - student numbers)

**I. U. I. L. / A.C.E.S. Sponsors**

Elementary (1 per campus)

- \$500.00

First Lego League Elementary/Middle School (co-sponsors \$500)

Must attend event to receive stipend

### Middle Schools

- U.I.L. Coordinator – Middle School - \$1,500.00  
(*Must coordinate all U.I.L. Events*)
- First Tech Challenge (FTC) \$ 1,200
- \$750 Must attend all meets to receive stipend
- \$350.00 One act play/duet acting (*event*)
- STIPEND IS LIMITED TO ONE (1) EVENT PER SPONSOR. IN THE EVENT OF SHORTAGE, NO MORE THAN TWO (2) EVENTS PER SPONSOR WILL BE ALLOWED WITH PAY.

### High School

- U.I.L. Coordinator – High School - \$3,500.00  
(*Must coordinate all U.I.L. events*)
- Assistant Drama Director One Act Play - \$3,500.00
- \$1,200 per event (All Listed/Unlisted Events)
- \$100.00 per tournament

|  |  |
|--|--|
| Accounting   | Mathematics  |
| Calculator Applications                              | *Newspaper Writing                                     |
| Computer Applications                                | Number Sense   |
| Computer Science                                     | Persuasive Speaking                                    |
| Cross Examination Debate                             | Poetry   |
| Current Issues and Events                            | Prose-Poetry   |
| Dramatics: (Duet, Solo,<br>Group Act & One Act Play) | Ready Writing  |
| Informative Speaking                                 | **Composite Science:<br>(Biology, Chemistry & Physics) |
| Journalism-I   | Social Studies   |
| Journalism-II  | Spelling   |
| Lincoln-Douglas Debate                               | Robotics   |
| Literary Criticism                                   |  |

*\*Newspaper Writing: The four [4] categories of newspaper writing [editorial, news, feature, and headline] will be considered as one as far as coaching and stipends are concerned.*

*\*\*Composite Science: Approved amount paid per event – Biology, Chemistry & Physics*

#### COMMENTS:

- The Director stipends include any extra or Saturday tournaments and attendance with the students.
- Stipend events are limited to **TWO (2)** events per sponsor. In the event of a shortage, the campus principal must request **WRITTEN** permission from the District U.I.L. Coordinator in order to assign another event.
- Additional stipend amounts may be paid from campus funds at the discretion of the campus administrator

**J. Athletic Stipends**

| Positions                                  |  |                |                |                |
|--|--|----------------|----------------|----------------|
| FOOTBALL                                   |  | 1st Assignment | 2nd Assignment | 3rd Assignment |
| Varsity Football Offensive Coordinator     |  | 15,000         |                |                |
| Varsity Football Defensive Coordinator     |  | 15,000         |                |                |
| Special Teams Coordinator                  |  | 15,000         |                |                |
| Varsity/JV Football Assistant              |  | 9,000          |                |                |
| 9th Grade Head Football                    |  | 7,400          | 5,400          | 5,400          |
| 9th Grade Assistant Football               |  | 4,750          | 2,750          | 2,750          |
| Middle School Football Assistants          |  | 2,800          | 2,200          | 2,200          |
| <b>Volleyball</b>                          |  |                |                |                |
| Head Varsity Volleyball                    |  | 10,000         | 7,000          |                |
| Varsity Assistant Volleyball               |  | 5,750          | 2,750          |                |
| Sub-Varsity Assistants Volleyball          |  | 5,150          | 2,150          |                |
| Middle School                              |  | 2,150          | 1,550          | 1,550          |
| <b>Basketball</b>                          |  |                |                |                |
| Head Basketball                            |  | 7,600          | 7,000          | 7,000          |
| Varsity Assistant Basketball               |  | 3,350          | 2,750          | 2,750          |
| Sub-Varsity Assistant Basketball           |  | 2,750          | 2,150          | 2,150          |
| Middle School                              |  | 2,150          | 1,550          | 1,550          |
| <b>Soccer</b>                              |  |                |                |                |
| Head Soccer                                |  | 7,600          | 7,000          | 7,000          |
| Varsity Assistant Soccer                   |  | 3,350          | 2,750          | 2,750          |
| Sub-Varsity Assistant Soccer               |  | 2,750          | 2,150          | 2,150          |
| Middle School                              |  | 2,150          | 1,550          | 1,550          |
| <b>Baseball</b>                            |  |                |                |                |
| Head High School Baseball                  |  | 7,600          | 7,000          | 7,000          |
| Varsity Assistant High School Baseball     |  | 3,350          | 2,750          | 2,750          |
| Sub-Varsity Assistant High School Baseball |  | 2,750          | 2,150          | 2,150          |
| Middle School Baseball                     |  | 2,150          | 1,550          | 1,550          |
| <b>Softball</b>                            |  |                |                |                |
| Head High School Softball                  |  | 7,600          | 7,000          | 7,000          |
| Varsity Assistant High School Softball     |  | 3,350          | 2,750          | 2,750          |
| Sub-Varsity Assistant High School Softball |  | 2,750          | 2,150          | 2,150          |
| Middle School Softball                     |  | 2,150          | 1,550          | 1,550          |



|   |  |        |       |       |
|---|--|--------|-------|-------|
| Track & Field   |  |        |       |       |
| Head High School Track & Field                              |  | 7,600  | 7,000 | 7,000 |
| Varsity Assistant High School Track & Field                 |  | 3,350  | 2,750 | 2,750 |
| Middle School   |  | 2,150  | 1,550 | 1,550 |
| Cross Country Boys & Girls                                  |  |        |       |       |
| Head High School CC   |  | 10,000 | 7,000 |       |
| Varsity Assistant High School CC                            |  | 5,750  | 2,750 |       |
| Middle School   |  | 2,150  | 1,550 | 1,550 |
| Tennis B & G All Year                                       |  |        |       |       |
| Head Coach Tennis   |  | 11,500 | 8,500 |       |
| Varsity Assistant Coach Team/Individual Tennis              |  | 5,750  | 2,750 | 2,750 |
| Golf B & G All Year   |  |        |       |       |
| Head Coach Golf   |  | 11,500 | 8,500 |       |
| Varsity Assistant Coach Team/Individual Golf                |  | 5,750  | 2,750 | 2,750 |
| Power Lifting B & G   |  |        |       |       |
| Head Coach Power Lifting                                    |  | 7,600  | 7,000 | 7,000 |
| Varsity Assistant Power Lifting Boys & Girls                |  | 3,350  | 2,750 | 2,750 |
| Wrestling B & G   |  |        |       |       |
| Head Coach Wrestling  |  | 7,600  | 7,000 | 7,000 |
| Varsity Assistant Coach Wrestling                           |  | 3,350  | 2,750 | 2,750 |
| Other Athletic Personnel                                    |  |        |       |       |
| Athletic Coordinator (Middle School)                        |  | 2,800  | 2,200 | 2,200 |
| PE Coordinator (All Levels)                                 |  | 4,200  | 3,600 | 3,600 |
| High School Varsity Cheerleader Sponsor (1)                 |  | 10,500 | 7,500 |       |
| High School JV - 9 <sup>th</sup> Grade Cheerleader Sponsors |  | 6,750  | 3,750 | 3,750 |
| Middle School Cheerleader Sponsor                           |  | 2,200  | 1,200 | 1,200 |
| Middle School Cheerleader Co-Sponsor                        |  | 600    | 600   | 600   |
| Equipment (2)   |  | 2,750  | 2,750 | 2,750 |
| Video   |  | 1,000  | 1,000 | 1,000 |
| Strengthening & Conditioning Coordinator                    |  | 3,500  | 3,500 | 3,500 |
| Athletic Trainer Coordinator                                |  | 3,500  | 3,500 | 3,500 |
| Off-Season Coordinator                                      |  | 2,750  | 2,750 | 2,750 |

**K. Fine Arts Stipends**

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

| Positions                               | Department | 1st Assignment | 2nd Assignment | 3rd Assignment |
|---|------------|----------------|----------------|----------------|
| 1st Assistant Director                  | Band       | 16,000         |                |                |
| Middle School Head Director x2          | Band       | 15,000         |                |                |
| Woodwind Coordinator                    | Band       | 12,000         |                |                |
| 2nd Assistant Director                  | Band       | 12,000         | 9,000          | 9,000          |
| Middle School 1st Assistant Director x2 | Band       | 12,000         | 9,000          | 9,000          |
| Assistant Directors x 2-3               | Band       | 11,500         | 8,500          | 8,500          |
| Jazz Band Director                      | Band       | 4,000          | 3,000          | 3,000          |
| Director of Choir                       | Choir      | 8,100          |                |                |
| Assistant Director of Choir             | Choir      | 5,000          | 3,000          | 3,000          |
| Head Choir Director (Middle School)     | Choir      | 5,000          | 3,000          | 3,000          |
| Dance/D'ette/Spearettes/Folk            | Dance      | 14,000         |                |                |
| Dance Instructor (Middle School)        | Dance      | 5,000          | 3,000          | 3,000          |
| Director of Mariachi                    | Mariachi   | 8,100          | 5,100          | 5,100          |
| Conjunto Director                       | Mariachi   | 4,000          | 3,000          | 3,000          |
| H.S. Theater Arts Director              | Theatre    | 10,100         |                |                |
| Assistant Theater Arts Director         | Theatre    | 8,100          |                |                |
| Lead Elementary Music Teacher           | Choir      | -1,000         | 1,000          | 1,000          |

**L. Teacher Attendance Incentive Stipend**

Professional employees working in an instructional setting will be given an incentive for perfect attendance for each semester of consecutive work. Stipends shall be paid at the end of each semester. No exceptions will be made.

Zero Absences \$400.00/Fall Semester  
\$400.00/Spring Semester

**M. Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions**  
*(After School & Saturday Tutorial, Summer School & Other Programs)*

| Position  | Summer School      | Extended Day/ Saturday Tutorial Programs/Departmental |
|---|--------------------|---|
| Director/Principal  | \$40.00            | N/A   |
| Counselor   | \$35.00            | N/A   |
| Registered Nurse  | \$30.00            | \$20.00   |
| Teacher   | \$35.00            | \$30.00   |
| Secretary   | \$12.00            | *Regular Rate   |
| Licensed Vocational Nurse (LVN)   | \$12.00            | *Regular Rate   |
| Clerk   | \$10.00            | *Regular Rate   |
| Teacher Assistant   | \$12.00            | *Regular Rate   |
| Tutors  |                    |   |
| <ul style="list-style-type: none"> <li>• Teacher Certified</li> <li>• College Student (48 + hours)</li> </ul> | \$25.00<br>\$10.00 | \$30.00<br>\$10.00                                    |
| Bus Drivers   | \$15.00            | *Regular Rate   |
| CNP Managers  | \$15.00            | *Regular Rate   |
| CNP Workers   | \$12.50            | *Regular Rate   |
| Security Guard  | \$8.00             | *Regular Rate   |
| Parent Attendance Helpers   | \$9.00             | N/A   |

\*Extended Day and Saturday programs will pay regular rate and time and a half after a 40-hour work week.

Summer pay for all hourly employees will be a flat rate. Summer School Includes: PK-K Bilingual, Summer School Programs (1<sup>st</sup>-12<sup>th</sup>), Project Smart-Math Plus and ELDA Program  
*Grants: Pay must be based on above pay schedule.*

**M.1 Professional Development (Certified Only)**  
 Saturday full day \$100 / Saturday half day \$50

T-TIPS Incentive Pay

|                             |                  |
|-----------------------------|------------------|
| Core Teachers:              | Up to \$3,750.00 |
| Professional Support Staff: | Up to \$2,000.00 |
| Instructional Coaches:      | Up to \$2,000.00 |
| Para-Professionals:         | \$500.00         |
| School Leaders:             | Up to \$2,500    |

Project RISE Stipend/Incentive/Comp Plan

|                             |                                      |
|-----------------------------|--------------------------------------|
| Master Teacher:             | \$7,000.00 (\$3,500.00 per semester) |
| Mentor Teacher:             | \$5,000.00 (\$2,500.00 per semester) |
| Grant Contact/Liaison:      | \$2,000.00                           |
| Professional Development:   | \$150.00 full day/\$75 half day      |
| Counselor Micro-Credential: | \$2,000.00                           |

Teacher Leaders (7 teachers) \$1,428.57

Teachers Performance Based Compensation System (PBCS): Up to \$3,000.00  
Principal: \$3,000.00

Other Campus Professional Personnel

Assistant Principal: Up to \$1,500.00  
Curriculum Specialist: Up to \$1,500.00  
Instructional Leaders: Up to \$1,500.00  
Librarians: Up to \$1,500.00  
Counselors: Up to \$1,500.00  
Instructional Aides: Up to \$1,500.00

Project Rise Grant Incentives (3D)

Grant Manager: \$2,000.00  
Facilitator for Professional Development: \$1,000.00  
Math & Reading Intervention Teachers: \$1,500.00  
TSI Enrichment Coaches: \$1,500.00

**N. Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security**

|                          |                      |   |               |
|--------------------------|----------------------|---|---------------|
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity Football</b>   | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity Basketball</b>   | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity Soccer</b>   | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity Baseball</b>   | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity Softball</b>   | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Varsity &amp; JV Volleyball</b>  | *Regular Rate |
| <b>Police Coverage</b>   | <b>Prof. Police</b>  | <b>Tournaments-Track, Cross-Country, &amp; Powerlifting</b>                 | *Regular Rate |
| <b>Security Coverage</b> | <b>Para-Security</b> | <b>Varsity Football</b>   | *Regular Rate |
| <b>Security Coverage</b> | <b>Para-Security</b> | <b>Varsity &amp; JV Team Sports</b>   | *Regular Rate |
| <b>Security Coverage</b> | <b>Para-Security</b> | <b>Middle School Team Sports</b>  | *Regular Rate |
| <b>Security Coverage</b> | <b>Para-Security</b> | <b>Tournaments at all levels - Track, Cross-Country, &amp; Powerlifting</b> | *Regular Rate |

|                                      |  |   |  |
|--------------------------------------|--|---|--|
| <b>Football Stadium Workers</b>      | <b>Announcer/Spotter Contracted Service</b>  | <b>Varsity Football</b>   | <b>\$125/\$50 Flat Rate</b>  |
| <b>Football Stadium Workers</b>      | <b>Game Clock Operator Prof. or Para or Contracted Service</b>                         | <b>Varsity Football</b>   | <b>\$75.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>25 Sec./40 Sec Clock Operator</b>   | <b>Varsity Football</b>   | <b>\$60.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Ticket Booth Seller</b>   | <b>Varsity Football</b>   | <b>\$100.00 Flat Rate</b>  |
| <b>Football Stadium Workers</b>      | <b>Ticket Takers at Gate</b>   | <b>Varsity Football</b>   | <b>\$45.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Stadium Ushers</b>  | <b>Varsity Football</b>   | <b>\$45.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Gate Keepers in Stadium</b>   | <b>Varsity Football</b>   | <b>\$45.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Elevator Operator</b>   | <b>Varsity Football</b>   | <b>\$45.00 Flat Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Electrician</b>   | <b>Varsity Football</b>   | <b>*Regular Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Plumber</b>   | <b>Varsity Football</b>   | <b>*Regular Rate</b>   |
| <b>Football Stadium Workers</b>      | <b>Football Game Accountants</b>   | <b>Varsity Football</b>   | <b>\$125.00 Flat Rate</b>  |
| <b>Football Stadium Workers</b>      | <b>Head Video Operator</b>   | <b>Varsity Football</b>   | <b>\$115.00 Flat Rate</b>  |
| <b>Football Stadium Workers</b>      | <b>Video Crew</b>  | <b>Varsity Football</b>   | <b>\$100.00 Flat Rate</b>  |
| <b>Football Stadium Workers</b>      | <b>Ground Keeper</b>   | <b>Varsity Football</b>   | <b>\$25.00 per hour</b>  |
| <b>Game Workers</b>                  | <b>Ticket/Gate Keepers, Depositor</b>  | <b>All other Middle School, Varsity, or Sub-Varsity</b>                                   | <b>\$20.00 per game</b><br>* Regular Rate 2 hr. max  |
| <b>Game Workers</b>                  | <b>Bookkeeper/clock</b>  | <b>All other Varsity or Sub-Varsity Teams</b>   | <b>\$16.00 per game</b>  |
| <b>Game Workers</b>                  | <b>Ground Keeper</b>   | <b>All other Varsity or Sub-Varsity Teams</b>   | <b>\$150.00 per game</b>   |
| <b>Meet Workers</b>                  | <b>Referee<br/>Video Operator<br/>Starters<br/>Gate/Ticket<br/>Plumber/Electrician</b> | <b>Track/Cross Country</b>  | <b>\$125.00 flat rate<br/>\$300.00 flat rate<br/>\$150.00 flat rate<br/>\$10.00 per hour<br/>*Regular Rate</b> |
| <b>Game Workers</b>                  | <b>Clock/Book<br/>Gate/Tickets</b>   | <b>Team Sports Tournaments<br/>Softball, Varsity &amp; JV-<br/>Basketball, Volleyball</b> | <b>\$10.00 per game*<br/>\$10.00 per game*<br/>*Not to exceed<br/>\$100.00</b>                                 |
| <b>Wrestling<br/>Dual Workers</b>    | <b>Clock Operator<br/>Gate/Ticket</b>  | <b>Wrestling /Powerlifting Meets</b>  | <b>\$10.00 per hour</b>  |
| <b>Powerlifting<br/>Meet workers</b> | <b>Gate/Ticket<br/>Judges<br/>Scorers</b>  |   | <b>\$10.00 per hour<br/>\$100.00 flat rate<br/>\$125.00 flat rate</b>  |

|                                   |                       |                                      |   |
|-----------------------------------|-----------------------|--------------------------------------|---|
| <b>Middle School Game Workers</b> | <b>Clock Operator</b> | <b>Teams Sports in Middle School</b> | <b>A &amp; B Games<br/>\$20.00 per game<br/>C Games \$15.00</b> |
|-----------------------------------|-----------------------|--------------------------------------|---|

**\*Regular rates will apply at time and a half after a 40-hour work week.**

**O. English-Spanish Translation Services**

(Identified by Communications & Public Relations Department)

\$30 per hour

**P. Stipend in Lieu of Reimbursement for District Travel Expense**

- Cabinet members will receive \$300 monthly.
- Central Office administrators will receive \$100 monthly.
- Curriculum Strategists and Instructional Coaches will receive \$200 monthly.
- Secondary principals will receive \$600 yearly (paid July to June).
- Elementary principals will receive \$600 yearly (paid August to June).

**OUT OF CALENDAR or WEEKEND PAY**

Out of calendar and weekend pay requests must be submitted and approved before work commences. No employee is to accumulate more than 40 hours per week without extra pay approval.

**Q. Summer Compensation Rates for Special Education Personnel**

- Summer evaluation conducted by an Educational Diagnostician \$400/evaluation
- Summer evaluation conducted by a Speech Language Pathologist \$400/evaluation
- Summer evaluation conducted by a Licensed Specialist in School Psychology \$500/evaluation
- Summer evaluation of visual impairment conducted by a Teacher of Visual Impairment \$500/evaluation
- Summer evaluation of Orientation & Mobility conducted by a Certified Orientation & Mobility Specialist \$300/evaluation
- Summer ARD meeting with participation by an Educ. Diagnostician \$70/ARD
- Summer ARD meeting with participation by a Speech Language Pathologist to address a student with a speech only impairment \$70/ARD
- Summer ARD meeting with participation by a Speech Language Pathologist to address a student with a speech impairment as a secondary or tertiary disability \$35/ARD
- Summer ARD meeting with participation by a Licensed Specialist in School Psychology \$70/ARD
- Summer ARD/Individual Family Service Plan (IFSP) meeting with participation by a Teacher of Visual Impairment \$70/ARD/IFSP

Summer evaluation rates and summer ARD meeting rates are contingent on the funding allotments and allowable activities set forth by the Special Education Fiscal Support Round 1 and Round 2 Performance Contracts. All summer evaluation activities and summer ARD meetings must be conducted after the employee's working contract has ended for the school year.

**R. Teacher Incentive Allotment (TIA) Strategic Compensation**

Cohort B participating campuses (3D Academy & Rivas ES), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified, designated teachers with 90% of the available Allotment calculated based on:

- The level of socio-economic need at the identified school where the teacher works
- Level of designation
  - Recognized TIA Designation 1 – 90% of funds between \$3,000 - \$9,000 (based on TEA calculation)
  - Exemplary TIA Designation 2 – 90% of funds between \$6,000 - \$18,000
  - Master TIA Designation 3 – 90% of funds between \$12,000 - \$32,000
- TEA allows 10% of each designated teacher’s funds to be reinvested for designation system implementation and to help teachers to earn a designation.

**S. Mariposa Facility Educational Support for Refugee Children**

Full-time, campus-based staff who provide educational services to refugee children housed at the Mariposa Facility located in Donna, TX will earn the following stipends for services rendered during the spring semester of 2021:

- Professional Staff                      \$2,000
- Paraprofessional Staff                \$1,500

The employee may not be absent for more than three (3) workdays during their time of service at the Facility to qualify for the stipend.