



COMPENSATION PLAN 2022-2023

BOARD APPROVED: June 14, 2022 - update April 11, 2023

Table of Contents

2022 - 2023 New Hire Guide for Teachers, and Nurses (RN)	3
Administrative Professional Pay Plan	4
Instructional Support Pay Plan	6
Clerical Pay Plan	7
Auxiliary Pay Plan	9
Elementary School Academic Stipends	11
Middle School Academic Stipends	11
High School Academic Stipends	11
Fine Arts Stipends	12
Athletics Stipends	13
Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions	14
Supplemental/Extra Duty	14
Professional Development (Certified Only)	14
Out Of Calendar Or Weekend Pay	14
Summer Compensation Rates for Special Education Personnel	14
Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security	15
Appendix	16

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.

Donna ISD

2022 - 2023 New Hire Guide for Teachers, and Nurses (RN)

Proposed salary increase +1750

Years of Experience	New Hire Salary 21-22	Years of Experience	New Hire Salary 22-23
	\$53,500	0	\$55,050
0	\$53,500 + 1,750	1	\$55,250
1	\$54,000 + 1,750	2	\$55,750
2	\$54,500 + 1,750	3	\$56,250
3	\$54,750 + 1,750	4	\$56,500
4	\$55,000 + 1,750	5	\$56,750
5	\$55,300 + 1,750	6	\$57,050
6	\$55,973 + 1,750	7	\$57,723
7	\$56,273 + 1,750	8	\$58,023
8	\$57,068 + 1,750	9	\$58,818
9	\$57,320 + 1,750	10	\$59,070
10	\$57,768 + 1,750	11	\$59,518
11	\$58,268 + 1,750	12	\$60,018
12	\$58,768 + 1,750	13	\$60,518
13	\$59,268 + 1,750	14	\$61,018
14	\$59,768 + 1,750	15	\$61,518
15	\$60,268 + 1,750	16	\$62,018
16	\$60,868 + 1,750	17	\$62,618
17	\$61,468 + 1,750	18	\$63,218
18	\$62,068 + 1,750	19	\$63,818
19	\$62,668 + 1,750	20+	\$64,418
20+	\$63,268 + 1,750		

Note:

- Registered Nurse – 187 days COVID Nurse – 221 days

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.

Approved Administrative Professional Pay Plan - Donna ISD

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$213.20	\$260.00	\$306.80
	Liaison (Parent/Comm. Migrant),	202	202	\$43,066	\$52,520	\$61,974
	Truancy Officer		217	\$46,264	\$56,420	\$66,576
	Coordinator, 21st Century	217	221	\$47,177	\$57,460	\$67,803
	Specialist- Energy Management	221				
	Lead Maintenance Supervisor, Specialist (Accounting CNP)	221				
Pay Grade 2			Daily	\$257.40	\$312.00	\$366.60
	Financial Aide Facilitator	197	197	\$50,708	\$61,464	\$72,220
	Social Worker	192/202	202	\$51,995	\$63,024	\$74,053
	Strategist, Migrant	202	221	\$56,885	\$68,952	\$81,019
	Accountant-Federal Programs & CNP, Specialist:					
	Multimedia Communication, Programmer/Analyst	221				
Pay Grade 3			Daily	\$302.98	\$365.04	\$427.10
	Librarian	197	197	\$59,687	\$71,913	\$84,139
	Coordinator: Curriculum, Discipline	202	202	\$61,202	\$73,738	\$86,274
	Counselor: ES, MS, DAEP,	202	212	\$64,232	\$77,388	\$90,545
	Licensed Professional Counselor: Middle School	202	221	\$66,959	\$80,674	\$94,389
	Strategist: Content, Bilingual, Dyslexia, P.E.	202				
	Athletic Trainer	202				
	Coordinator: Migrant Family Services	212				
	Instructor,Master Technology; Specialist in School Psychology	212				
	Coordinator: Attendance, PEIMS, Federal Programs	221				
	Dietician; Network Administrator	221				
	Licensed Professional Counselor: Adult Wellness	221				
	Lead Athletic Trainer	221				
Pay Grade 4			Daily	\$316.21	\$383.29	\$450.37
	Diagnostician/LSSP Intern	192	192	\$60,712	\$73,592	\$86,471
	Assistant Principal Elementary	202	202	\$63,874	\$77,425	\$90,975
	Elementary Curriculum Specialist	202	212	\$67,037	\$81,257	\$95,478
	HS Counselor, EB Counselor	202/212	221	\$69,882	\$84,707	\$99,532
	Licensed Specialist, Child Mental Health	202				
	Coordinator: Early Childhood, Child Nutrition	221				
	Dean of Instruction, DAEP	221				
	PEIMS Manager	221				

Approved Administrative Professional Pay Plan - Donna ISD

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 5			Daily	\$332.02	\$402.45	\$472.88
	Speech Language Pathologist, Therapist:	187	187	\$62,088	\$75,258	\$88,428
	Occupational, Physical		202	\$67,068	\$81,295	\$95,522
	Assistant Principal, Middle School	202	212	\$70,388	\$85,319	\$100,251
	LSSP	212	221	\$73,376	\$88,941	\$104,506
	Coordinator: Payroll, ESSER, Safety Training & Emergency Management,	221				
	Dean of Instruction - Middle School	221				
	Police Chief	221				
	Supervisor: Accts. Payable/Human Resources/Accounting, Warehouse & Textbook/Soc. Emot. Learning	221				
Pay Grade 6			Daily	\$348.62	\$422.57	\$496.52
	Assistant Principal: High School	202, 221	202	\$70,421	\$85,359	\$100,297
	Assistant Principal: T-STEM Coordinator,	212	212	\$73,907	\$88,585	\$105,262
	Emergent Bilingual		221	\$77,045	\$93,388	\$109,731
	Dean of Instruction, High School	221	226	\$78,788	\$95,501	\$112,214
	Director: Instructional, Parent Involvement, Fine Arts, HS Band, Health Services, 21st Century/Grant Officer	221				
	Public Relations Officer	221				
	Supervisor, Special Education	221				
	Director: 21st Century/Grant Officer	226/221				
Pay Grade 7			Daily	\$373.02	\$452.15	\$531.28
	Principal - Elementary, DAEP	212, 221	212	\$79,080	\$95,856	\$112,631
	Director: Benefits/Safety & Risk, Adv. Academic Services, CTE, Child Nutrition Services, HR, Testing & Eval, Tech, Transportation, Academic Support, Fed Programs, Bilingual, Purchasing, Finance, Head Football Coach, Custodial Svcs	221	221	\$82,437	\$99,925	\$117,413
Pay Grade 8			Daily	\$399.14	\$483.80	\$568.47
	Director - Special Education	221	221	\$88,210	\$106,920	\$125,632
	Principal - Middle School	221				
Pay Grade 9			Daily	\$431.06	\$522.50	\$613.94
	Athletic Director	221	221	\$95,264	\$115,473	\$135,681
	Chief of Operations, HS Principal	221				
	Executive Director: Curriculum, Data Evaluation, Special Projects	221				
Pay Grade 10			Daily	\$502.19	\$608.71	\$715.23
	Assistant Superintendent: Business & Finance, Educational Services, Leadership, Human Resources	221	221	\$110,984	\$134,525	\$158,066

Approved Instructional Support Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 1			Daily	\$12.50	\$15.45	\$18.40
	Instructional Aide: General & Sp. Ed & BIA	182	182	\$18,200	\$22,495	\$26,790
	Parent Center Educator	182				
Pay Grade 2			Daily	\$13.35	\$16.38	\$19.41
	Instructional Aide: Special Ed. Inclusion, Technology, Resource, Migrant Student Liaison	182	182	\$19,438	\$23,849	\$28,261
	Library Aide	187	187	\$19,972	\$24,504	\$29,037
Pay Grade 3			Daily	\$14.15	\$17.36	\$20.57
	Instructional Aide, Self-Contained, Life Skills, Early Childhood/PPCD, Nurse Aide	182	182	\$20,602	\$25,276	\$29,950
Pay Grade 4			Daily	\$15.46	\$18.97	\$22.48
	Instructional Aide/Sped, Bachelor's Degree	182	182	\$22,510	\$27,620	\$32,731
	Library Aide, Bachelor's Degree	187	187	\$23,128	\$28,379	\$33,630
	Parent Center Educator, Bachelor's Degree	182				
Pay Grade 5			Daily	\$17.55	\$21.53	\$25.51
	Drill Instructor: MS/HS Non-Military,	182	182	\$25,553	\$31,348	\$37,143
	Campus Licensed Vocational Nurse	187	187	\$26,255	\$32,209	\$38,163
	COVID LVN	221	221	\$31,028	\$38,065	\$45,102
Pay Grade 6			Daily	\$20.79	\$25.51	\$30.23
	Instructional Aide, Fine Arts (Mariachi)	182	182	\$30,270	\$37,143	\$44,015
Pay Grade 7			Daily	\$24.95	\$30.61	\$36.27
	Certified Occupational Therapy Assistant	187	187	\$37,325	\$45,792	\$54,260
	Physical Therapist Assistant	187				

Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 1			Daily	\$13.00	\$15.75	\$18.50
	Clerk: File/Records Special Ed.	182, 202	182	\$18,928	\$22,932	\$26,936
	Receptionist: HS & Child Nutrition Program	221	202	\$21,008	\$25,452	\$29,896
			221	\$22,984	\$27,846	\$32,708
Pay Grade 2			Daily	\$14.00	\$16.93	\$19.86
	Clerk: Liaison attendance	182	182	\$20,384	\$24,650	\$28,916
	Clerk: Attend(MS/HS), Elem Counselor, Student Engagement Specialist	192	192	\$21,504	\$26,004	\$30,505
	Clerk: Asst Prin (MS/HS), HS Clerk, Curriculum (MS/HS), Clerk Curriculum Specialist, Dean of Inst, Sped. Ed.(campus)	202	202	\$22,624	\$27,359	\$32,094
			217	\$24,304	\$29,390	\$34,477
			221	\$24,752	\$29,932	\$35,112
	Liaison: Family & Engagement; Spec Family Engagement	217				
	Family Engagement Specialist	217				
	Liaison: Parent/Community Migrant,	221				
	Migrant Recruiter	221				
	Receptionist: Administration/Business Office	221				
Pay Grade 3			Daily	\$15.22	\$18.45	\$21.68
	Clerk: Campus Attendance/PEIMS, SPED	202	202	\$24,596	\$29,815	\$35,035
	Clerk: Federal Programs, PEIMS	202, 221	212	\$25,813	\$31,291	\$36,769
	Clerk: Bilingual, PEIMS/Community Liaison, Testing/Evaluation	212	221	\$26,909	\$31,620	\$38,330
	Clerk: Administrative Information Systems (AIS), Athletics, Fine Arts, Federal Programs, PEIMS Dept, Technology, HR,Textbook/Warehouse, Food Production (CNP), Data Entry, Records, Safety & Risk Management	221				
	Assistant Registrar H.S.	221				
	Specialist: Data (NGS Migrant)	221				
Pay Grade 4			Daily	\$16.75	\$20.30	\$23.85
	Secretary: Curriculum (High School)	202	202	\$27,068	\$32,805	\$38,542
	Bookkeeper-Campus, Clerk: Payroll (CNP), Purchasing, Registrar-High School	221	221	\$29,614	\$35,890	\$42,167
	Registrar, High School	221				
	Secretary: Administrative Information Sys., Athletics, Attendance/Intake Center, Curriculum (High School), Advanced Academics, Health Related Services, Migrant Programs, Parental Involvement, Records, JROTC, Fine Arts, Student Engagement, Academic Support, PEP, CNP	221				
	Inventory Control Specialist					

Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 5			Daily	\$18.09	\$21.92	\$25.75
	Attendance Officer: HS, Recruitment (ARO)	202	202	\$29,233	\$35,423	\$41,612
	Secretary: Elementary Campus	212	212	\$30,681	\$37,176	\$43,672
	Secretary: Academic Officer, Athletics, Bilingual, CTE, Child Nutrition Services, Curriculum & Instruction, MS, DAEP, Custodial, Transportation, , Technology, Special Ed., Purchasing, Testing/Evaluation, Federal/SCE Programs, Police Department, Fine Arts, Maintenance	221	221	\$31,983	\$38,755	\$45,526
	Bookkeeper Transportation	221	226	\$32,707	\$39,631	\$46,556
	Data Analyst	221				
	Secretary: 21st Century	226				
Pay Grade 6			Daily	\$19.37	\$23.34	\$27.31
	Clerk: Accounts Payable, Payroll	221	221	\$34,246	\$41,265	\$48,284
	Secretary-Principal HS, Specialist-Child Nutrition	221				
	Specialist, Inventory Control (CNP)	221				
Pay Grade 7			Daily	\$20.64	\$24.86	\$29.08
	Specialist: Senior Accounts Payable, Benefits, HR, Payroll Specialist, Purchasing	221	221	\$36,492	\$43,952	\$51,413
	Technician, Computer, Help Desk, Software Specialist, Finance Secretary/Bookkeeper	221				
Pay Grade 8			Daily	\$22.39	\$26.97	\$31.55
	Computer Technician Supervisor, SR. Computer Technician, Cybersecurity Specialist	221	221	\$39,586	\$47,683	\$55,780
	Safety Representative	221				
	Secretary: Asst. Superintendent, Executive Director	221				
Pay Grade 9			Daily	\$26.01	\$31.15	\$36.29
	Network Technician	221	221	\$45,986	\$54,073	\$64,161
	Superintendent Secretary					

Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 1			Daily	\$12.00	\$14.65	\$17.30
	Bus Aide	185	185	\$17,760	\$21,682	\$25,604
	Cafeteria Worker	187	187	\$17,952	\$21,196	\$25,881
	Bus Aide (Year Round), Custodian	253	253	\$24,288	\$29,652	\$35,015
Auxiliary Substitutes					\$10	
Bus Driver Substitutes					\$13	
Evening Cafeteria Worker					\$20	
Pay Grade 2			Daily	\$13.15	\$16.04	\$18.93
	Security Officer: Campus	182, 187	182	\$19,146	\$23,354	\$27,562
	Clerk/Driver (Warehouse), Non-CDL Driver/Bus Aide	185	185	\$19,462	\$23,739	\$28,016
	Cafeteria-Driver	187	187	\$19,672	\$23,996	\$28,319
	Custodian (Assistant Head), Mail Runner, Maintenance (General), Worker (Warehouse), Security Officer (Night)	253	253	\$26,616	\$32,465	\$38,314
Pay Grade 3			Daily	\$13.94	\$17.00	\$20.06
	Daytime Supervisor (Security) Deep Cleaning Specialist, Night Supervisor (Security), Parts Clerk, Custodian (Head ES)	253	253	\$28,215	\$34,408	\$40,601
Pay Grade 4			Daily	\$14.78	\$18.02	\$22.26
	Cafeteria, Manager: ES/AEP	187	187	\$22,111	\$26,958	\$31,805
	Custodian (Head Secondary), Groundskeeper: Stadium/General Maint., Inventory Clerk/Dispatcher, Oil Lube/Mechanic	253	253	\$29,915	\$36,472	\$43,030
Pay Grade 5			Daily	\$15.66	\$19.10	\$22.54
	Cafeteria Manager, MS	187	187	\$23,427	\$28,574	\$33,720
	Lead Groundskeeper, Painter	253	253	\$31,696	\$38,658	\$45,621
Pay Grade 6			Daily	\$17.00	\$20.72	\$24.44
	Cafeteria: Manager HS	187	187	\$24,504	\$30,070	\$35,635
	Clerk-Fixed Assets, Dispatcher (Police)	221	221	\$28,960	\$35,537	\$42,114
	Carpenter, Route Dispatcher, Landscaping/Irrigation Technician, Vehicle Mechanic (White Fleet), Welder, Auto Body Repair	253	253	\$33,153	\$40,682	\$48,212

Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
Pay Grade 7						
	Technician: Audio/Sound	221	Daily	\$18.44	\$22.48	\$25.52
	HVAC Technician, Locksmith, Plumber,		221	\$32,602	\$39,745	\$46,887
	Electrician (Journeyman),	253	253	\$37,323	\$45,500	\$53,676
	Technician: Waste Water					
Pay Grade 8						
	Police Officer	187, 221	Daily	\$20.46	\$24.95	\$29.44
	Coordinator: Inst Materials,	221	187	\$30,608	\$37,325	\$44,042
	Maint. Project Manager	221	212	\$34,700	\$42,315	\$49,930
	Police Officer (Investigator)	221	221	\$36,173	\$44,112	\$52,050
	Supervisor: Asst. Warehouse, Warehouse (CNP)	221	253	\$41,411	\$50,499	\$59,587
	Electrician: Certified/Master, Plumber (Master),					
	HVAC Technician (Licensed), Vehicle Mechanic-	253				
	Diesel, Transportation: Shop Foreman,					
	Coordinator: Pest Control					
	Asst. Supervisor(Transportation)	253				
	Supervisor: Custodial.	253				
Pay Grade 9						
	Police Sergeant	221	Daily	\$24.35	\$29.69	\$35.03
	Supervisor: Maintenance, Transportation	253	221	\$43,051	\$52,492	\$61,993
			253	\$49,284	\$60,093	\$70,901
Pay Grade BD						
	Bus Driver	185, 253	Daily	\$16.15	\$19.20	\$23.25
	Bus Driver/Parts Inventory	253	185	\$23,902	\$29,156	\$34,410
			253	\$32,688	\$39,873	\$47,793

Stipends

Elementary School Academic Stipends	
Bilingual Teacher	\$2,000
Certified/Endorsed Special Education Teacher	\$1,250
GT Teacher	\$2,000
Lead Teacher	\$2,000
Curriculum Writing	\$30 per hour
Battle of the Books	\$300
Special Olympics	See Appendix/Link
U.I.L. ACES	\$500
First Lego League	\$500
Dyslexia Teacher	\$2,000
Spelling Bee Coach	\$300
ESSER Retention	See Appendix/Link
ESSER II Additional Duties	See Appendix/Link

Middle School Academic Stipends	
Certified/Endorsed ESL Teacher	\$1,000
Certified/Endorsed Special Education co- Teacher	\$179 per period
Certified/Endorsed Special Education Teacher	\$1,250
Emergent Bilingual Team Teacher	\$2,000
Math	\$2,500
Science	\$2,500
English Language Arts	\$2,500
8th Social Studies	\$2,500
Lead Teacher	\$2,000
Curriculum Writing	\$30 per hour
Yearbook Sponsor	\$200
Spelling Bee Coach	\$300
Battle of the Books	\$300
Special Olympics	See Appendix/Link
AVID Coordinator (1- MS/HS)	\$1,500
National Junior Honor Society	\$1,000
U.I.L.	\$750
First Lego League	\$500
First Tech Challenge	\$1,200
ESSER Retention	See Appendix/Link
ESSER II Additional Duties	See Appendix/Link

High School Academic Stipends			
Certified/Endorsed ESL Teacher	\$150 per period	English Language Arts	\$2,500
Emergent Bilingual Team Teacher	\$2,000	US History	\$2,500
Certified/Endorsed Special Education Teacher	\$1,250	Lead Teacher	\$2,000
Certified/Endorsed Special Education co- Teacher	\$208 per period	Curriculum Writing	\$30 per hour
Cosmetology- CTE	\$5,000	Yearbook Sponsor	\$1,500
Culinary - CTE	\$5,000	Ambassadors Sponsor	\$1,500
Health Science - CTE	\$10,000	Battle of the Books	\$300
Welding - CTE	\$7,000	Special Olympics	See Appendix/Link
Agricultural - CTE	\$1,000	AVID Coordinator (1- MS/HS)	\$1,500
Engineering	\$5,000	National Honor Society	\$1,000
Math	\$2,500	Student Council	\$1,000
Science	\$2,500	U.I.L.	See Appendix
CTSO Sponsor	\$1,200	College Bridge - TCLAS	\$100/student
CTSO 2nd Sponsor	\$500	UT On Ramps	\$350 per section
CTSO - State	\$300	ESSER Retention	See Appendix/Link
CTSO - National	\$500	ESSER II Additional Duties	See Appendix/Link
First Tech Challenge	\$1,200		

Stipends

Special Education Stipends	
Orientation and Mobility	\$3,000
Teacher for the Visually-Impaired	\$5,250
Returning Stipend	See Appendix/Link

Perfect Attendance / Travel	
Perfect Attendance - Bus Driver	\$400 per semester
Perfect Attendance - Teacher	\$400 per semester
Travel Expense Stipend	See Appendix/Link

Education & Leadership	
Master's Degree	\$3,000
National Board Certified	\$3,000
Doctorates Degree	\$2,000
Mentor Teacher	\$600
Mentor Principal	\$1,000
A Rating Campus	See Appendix/Link
Turnaround Principal	\$10,000
Runn Virtual Academy Leader	See Appendix/Link
Wellness Program Campus Facilitator	\$400
Digital Communication Manager	\$2,000
School Nurse Mentor	\$200
English - Spanish Translation	\$30 per hour

Fine Arts Stipends

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	Theater	\$10,100		
Assistant Theater Arts Director	Theater	\$8,100		
Lead Elementary Music Teacher	Choir	\$1,000	\$1,000	\$1,000

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

Stipends

Athletics Stipends

Football		Volleyball	
Varsity Football Offensive Coordinator	\$15,000	Head Varsity	\$10,000
Varsity Football Defensive Coordinator	\$15,000	Varsity Assistant	\$6,000
Special Teams Coordinator	\$15,000	Sub-Varsity Assistants	\$5,500
Varsity/JV Football Assistant	\$9,500	Middle School	\$2,750
9th Grade Head Football	\$8,000		
9th Grade Assistant Football	\$6,500		
Middle School Football Assistants	\$3,100		

Basketball, Soccer, Baseball, Softball		Track & Field	
Head	\$8,000	Head	\$8,000
Varsity Assistant	\$4,000	Varsity Assistant	\$4,000
Sub-Varsity Assistant	\$3,500	Middle School	\$2,500
Middle School	\$2,500		

Cross Country Boys & Girls		Tennis Boy & Girls (one coach each) all year	
Head	\$10,000	Head Coach	\$11,500
Varsity Assistant	\$6,000	Varsity Assistant Coach Team Year Round	\$8,500
Middle School	\$2,500	Spring/Fall Varsity Asst	\$ 4000

Golf Boy & Girls (one coach each)		Powerlifting	
Head	\$11,500	Head Coach	\$8,000
Year Round Varsity Asst. Coach	\$8,500	Varsity Assistant Boys & Girls	\$4,000
Middle School	\$2,500		

Wrestling Boys & Girls (one coach each)			
Head Coach	\$9,000 for both		
Varsity Assistant Boys & Girls	\$4,000		

Other Athletic Personnel			
Asst. Athletic Coordinator (High School)	\$8,500	Equipment (1)	\$2,750
Athletic Coordinator (Middle School)	\$2,800	Video (4)	\$1,000
High School Varsity Cheerleader Sponsor (1)	\$10,500	Strengthening & Conditioning Coordinator (2) (B&G)	\$3,500
High School JV - 9th Grade Cheerleader	\$6,750	Athletic Trainer Coordinator (1 each)	\$3,500
Middle School Cheerleader Sponsor	\$2,200	Off-Season Coordinator (2) (B&G)	\$2,750

Athletic Stipend Protocol can be found in the appendix of this document

Supplemental/Extra Duty

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay is disbursed upon completion of the requested duties.

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
Summer School "Principal"	Stipend: \$1,500	N/A
Dean of Instruction/Asst Prin/CS	\$1,000	N/A
Counselor	\$1,000	N/A
Registered Nurse	\$30.00	\$30.00
Teacher	\$35.00	\$30.00
Summer School Campus Secretary	\$500	N/A
Secretary (rate for non-campus 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		
Full-time Cert. Tea.	\$30.00	\$35.00
Retired Cert./Cert. Tea.	\$25.00	\$30.00
College Student (48 + hours)	\$10.00	\$12.00
21 st Cent/ACE College Student (48+ hours)	\$12.00	\$12.00
21 st Cent/ACE Degreed College	\$25.00	\$25.00
Bus Drivers	Regular Rate	*Regular Rate
CNP Managers	Reg. Rate	*Regular Rate
CNP Workers	Reg. Rate	*Regular Rate
Security Guard	Reg. Rate	*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 (1st-12th), Project Smart-Math Plus and ELDA Program, Grants: Pay must be based on the above pay schedule.

Supplemental/Extra Duty

Professional Development (Certified Only)

Saturday full day \$100 / Saturday half day \$50

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

Summer Compensation Rates for Special Education Personnel

Summer evaluation conducted by an Educational Diagnostician or Speech Language Pathologist	\$400/eval
Summer evaluation conducted by a Licensed Specialist in School Psychology or a Teacher of Visual Impairment	\$500/eval
Summer evaluation of Orientation & Mobility conducted by a Certified Orientation & Mobility Specialist	\$300/eval
Summer ARD meeting with participation by an Educational Diagnostician, Speech Language Pathologist to address a student with a speech only impairment or a Licensed Specialist in School Psychology	\$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/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.

Supplemental/Extra Duty

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

Police	Prof. Police	All Sports/All level Games	*Regular Rate
Security	Para-Security	All Sports/All level Games	*Regular Rate

Football Stadium Workers	Announcer	Varsity Football	\$125 Flat Rate
	Spotter		\$ 50 Flat Rate
	Announcer	Sub-Varsity/Middle School Football	\$ 50 Flat Rate
	Announcer	All other Varsity/Sub-Varsity/Middle School Sports (Softball, Baseball, etc.)	\$ 50 Flat Rate
	Game Clock Operator	Varsity Football 9 th /JV Football Middle School 6 or 8 min. Quarters	\$75 Flat Rate \$50 Flat Rate \$40 Flat Rate
	25. Sec/ 40 Sec Clock Operator	Varsity Football	\$60 Flat Rate
	Ticket Booth Seller at Gate Online Ticket Seller at Gate	Varsity Football	\$100 Flat Rate \$60 Flat Rate
	Ticket Takers/Scanners at Gate	Varsity Football	\$45 Flat Rate
	Stadium Ushers	Varsity Football	\$45 Flat Rate
	Gate Keepers inside Stadium	Varsity Football	\$45 Flat Rate
	Electrician	Varsity Football	*Regular Rate
	Plumber	Varsity Football	*Regular Rate
	Football Game Accountants	Varsity Football	\$125 Flat Rate
	Head Video Operator	Varsity Football	\$115 Flat Rate
	Video Crew	Varsity Football	\$100 Flat Rate

Game Workers for Other Sports	Online Ticket Seller/Scanner Cash Ticket Seller	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
	Score Book and Clock Operator	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
Game Depositor	Cash Ticket Sales Depositor	All Level Games	*Regular Rate 2 Hr. Max

Meet workers for Track Meets	Referee/Starter/Back Up Starter	Varsity, Sub-Varsity and Middle School Track/Cross Country	RGV Tournament/Meet Rates
	Video Operator		\$300 Flat Rate
	Ticket Scanner/Online Ticket Seller and Cash Ticket Seller		\$10.00 per team not to exceed 10 teams – (\$100 Max)
	Plumber/Electrician		*Regular Rate

Supplemental/Extra Duty

Game Workers for Tournaments and Meets	Clock and Score Book	Varsity Team Tournaments Softball, Baseball, Soccer, Volleyball, and Powerlifting	\$15.00 Per Game*
	Online Ticket Seller/Scanner		\$15.00 per Game*
	Cash Ticket Seller		*Not to exceed 8 games (120 Max)

Wrestling Workers	Meet Referees Clock Operator/Scorer Online Ticket Seller/Scanner Cash Ticket Seller	Wrestling	As Per District Plan/UIIL Rate
Powerlifting Meet Workers	Online Ticket Seller/Scanner Cash Ticket Seller	Powerlifting	\$10 per team not to exceed 10 teams (\$100 Max)
	Judges Scorers		\$100 Flat Rate \$125 Flat Rate

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

Student Worker**\$10/hr****Substitute Teacher Rates**

Substitute Teacher: Non-Degreed	\$105 per day
Substitute Teacher: Degreed	\$120 per day
Substitute Teacher: Degreed & Certified Teacher	\$175 per day

Appendix

Bilingual Stipends

Bilingual stipends may not be combined

Elementary Bilingual Teacher: (Pre-K to 5th)

1. Teacher must be assigned to a Bilingual Core Content classroom requiring Bilingual certification/endorsement. Teacher must be the teacher of record for EL students per subject/per section.
2. Teachers must hold a Bilingual certificate /supplement/ endorsement or a permit for such assignment.

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. [Full details can be found here.](#)

Certified/Endorsed ESL Teacher (Middle School)

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

Certified/Endorsed ESL Teacher (High School)

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.

Special Education Stipends

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.

Orientation and Mobility

V.I. Related Services

Teacher for the Visually-Impaired

Paid on a monthly basis - Assigned to the Special Education Department as a V. I. Teacher

Certified/Endorsed Special Education Teacher – Secondary

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

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.

Returning Stipend:

A one-time returning stipend will be given to our currently employed Special Education staff for the 2022-2023 school year. In addition, a sign-on bonus will be given to the Occupational Therapist and Physical Therapist vacancies that will switch from a contracted service provider to employee status in the 22-23 school year.

Diagnosticians	\$3,000
LSSP	\$3,500
SLP	\$3,000
SLP - A	\$1,500
OT/COTA	2,250
PT/PTA	\$2,250
Sign on bonus: OT & PT/PTA (one-time)	\$2,250
Social Worker	\$2,250

Appendix

CTE Stipends

Cosmetology, Culinary, Health Science, Agricultural or Engineering Teacher

Stipends are prorated based on assigned class periods

Welding Teacher

Must teach Dual Enrollment Welding

CTSO Sponsor, 2nd Sponsorship, State Qualifiers, National Qualifiers

Must meet guidelines: [CTE CTSO Sponsor Stipend Profile & Job Description](#)

Content Stipends

Math (Secondary)

Full Amount: Grades 6-12, teacher of record, certified to teach assigned Math and assigned to 3 or more periods of math per day.

Science (Secondary)

Full Amount: Grades 6-12, teacher of record, certified to teach assigned Science & is assigned to 3 or more periods of Science per day.

English Language Arts (Secondary)

Full Amount: Grades 6 - 12, teacher of record, certified to teach English Language Arts & assigned to 3 or more periods of English Language Arts per day.

8th SS & US History (Secondary)

Full Amount: Grades 8th & HS teacher of record, certified to Teach 8th SS and HS US History & assigned to 3/50% or more period per day.

In 23-24 SY, core content stipends will be revised. Only teachers who are a teacher of record, assigned to a core EOC/STARR tested area and teach at least 50% of a teaching schedule will be eligible to receive a content stipend.

Education & Leadership Stipends

Master's Degree

Classroom teachers of record with a Masters in the area of assignment or in Teacher Leadership

National Board Certified

Classroom teacher of record who is National Board Certified.

Doctorate's Degree

Classroom teachers of record with a Doctorate in the area of assignment 2,000.00 above Masters

Mentor Teachers

Classroom teachers who serve as a mentor for a new to the District teacher. This stipend is dependent upon availability of funding. Mentor teachers will mentor a maximum of two teachers per year.

Mentor Principal

Experienced principal who serves as a mentor for a novice and/or new to the District principal. This stipend is dependent upon availability of funding. Mentor principals will mentor a maximum of two principals per year.

A Rating Campus

Principal	\$2,000
Assistant Principal(s)	\$1,000
Counselor/LPC	\$1,000
Curriculum Specialists	\$1,000
Deans	\$1,000
Teachers/Librarian	\$500
Turnaround Principal (as assigned)	\$10,000

Runn Virtual Academy

Runn Virtual Principal	\$5,000
Runn Virtual Leader Teacher	\$2,000

Wellness Program Campus Facilitator

To facilitate employee wellness and fitness for all DISD employees. (1 site per campus)

Digital Communication Manager

[Manager Profile & Job Description](#)

Lead Teachers (All Levels)

[Manager Profile & Job Description](#)

Appendix

Extracurricular Stipends

Curriculum Writing (Afterschool / Summer)

Teacher, Strategist, Inst. Coach, Librarian

Extracurricular Sponsor

High School

Yearbook Sponsor	\$1,500
Ambassadors or Equivalent	\$1,000

Middle School

Yearbook Sponsor	\$200
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Spelling Bee Coach

1 per campus - Coaches must conduct at least 6 – 30 to 45 minute practices. Documentation required

Battle of the Books Coach (One per campus)

- Additional \$100 for advancement to regional competition
- Additional \$100 for placing 1st at regional competition
- Coach must keep documentation, submitted to campus administrator, coaching sessions (minimum 17 hours)

Special Olympics (ONLY Professional Staff)

Assistant Coach (Special Ed. Certified)*	\$400
Coach (PE Certified)*	\$500
Coordinator (PE Certified)	\$2,500
Must be selected by a committee	
Head Coach (PE Certified)	\$1,000

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

AVID Coordinator

1 at High School level & 1 at Middle School level

Student Council/ NHS/ NJHS

Must have at least 30 students

A.C.E.S Coaches

Elementary

- A.C.E.S Sponsor: One per campus event

U.I.L. & Robotics Sponsors

Middle School

• **U.I.L. Events**

- U.I.L. Coordinator – Middle School \$1,500.00
- U.I.L. Sponsor \$750 (must attend all meets to receive stipend) One Act Play/duet acting \$350.00 (event)
- 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.

• **FIRST Robotics Events**

- FLL (First Lego League)
 - \$500 for sponsor and co-sponsor (must attend an RGV FLL competition to receive stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to campus administrator, for FLL coaching sessions (minimum of 17 hours per season)
- FTC (First Tech Challenge)
 - \$1,200 (must attend an RGV FTC competition to receive stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to campus administrator, for FTC coaching sessions (minimum of 25 hours per season)

High School

• **U.I.L. Events**

- U.I.L. Coordinator – High School -\$3,500.00
- Assistant Drama Director One Act Play -\$3,500
- \$1,200 per event \$100 per tournament ([Events](#))

Other Stipends

Teacher Perfect Attendance Incentive Stipend

The purpose of this stipend is to compensate teachers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments.** Fall/Spring \$400

Bus Driver Perfect Attendance Incentive Stipend (Due to Bus Driver Shortages)

The purpose of this stipend is to compensate bus drivers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments** Fall/Spring \$400

Appendix

Other Stipends

English/Spanish Translation Services

Identified by Communications & PR Dept - \$30 per hour

Stipend in Lieu of Reimbursement for District Travel Expense

Cabinet members	\$500 monthly
Central Office administrators	\$300 monthly
Strategists serving more than two campus,	\$400 monthly
Public Relations Staff and Master	
Technology Instructor	
Secondary principals	\$800 yearly
	paid July to June
Elementary principals	\$800 yearly
	paid August to June

Elementary & Secondary School Emergency Relief Fund (ESSER)

ESSER retention stipends are contingent upon TEA approval of the DISD ESSER III application and will be paid in 2022-2023 to employees as follows:

- Teachers: \$3,000 total for the year. \$1,500 will be paid in December 2022 and \$1,500 will be paid in May 2023.
- All Other Full-Time Staff: \$2,000 total for the year. \$1,000 will be paid in December 2023 and \$1,000 will be paid in May 2023.

The stipend will be prorated depending on the employee's start date in 2022-2023, the FTE allocation size & is contingent upon the employee successfully working each semester in 2022-2023.

UT-On-Ramps

Teachers who teach UT-On Ramps courses will be paid \$350 per section at the end of each relevant semester.

College Bridge Teacher Stipend - TCLAS (to be paid in June)

Teachers will receive a \$100 stipend for each student who completes an English or Math College Bridge course with at least a 90% on both stage 1 and stage 2. Will be paid in June. [More information available here](#)

Teacher Incentive Allotment (TIA) Strategic Compensation

Cohort D participating campuses 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.

ESSER II: Additional Duties & Performance Stipend

The purpose of this stipend is to compensate fiscal and management staff. Additional responsibilities have been taken on as a result of ESSER management & processing requirements. Completion ESSER related duties and projects is required to receive the stipend. ESSER additional duties stipends are contingent upon TEA approval of the DISD ESSER II application and will be paid in 2022-2023, this stipend will be paid in December 2022 and May 2023 to employees as follows:

Tier I	Administration	\$4,000
Tier II	Manager	\$3,000
Tier III	Data & Planning	\$1,500
Tier IV	Project (Reading Academies)	\$1,000

Elementary Dyslexia Teacher

Following T.E.A. approved Dyslexia Grant Award Program guidelines, elementary dyslexia teachers will receive a \$2,000 yearly stipend for educator participation in required dyslexia trainings. The dyslexia teachers must attend all required trainings and be in contact with the Department of Academic Support for program compliance purposes. Stipend is in effect throughout the duration of the T.E.A. approved Dyslexia Grant Award Program.

Appendix

School Nurse Mentoring

RN assigned to mentor & supervise a licensed vocational nurse or health aide who serves as the primary campus nurse at a school. The RN will be paid \$200 at the end of the school year in May. - Retention Stipend - Health Service Staff

One-time Health Provider Retention Stipend

A one-time retention stipend will be paid to Health Service Providers, Health Service Director, Nurse, & Health Aide

Director	\$1,750
Nurse	\$1,500
LVN	\$1,000
Health Aide	\$500

Athletic Stipend Protocol

1. Position is advertised internally
2. Applicants will submit a short letter of intent detailing qualifications for extra duty assignment
3. Letter of intent will be sent to athletic director
4. An informal interview will be conducted by Head Coach with a campus admin
5. Person selected will be notified of selection