

Approved June 8, 2021

Donna Independent School District
“The District”

Compensation Plan

2021 – 2022

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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.

2021-2022 New Hire Guide for Teachers and Nurses (RN)

Years of Experience	Starting Salary
0	\$53,500
1	\$54,000
2	\$54,500
3	\$54,750
4	\$55,000
5	\$55,300
6	\$55,973
7	\$56,273
8	\$57,068
9	\$57,320
10	\$57,768
11	\$58,268
12	\$58,768
13	\$59,268
14	\$59,768
15	\$60,268
16	\$60,868
17	\$61,468
18	\$62,068
19	\$62,668
20 +	\$63,268

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 \$200.90	Midpoint \$245.00	Maximum \$289.10
197	\$39,577	\$48,265	\$56,953
202	\$40,582	\$49,490	\$58,398
207	\$41,586	\$50,715	\$59,844
217	\$43,595	\$53,165	\$62,735
221	\$44,399	\$54,145	\$63,891
Coordinator, 21 st Century – 217 Family Engagement Leader – Grant - 207 Liaison, Officer - 202 Liaison, Community (3-D) – 192, 202		Liaison, Parent/Comm. Migrant - 202 Specialist I, Instructional Tech. - 212 Specialist, Accounting CNP – 221 Specialist, Energy Management – 221 Truancy Officer - 202 Lead Maintenance Supervisor - 221	

Pay Grade 2

	Minimum \$247.11	Midpoint \$301.35	Maximum \$355.59
182	\$44,974	\$54,846	\$64,717
192	\$47,445	\$57,859	\$68,273
197	\$48,681	\$59,366	\$70,051
202	\$49,916	\$60,873	\$71,829
207	\$51,152	\$62,379	\$73,607
212	\$52,387	\$63,886	\$75,385
221	\$54,611	\$66,598	\$78,585
Accountant – 221 Accountant, Safety & Risk Mgmt. – 221 Collaborative Learning Facilitator-Grant-193, 207 Coordinator, PEIMS – 221 Programmer/Analyst - 221 Facilitator, Gear Up - 197		Financial Aid Facilitator - 197 Social Worker - 182/192/202 Specialist, Multi-Media Communication – 221 Speech Lang. Pathology Asst. - 182 Strategist, Migrant – 202	

Pay Grade 3

	Minimum \$290.14	Midpoint \$349.57	Maximum \$409.00
192	\$55,707	\$67,117	\$78,528
202	\$58,608	\$70,613	\$82,618
212	\$61,510	\$74,109	\$86,708
217	\$62,960	\$75,857	\$88,753
221	\$64,121	\$77,255	\$90,389
254	\$73,696	\$88,791	\$103,886
Collaborative Learning Leader-Grant-217 Coordinator, Attendance – 221 Coordinator, Federal Programs – 221 Coordinator, Migrant Family Services - 212 Counselor, 3-D Academy - 202 Counselor, Alternative Ed. Program - 202 Counselor, Elementary - 202 Counselor, Middle School – 202 Dietitian - 221		Early College High School Counselor - 202 Fine Arts Integration Facilitator - 202 Instructor, Master Technology – 212 Licensed Professional Counselor(MS) – 202 Librarian – 192 Licensed Specialist, Child Mental Health – 202 Network Administrator – 221 Specialist in School Psychology – 212 Strategist, Instructional/Bilingual – 202 Trainer - Athletic – 202 Counselor, Mariposa Facility - 254	

Pay Grade 4

	Minimum \$303.84	Midpoint \$370.54	Maximum \$437.24
192	\$58,337	\$71,144	\$83,950
202	\$61,376	\$74,849	\$88,322
221	\$67,149	\$81,889	\$96,630
Assistant Principal, Elementary - 202 Coordinator, Payroll - 221 Counselor, High School – 202 Dean of Instruction, 3D & DAEP - 221 Diagnostician – 192 Early Childhood Coordinator - 221		Manager, PEIMS – 221 Specialist, Curriculum Elem. – 202 Supervisor, Accounting - 221 Supervisor, Accounts Payable -221 Coordinator, Child Nutrition – 221	

Pay Grade 5

	Minimum \$322.07	Midpoint \$392.77	Maximum \$463.47
182	\$58,617	\$71,484	\$84,352
202	\$65,058	\$79,340	\$93,621
212	\$68,279	\$83,267	\$98,256
221	\$71,177	\$86,802	\$102,427
254	\$81,806	\$99,764	\$117,721
Assistant Principal, Middle School - 202 Dean of Instruction (MS) – 221 Therapist, Occupational – 182 Speech Language Pathologist-182			Supervisor, Human Resources – 221 Supervisor, Benefits/Risk Man. - 221 Supervisor, Warehouse - 221 LSSP – 212 Police Chief – 221 Asst. Principal, Mariposa Facility - 254

Pay Grade 6

	Minimum \$343.01	Midpoint \$418.30	Maximum \$493.59
202	\$69,288	\$84,497	\$99,705
221	\$75,805	\$92,444	\$109,083
226	\$77,520	\$94,536	\$111,551
Assistant Principal, High School – 202, 221 Director – Instructional – 221 Dean of Instruction, High School – 221 Director, 21st Century/Grant Officer – 226 Director, Health Services - 221 Director/Fine Arts Coord., H.S. Band – 221			Director, Parental Involvement – 221 Public Relations Officer - 221 Supervisor, Special Education – 221 Director, Custodial Services - 221

Pay Grade 7

	Minimum \$367.02	Midpoint \$447.58	Maximum \$528.14
212	\$77,808	\$94,887	\$111,966
221	\$81,111	\$98,915	\$116,719
Administrator, PE & Extracurricular - 221 Director, Advanced Academics Services – 221 Director, Bilingual - 221 Director, Career & Technology – 221 Director, Child Nutrition Services – 221 Director, Federal Programs – 221 Director, Human Resources - 221 Director, Intake/Student Engagement – 221 Director, Maintenance - 221			Director, Technology – 221 Director, Testing/Evaluation – 221 Director, Transportation - 221 Head Football Coach – 221 Principal, 3D Academy – 221 Principal, DAEP – 221 Principal, Elementary – 212 Director, Purchasing – 221 Director, Academic Support - 221

Pay Grade 8

	Minimum \$394.54	Midpoint \$481.15	Maximum \$567.76
221	\$87,193	\$106,334	\$125,475
254	\$100,213	\$122,212	\$144,211
Director, Special Education – 221 Principal, Middle School – 221 Early College High School Principal – 221 Principal, Mariposa Facility - 254			

Pay Grade 9

	Minimum \$426.10	Midpoint \$519.64	Maximum \$613.18
221	\$94,168	\$114,840	\$135,513
Principal, High School – 221 Executive Director, Special Projects - 221 Chief of Operations - 221			

Pay Grade 10

	Minimum \$493.01	Midpoint \$597.59	Maximum \$702.17
221	\$108,955	\$132,067	\$155,180
Assistant Superintendent for Business & Finance – 221 Assistant Superintendent for Curriculum & Instruction – 221 Assistant Superintendent for Human Resources – 221 Assistant Superintendent for Leadership – 221			

Instructional Support Pay Plan

Pay Grade 1

	Minimum \$11.75	Midpoint \$14.65	Maximum \$17.55
182	\$17,108	\$21,330	\$25,553
254	\$23,876	\$29,769	\$35,662
Instructional Aide – 182		Parent Center Educator – 182	
Instructional Aide, Special Education – 182		Instructional Aide, Mariposa Facility - 254	

Pay Grade 2

	Minimum \$12.70	Midpoint \$15.68	Maximum \$18.66
182	\$18,491	\$22,830	\$27,169
187	\$18,999	\$23,457	\$27,915
Library Aide - 187		Instructional Aide, Sp. Ed. Inclusion - 182	
Instructional Aide, Computer Lab – 182		Instructional Aide, Resource – 182	
		Migrant Student Liaison - 182	

Pay Grade 3

	Minimum \$13.46	Midpoint \$16.62	Maximum \$19.78
182	\$19,598	\$24,199	\$28,800
Instructional Aide, Early Childhood/PPCD – 182			
Instructional Aide, Self-Contained – 182			
Instructional Aide, Life Skills - 182			
Nurse Aide – 182			

Pay Grade 4

	Minimum \$14.94	Midpoint \$18.45	Maximum \$21.96
182	\$21,753	\$26,863	\$31,974
187	\$22,350	\$27,601	\$32,852
254	\$30,358	\$37,490	\$44,623
Instructional Aide, Bachelor's Degree – 182, 187			
Instructional Aide, Bachelor's Degree, Mariposa Facility - 254			
Instructional Aide, SPED Bachelor's Degree – 182, 187			
Library Aide, Bachelor's Degree – 187			
Parent Center Educator, Bachelor's Degree - 182			

Pay Grade 5

	Minimum	Midpoint	Maximum
	\$17.33	\$21.40	\$25.47
182	\$25,232	\$31,158	\$37,084
187	\$25,926	\$32,014	\$38,103
Drill Instructor, Non Military, HS – 182 Drill Instructor, Non Military, MS - 182			Nurse, Licensed Vocational - 187

Pay Grade 6

	Minimum	Midpoint	Maximum
	\$20.67	\$25.36	\$30.05
182	\$30,096	\$36,924	\$43,753
Instructional Aide, Fine Arts (Mariachi) - 182			

Pay Grade 7

	Minimum	Midpoint	Maximum
	\$24.80	\$30.43	\$36.06
182	\$36,109	\$44,306	\$52,503
Certified Occupational Therapy Assistant - 182			

Clerical Support Pay Plan

Pay Grade 1

	Minimum \$12.00	Midpoint \$14.50	Maximum \$17.00
182	\$17,472	\$21,112	\$24,752
202	\$19,392	\$23,432	\$27,472
221	\$21,216	\$25,636	\$30,056
Clerk, File/Records Sp. Ed. – 182/202 Receptionist, Campus (High School) - 221		Receptionist, Child Nutrition Program-221	

Pay Grade 2

	Minimum \$13.45	Midpoint \$16.31	Maximum \$19.17
182	\$19,583	\$23,747	\$27,912
192	\$20,659	\$25,052	\$29,445
202	\$21,735	\$26,357	\$30,979
217	\$23,349	\$28,314	\$33,279
221	\$23,780	\$28,836	\$33,893
254	\$27,330	\$33,142	\$38,953
Clerk, Student Engagement – 193 Clerk, Assistant Principal H.S.- 202 Clerk, Assistant Principal M.S. – 202 Clerk, Attendance H.S.- 192 Clerk, Attendance M.S. - 192 Clerk, Campus H.S. - 202 Clerk, Counselor E.S.- 192 Clerk, Counselor H.S. – 202 Clerk, Counselor M.S. – 192/202 Clerk, Curriculum M.S. - 202 Clerk, Campus Mariposa Facility - 254 Student Engagement Specialist – 192		Clerk, Curriculum Specialist - 202 Clerk, Dean of Instruction M.S.– 202 Clerk, Liaison Attendance H.S. - 182 Clerk, Special Education (Campus) - 202 Liaison, Family Engagement - 217 Liaison, Parent/Community (Migrant) – 221 Migrant Recruiter - 221 Receptionist, Administration - 221 Receptionist, Business Office – 221 Specialist, Family Engagement – 217	

Pay Grade 3

	Minimum	Midpoint	Maximum
	\$14.80	\$17.94	\$21.08
202	\$23,917	\$28,991	\$34,065
212	\$25,101	\$30,426	\$35,752
221	\$26,166	\$31,718	\$37,269
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			

Pay Grade 4

	Minimum	Midpoint	Maximum
	\$16.14	\$19.56	\$22.98
202	\$26,082	\$31,609	\$37,136
221	\$28,536	\$34,582	\$40,629
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

	Minimum \$17.43	Midpoint \$21.12	Maximum \$24.81
202	\$28,167	\$34,130	\$40,093
212	\$29,561	\$35,820	\$42,078
221	\$30,816	\$37,340	\$43,864
226	\$31,513	\$38,185	\$44,856
254	\$35,418	\$42,916	\$50,414
Attendance Officer HS- 202 Bookkeeper Transportation- 221 Data Analyst – 221 Secretary, Academic Officer- 221 Secretary, Athletics- 221 Secretary, Bilingual- 221 Secretary, Career & Technology- 221 Secretary, Child Nutrition Services – 221 Secretary, Curriculum & Instruction- 221 Secretary, Campus (3-D Academy) – 221 Secretary, Campus (Elementary) – 212 Secretary, Campus (Middle School) – 221 Secretary, Custodial – 221 Secretary, Campus (Mariposa Facility) - 254 Secretary, Fine Arts – 221 Secretary, Maintenance- 221 Secretary, Special Education- 221 Secretary, Technology- 221 Secretary, Transportation- 221 Secretary, Federal/SCE Programs - 221 Secretary, Maintenance - 221 Secretary, Police Department - 221 Secretary, Purchasing - 221 Secretary, Testing/Evaluation - 221 Secretary, 21 st Century – 226 Secretary, DAEP Campus - 221			

Pay Grade 6

	Minimum \$18.67	Midpoint \$22.49	Maximum \$26.31
221	\$33,009	\$39,762	\$46,516
Clerk, Accounts Payable - 221 Clerk, Payroll - 221 Secretary, Principal HS – 221 Specialist, Child Nutrition - 221			

Pay Grade 7

	Minimum \$19.88	Midpoint \$23.95	Maximum \$28.02
202	\$32,126	\$38,703	\$45,280
221	\$35,148	\$42,344	\$49,539
Coordinator, PEP- 202 Specialist, Accounting Local - 221 Specialist, Accounting Business- 221 Specialist, Accounts Payable- 221 Specialist, Benefits- 221 Specialist, HR - 221 Specialist, Payroll- 221 Technician, Computer- 221 Technician, Help Desk - 221			

Pay Grade 8

	Minimum	Midpoint	Maximum
	\$22.26	\$26.82	\$31.38
221	\$39,356	\$47,418	\$55,480
Safety Representative – 221 Secretary, Asst. Superintendent- 221			Sr. Computer Technician - 221 Computer Technician Supervisor – 221 Cybersecurity Specialist - 221

Pay Grade 9

	Minimum	Midpoint	Maximum
	\$25.75	\$30.84	\$35.93
221	\$45,526	\$54,525	\$63,524
Network Technician - 221 Secretary, Superintendent- 221			Secretary, Board of Trustees - 221

Auxiliary Pay Plan

Pay Grade 1

	Minimum \$11.00	Midpoint \$13.50	Maximum \$16.00
185	\$16,280	\$19,980	\$23,680
187	\$16,456	\$20,196	\$23,936
253	\$22,264	\$27,324	\$32,384
Bus Aide- 185 Bus Aide (Year Round) - 253 Cafeteria Worker – 187 Custodian - 253			
AUXILIARY SUBSTITUTES:			\$10.00
BUS DRIVER SUBSTITUTES:			\$13.00

Pay Grade 2

	Minimum \$11.77	Midpoint \$14.44	Maximum \$17.11		
182	\$17,137	\$21,025	\$24,912		
185	\$17,420	\$21,371	\$25,323		
187	\$17,608	\$21,602	\$25,597		
253	\$23,822	\$29,227	\$34,631		
<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> Cafeteria, Driver – 187 Clerk/Driver, Warehouse- 185 Custodian, Assistant Head – 253 Maintenance, General - 253 </td> <td style="width: 50%; vertical-align: top;"> Mail Runner - 253 Non-CDL Driver/Bus Aide, 185 Security Officer, Campus- 182, 187 Security Officer, Night- 253 Worker, Warehouse- 253 </td> </tr> </table>				Cafeteria, Driver – 187 Clerk/Driver, Warehouse- 185 Custodian, Assistant Head – 253 Maintenance, General - 253	Mail Runner - 253 Non-CDL Driver/Bus Aide, 185 Security Officer, Campus- 182, 187 Security Officer, Night- 253 Worker, Warehouse- 253
Cafeteria, Driver – 187 Clerk/Driver, Warehouse- 185 Custodian, Assistant Head – 253 Maintenance, General - 253	Mail Runner - 253 Non-CDL Driver/Bus Aide, 185 Security Officer, Campus- 182, 187 Security Officer, Night- 253 Worker, Warehouse- 253				

Pay Grade 3

	Minimum	Midpoint	Maximum
	\$12.94	\$15.88	\$18.82
182	\$18,841	\$23,121	\$27,402
253	\$26,191	\$32,141	\$38,092
Custodian, Head ES- 253 Groundskeeper, Stadium- 253 Daytime Supervisor, Security - 182			Night Supervisor, Security- 253 Parts Clerk- 253 Groundskeeper/General Maint - 253 Deep Cleaning Specialist – 253

Pay Grade 4

	Minimum	Midpoint	Maximum
	\$14.24	\$17.47	\$20.70
187	\$21,303	\$26,135	\$30,967
253	\$28,822	\$35,359	\$41,897
Cafeteria, Manager AEP/3D- 187 Cafeteria, Manager ES- 187 Custodian, Head Secondary- 253			Inventory Clerk/Dispatcher- 253 Oil Lube/Mechanic- 253 Lead Grounds Keeper- 253

Pay Grade 5

	Minimum	Midpoint	Maximum
	\$15.17	\$18.61	\$22.05
187	\$22,694	\$27,841	\$32,987
253	\$30,704	\$37,667	\$44,629
Cafeteria, Manager MS – 187 Painter - 253			

Pay Grade 6

	Minimum	Midpoint	Maximum
	\$16.38	\$20.10	\$23.82
187	\$24,504	\$30,070	\$35,635
221	\$28,960	\$35,537	\$42,114
253	\$33,153	\$40,682	\$48,212
Auto Body Repair - 253 Cafeteria, Mgr HS – 187 Carpenter - 253 Welder - 253			Clerk, Fixed Assets - 221 Route Dispatcher - 253 Vehicle Mechanic, White Fleet- 253 Dispatcher - 221 (Police Department) Landscaping/Irrigation Technician - 253

Pay Grade 7

	Minimum \$18.05	Midpoint \$22.01	Maximum \$25.97
221	\$31,912	\$38,914	\$45,915
253	\$36,533	\$44,548	\$52,563
Electrician (Journeyman)- 253 HVAC Technician- 253 Locksmith- 253		Plumber- 253 Technician, Audio/Sound- 221 Technician, Waste Water- 253	

Pay Grade 8

	Minimum \$20.12	Midpoint \$24.54	Maximum \$28.96
182	\$29,295	\$35,730	\$42,166
207	\$33,319	\$40,638	\$47,958
221	\$35,572	\$43,387	\$51,201
253	\$40,723	\$49,669	\$58,615
Coordinator, Inst Materials - 221 Coordinator, Pest Control - 253 Electrician (Certified)- 253 Electrician (Master)- 253 HVAC Technician (Licensed)- 253 Plumber (Master)- 253 Police Officer- 182, 207, 221		Supervisor, Custodial- 253 Supervisor, Asst. Warehouse- 221 Supervisor, Warehouse (CNP)- 221 Transportation, Shop Foreman- 253 Vehicle Mechanic - Diesel - 253 Police Officer, Investigator- 221 Maint. Project Manager - 221	

Pay Grade 9

	Minimum \$24.05	Midpoint \$29.33	Maximum \$34.61
221	\$42,520	\$51,855	\$61,190
253	\$48,677	\$59,364	\$70,051
Supervisor, Maintenance – 253 Supervisor, Transportation -253		Police Sergeant - 221	

Pay Grade BD

	Minimum \$14.75	Midpoint \$17.99	Maximum \$21.23
185	\$21,830	\$26,625	\$31,420
253	\$29,854	\$36,412	\$42,970
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 5th) 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.

Percent of LEP Students Served	Amount Qualified For
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**Master's Degree**

Teachers with degree major in the area of teaching assignment or in Teacher Leadership (Degrees in Educational Administration, Educational Leadership, Curriculum & Instruction, Diagnostician, etc. do not qualify.) 3,000.00

Master Technology Trainers (Campus Based)

500.00

National Board Certified

Classroom teacher of record who is National Board Certified. 3,000.00

Doctorates

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

Regular English Language Arts, Math, Science, and Social Studies Teacher who is paired with a Special Education or ESL Co-Teacher or Special Education Instructional Aide at the Middle School 1,000.00

Athletic Academic Liaison (College Readiness) - High School 5,000.00

Mentor Teachers

600.00

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. 1,000.00

State Accountability Stipend

1,000.00

For a principal in good standing and whose campus is reported to have “Met Standard” or “Met Alternative Standard” in the Texas Education Agency Department of Assessment and Accountability Division of Performance Reporting – Accountability Ratings. (paid in December each school year)

A Rating Campus

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

Turnaround Principal Stipend (as assigned)

400.00

Wellness Program Campus Facilitator

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

Graphics Design 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, Strategist, Inst. Coach \$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, Group Act & One Act Play)	Ready Writing
Informative Speaking	**Composite Science: (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
Volleyball				
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
Basketball				
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
Soccer				
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
Baseball				
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
Softball				
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 th 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. The teacher must be in good standing and could not have been absent due to administrative leave at any point during the semester.

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"> • Teacher Certified • College Student (48 + hours) 	\$25.00 \$10.00	\$30.00 \$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 (1st-12th), 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

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

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

Middle School Game Workers	Clock Operator	Teams Sports in Middle School	A & B Games \$20.00 per game C Games \$15.00
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***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.

If approved by TEA, Cohort D campuses will be included as well during the 2021-2022 school year. Cohort D campuses consist of all 23 Donna ISD schools with the exception of the Mariposa Facility.