

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

FACULTY  
SELECTION -  
UNIVERSITY  
INTERSCHOLASTIC  
LEAGUE  
SPONSORSHIP

The principal of a school in which District approved University Inter-scholastic League competition is offered will provide an announcement of the need for faculty sponsors. The announcement will specify the UIL event, desired qualifications, a brief description of the duties and amount of reimbursement, if any.

Interested faculty members may apply to the principal for such announced positions.

The principal may select from the applicants or set up committee to interview applicants.

The principal will nominate a person for selection and recommend that person to the Department of Human Resources for approval.

PERSONNEL  
COMPENSATION  
FOR CAMPUS  
INTERSESSION  
ACTIVITIES

Campus staff assigned to teach intersession and/or summer school activities (remediation, enrichment or tutoring) and other tutorial assignments will be compensated based on registered and approved hours in the time clock system. The submission of a time sheet to the Department of Financial Services. The staff member must clock in and out to record the type of activity, dates and hours worked. In order for payment to be made to the employee, the campus administrator must electronically approve the timesheet to indicate his/her verification that the services have been rendered as indicated on the time sheet and the time clock segments are assigned an appropriate account number. The time sheets will then be processed by the Department of Financial Services by the cut-off date for each pay period for processing and payment.

SUPPLEMENTAL  
PAY

The following stipends approved in Board policy DEA, **Supplemental Pay**, will be disbursed as follows:

1. All coaching, athletic, performing arts, bilingual, and special education stipends will be pro-rated and paid each month.
2. In addition, the following stipends and all travel allowances will be pro-rated and paid each month from the beginning of the school year:

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NJROTC	Gifted and Talented Coordinator
Cheerleaders (all levels)	Newspaper (High School)
Yearbook (High School)	
Speech/Debate	Department Head
Professional Expense and Travel Allowance	One Act Play Director Math and Science
Band Director	Assistant Band Director
Choir Director	Performing Dance
Theater	

3. Stipends for activities listed below will be paid in a lump sum in the end-of-month May payroll:

Literary Magazine (all levels)	High Q
National Honor Society	Destination Imagination (all levels)
Literary Anthology	Academic Decathlon
Safety Patrol	
Spelling Bee	Art Show
Science Fair	Yearbook
(all levels)	(Elem. & Mid. School)
Career & Technology Student Organization	One Act Play Dist. Coordinator
Newspaper (Middle School)	One-Act Play Asst. Director
Academic UIL Stipends	NJHS
Student Council	Mentor Teacher
(High School, MS, Pre K-8)	(ACP Only)
Mother/Daughter	
District Operations/Child Nutrition Services	
(Work Related Footwear)	

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Mentor Principal

Teacher of the Year

Principals will identify sponsors for all activities listed above and notify the Department of Human Resources. Notification for sponsors of the activities listed in number two above shall be received by July 1<sup>st</sup> of each year and for number three above no later than April 15<sup>th</sup> of each year.

Career and Technology stipends will be paid upon notification from the Director of Career and Technology.

State Compensatory Ed Instructional Coaches are not eligible for a Math, Science, or Bilingual stipend if they are not considered the Teacher of record. Any other stipends will not be approved if it interferes with the main function of the Instructional Coach.

Identification of coaches will be made through the cooperative efforts of the principals and the Athletics Director. Notification shall be sent to the Department of Human Resources by July 1<sup>st</sup> of each year.

Special Note: All supplemental pay/stipends are subject to student enrollment and/or program funding.

ATHLETIC STIPENDS **HIGH SCHOOL:**

<b>Stipend Amount</b>	<b>Stipends per Location</b>	<b>Annual</b>
Athletic Trainers	(2)	\$ 14,000
Athletic Coordinator	(1)	\$ 5,000
Football		
Head Coach	(1)	\$ 12,500
<i>*Spring Football Head Coach</i>	(1)	\$ 2,250
Varsity Assistant	(2)	\$ 8,000
Defensive Coord (1)		\$ 9,000
Offensive Coord (1)		\$ 9,000
<i>*Spring Football Assistant Coach</i>	(10-13)	\$ 1,500
Assistant Coach	(4)	\$ 8,000
9 <sup>th</sup> Grade Coach	(3-5)	\$ 7,000

*\*will be paid after successfully completing Spring Football*

**Basketball**

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Head Coach	(1) Boys	\$ 8,000
Head Coach	(1) Girls	\$ 8,000
Assistant Coach	(1) Boys	\$ 3,900
Assistant Coach	(1) Girls	\$ 3,900
9 <sup>th</sup> Grade Coach	(1) Boys	\$ 3,500
9 <sup>th</sup> Grade Coach	(1) Girls	\$ 3,500
<b>Volleyball</b>		
Head Coach	(1)	\$ 7,000
Varsity Assistant	(1)	\$ 3,900
9 <sup>th</sup> Grade Coach	(1)	\$ 3,500
<b>Softball</b>		
Head Coach	(1)	\$ 6,400
Assistant Coach	(2)	\$ 3,900
Developmental Coach	(1)	\$ 2,700
<b>Baseball</b>		
Head Coach	(1)	\$ 6,400
Assistant Coach	(2)	\$ 3,900
Developmental Coach	(1)	\$ 2,700
<b>Soccer</b>		
Head Coach	(1) Boys	\$ 6,500
Head Coach	(1) Girls	\$ 6,500
Assistant Coach	(1) Boys	\$ 3,900
Assistant Coach	(1) Girls	\$ 3,900
Developmental Coach	(1) Boys	\$ 3,000
Developmental Coach	(1) Girls	\$ 3,000
<b>Cross Country</b>		
Head Coach	(1)	\$ 5,000
Assistant Coach	(1)	\$ 3,500
<b>Tennis</b>		
Head Coach	(1)	\$ 7,500

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Assistant Coach	(1)	\$ 3,900
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**Track**

Head Coach	(1)	\$ 7,000
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Assistant Coach	(4)	\$ 3,900
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**Wrestling**

Head Coach	(1)	\$ 5,500
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Assistant Coach	(1)	\$ 2,800
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**Golf**

Coach	(1)	\$ 4,800
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**Swimming**

Head Coach	(1)	\$ 4,500
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Assistant Swimming	(1)	\$ 2,500
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**MIDDLE SCHOOL and PK – 8 Campuses:**

Athletic Coordinator	(1)	\$ 3,000
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**Football**

Head Coach	(1)	\$ 3,250
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Assistant Coach	(4)	\$ 2,500
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**Track**

Head Coach	(1)	\$ 1,800
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Assistant Coach	(3)	\$ 1,500
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**Basketball**

A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Boys	\$ 2,000
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A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Girls	\$ 2,000
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B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Boys	\$ 2,000
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B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Girls	\$ 2,000
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**Volleyball**

A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup>	\$ 2,000
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B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup>	\$ 2,000
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**Baseball**

Coach	(2)	\$ 1,500
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	<b>Cross Country</b>		
	Coach	(1)	\$ 2,000
	<b>Soccer</b>		
	Coach	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Boys	\$ 1,500
	Coach	(2) 7 <sup>th</sup> & 8 <sup>th</sup> , Girls	\$ 1,500
	<b>Softball</b>		
	Coach	(2)	\$ 1,500
	<b>HIGH SCHOOL:</b>		
PERFORMING ARTS STIPENDS	Band Director	(1)	\$ 11,000
	Assistant Band Director	(2)	\$ 6,000
	Choir Director	(1)	\$ 5,000
	Performing Dance Group	(1)	\$ 5,000
	Flags	(1)	\$ 5,000
	Varsity Cheerleaders	(1)	\$ 4,500
	JV Cheerleaders	(1)	\$ 2,250
	Grade 9 Cheerleaders	(1)	\$ 2,250
	Theater Director	(1)	\$ 4,500
	Assistant Theater Di- rector	(1)	\$ 2,000
	*Orchestra Director	(1)	\$ 5,000
	One Act Play Director	(1)	\$ 1,500
	One Act Play Assistant Director	(1-2)	\$ 750
	One Act Play Coordinator	(1)	\$ 750
	Guitar	(1)	\$ 3,000
	Drill Team	(2) Armed & Unarmed	\$ 1,000
	Color Guard	(1)	\$ 1,000

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Rifle Team	(1)	\$ 1,000
Pistol Team	(1)	\$ 1,000
Honor School Award	(3)	\$ 2,500
Mariachi Director	(1)	\$ 5,000

**MIDDLE SCHOOL:**

Band Director	(1)	\$ 4,000
Assistant Band Director	(1)	\$ 3,000
*Orchestra Director	(1)	\$ 3,700
Choir Director	(1)	\$ 3,700
Cheerleader 7/8	(2)	\$ 1,750
One Act Play Director	(1)	\$ 1,000
*Mariachi Director	(1)	\$ 2,200

**ELEMENTARY SCHOOL: (Combo or Pk-8)**

Assistant Band Director	(1)	\$ 3,000
Choir	(1)	\$ 3,700

\*Employees serving as High School or Middle School Orchestra or Mariachi Director will be eligible to receive both full stipends.

**SPECIAL TEACHING SUPPLEMENTS:**

Adapted Physical Education	\$ 1,500
AP (Per Section) [# of sections] 75% passing	\$ 200
Alternative	\$ 1,000
Itinerant Teacher for the Auditorially Impaired	\$ 5,000
Behavior Intervention Class (BIC)	\$ 2,000
Bilingual	\$ 2,000
Bilingual/ESL Facilitator	\$ 1,500
Culinary Arts	\$ 1,000

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CTE Advanced Academies (Libertas, Health, Synergi4, Aztec, Architecture, SATA, Sparta)	\$ 15,000
Dual Credit (Per Section) 75% passing	\$ 200
Early Childhood, Special Education	\$ 1,500
Homebound	\$ 1,500
Libertas Instructor (2)	\$ 10,000
LOTE (2) per District	\$ 3,000
Mathematics (grades 7-12)	\$ 3,000
Mathematics WIN (grades 6-8)	\$ 3,000
Psychologist/Associate Psychologist	\$ 1,000
Special Ed Specialized Support/Co-Teaching	\$ 1,500
Special Ed FLS	\$ 2,000
Special Ed Multi-handicap	\$ 2,000
Special Ed Nurse	\$ 1,500
Special Ed SC	\$ 1,500
Science (grades 7-12)	\$ 1,000
Science WIN (grades 6-8)	\$ 1,000
Special Ed Strategist	\$ 1,500
Itinerant Teacher for the Visually Impaired	\$ 5,000
Transition Services Coordinator	\$ 1,500
Vocational Adjustment Coordinator	\$ 1,500
Vocational Instructors – Contestants	\$ 600
WIN Academy	\$ 6,500

Employees serving both Bilingual and Special Ed students and are certified in both areas will be eligible for both stipends (prorated where applicable).

**Department Heads**

*High School Department Heads/Instructional Content Coaches  
(Number of teachers/counselors in departments/combined  
departments, including department heads).*



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Department Heads who serve as core subject teachers are eligible for an additional planning period. (Includes CTE Department Chairs)

3-5 teachers in department	\$ 600
6-9 teachers in department	\$ 900
10+ teachers in department	\$ 1,200

*Middle School Department Heads (The content areas that qualify to receive the department head stipends are: Reading, English, Mathematics, Science, Social Studies, and Elective Teachers)*

3-5 teachers in department	\$ 600
6-9 teachers in department	\$ 900
10+ teachers in department	\$ 1,200

**High School Head Counselor (1)**  
(use criteria for department heads)

**University Interscholastic League (UIL)**

UIL per position

Elementary	\$ 400
Middle School	\$ 500
High School	\$ 550

UIL Campus Coordinator (academics)

Elementary	\$ 600
Middle School	\$ 750
High School	\$ 1,000

UIL District Coordinator (Elem. Mid. or H.S.) \$ 750

Gifted and Talented (2) High School (1) Middle School

Coordinator (2) Pre-K 8 (1) Elementary \$ 1,000

Career & Technology Student Organization Sponsor \$ 1,000

National Technical Honor Society (1 per sponsor) \$ 600

Library Instructional Team  
(1 per feeder pattern) \$ 1,500

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***\*Other Academic Assignments***

<b><i>High School:</i></b>	<b>Stipends per Location</b>	<b>Annual Amount</b>
Mock Trial	(1)	\$ 1,500
Newspaper	(1)	\$ 1,500
Yearbook	(1)	\$ 2,200
Speech/Debate	(1)	\$ 2,200
High Q	(1)	\$ 2,000
National Honor Society	(1)	\$ 600
Destination Imagination	(2)	\$ 1,000
Literary Anthology (Magazine completion required)	(1)	\$ 1,000
Academic Decathlon	(1) per Discipline	\$ 2,500
Robotics	(1)	\$ 550
Science Fair	(1)	\$ 625
Student Council	(1)	\$ 1,000
Student Activities Director	(1)	\$ 6,000
Summer Student Activities Director	(1)	\$ 1,000
Art Show	(2-5)	\$ 500
Theater Technical Support	(1-3)	\$ 1,500
Visual Arts Competitions	(2-5)	\$ 1,000
<b><i>Middle School &amp; Pre-K-8:</i></b>		
Newspaper	(1)	\$ 750
Yearbook	(1)	\$ 750
Destination Imagination	(2)	\$ 1,000
Science Fair	(1)	\$ 625
Student Council	(1)	\$ 550
NJHS	(1)	\$ 600
Spelling Bee	(1)	\$ 550

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Art Show	(2-5)	\$ 500
Literary Anthology (Middle) (Magazine completion required)	(1)	\$ 1,000
Robotics	(1)	\$ 550
Literary Anthology (Pre-K-8) (Magazine completion required)	(2)	\$ 1,000
Visual Arts Competition	(2-5)	\$ 1,000
<b><i>Elementary School:</i></b>		
Literary Anthology (Magazine completion required)	(1)	\$ 1,000
Destination Imagination	(2)	\$ 1,000
Science Fair	(1)	\$ 625
Spelling Bee	(1)	\$ 400
Math Bee	(1)	\$ 400
Art Show	(1)	\$ 500
Safety Patrol	(1)	\$ 300
Yearbook	(1)	\$ 400
NJHS	(1)	\$ 600
Robotics	(1)	\$ 550
Visual Arts Competition	(1)	\$ 1,000

PROFESSIONAL  
STIPENDS

PRINCIPALS	PK-8 School Principals	\$ 2,000
	Middle School Principals	\$ 2,000
ASSISTANT PRINCIPALS	Middle School Assistant Principals	\$ 1,500
	High School Assistant Principals	\$ 2,000

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PROFESSIONAL STIPENDS	Clinical Nurse (Employee Clinic)	\$15,000
	Physician Stipend	\$12,000
	Mentor Principal	\$ 1,000
	Mentor Teacher	\$ 500
	Teacher of the Year District Winners	\$ 1,000
	Teacher of the Year-Elite Finalists	\$ 250

PROFESSIONAL  
EXPENSE/TRAVEL  
ALLOWANCES

**Monthly Amount**

Adapted Physical Education Teacher	\$ 174
Assistant Director of Special Education	\$ 174
Assistant Director of State and Federal Programs	\$ 174
Assistant Director of Athletics	\$ 174
Assistant Director of Fine Arts	\$ 174
Assistant Principal: Elementary School	\$ 87
Assistant Principal: High School or Middle School	\$ 116
Cabinet Members	\$ 250
Certified Occupational Therapy Assistant	\$ 174
Claims Officer	\$ 87
Clinic Manager	\$174
CNS Specialist	\$ 87
CNS Supervisor/Trainer	\$ 174
Video Production Specialist	\$ 174
Construction Officer (w/o district vehicle)	\$ 116
Coordinator Advanced Academics	\$174
Coordinator Benchmark	\$87
Coordinator: Athletics HS	\$ 174
Coordinator: Bilingual	\$ 174
Coordinator: Certifications	\$ 87
Coordinator: Compensation	\$ 87

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Coordinator: District Testing	\$ 87
Coordinator: Employee Benefits/Risk Management	\$ 87
Supervisor: Accounts Payable	\$ 87
Family Literacy Program	\$ 174
Coordinator: Maintenance (w/o district vehicle)	\$ 116
Coordinator: Marketing Sales	\$ 174
Coordinator: Position Control	\$ 87
Coordinator: Sports Program	\$ 87
Coordinator: Teacher Induction Program	\$ 174
Specialist Title I	\$ 174
Coordinator: Vocational Adjustment	\$ 174
Coordinators (Other)	\$ 116
Technology Manager	\$ 174
Directors	\$ 174
Library Svcs Coord	\$ 174
District Vocational Assessment Clerk	\$ 174
DoDEA Military Liaison	\$ 87
Educational Diagnostician	\$ 174
Educator Quality Consolidated Grant Admin.	\$ 116
Emergency Operations Plan Manager	\$ 174
Coordinator: Employee	\$ 174
Relations Facilitator CTE	\$ 174
Facilitator Bilingual	\$ 174
Financial Operations Admin	\$ 174
Grant Writer	\$ 116
Homebound Teacher	\$ 174
H.R. Records Manager	\$ 58
Internal Auditor	\$ 116
Itinerant Counselor	\$ 87

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Itinerant Nurse	\$ 174
Itinerant Teacher	\$ 87
Job Placement Coordinator	\$ 174
Juvenile Case Manager	
Licensed Specialist in School Psychology	\$ 174
Manager of District Nurses	\$ 174
	\$ 174
Meal Application Specialist	\$ 87
Media Technician	\$ 174
Medical Services Clerk	\$ 174
Music Therapist	\$ 174
Network Specialist	\$ 174
Occupational Therapist	\$ 174
Payroll Manager	\$ 87
Pharmacist	\$ 174
Physician	\$ 174
Physical Therapist (Licensed & Asst)	\$ 174
Principal: Elementary	\$ 116
Principal: High School	\$ 174
Principal: Middle School	\$ 145
Program Evaluator	\$ 174
Psychologist	\$ 174
Public Relation Specialist	\$ 116
Purchasing/Bid Agent	\$ 87
Safety Officer	\$ 174
School Improvement and Leadership Dev. Ofcr.	\$ 174
Senior Communication Specialist	\$ 174
Senior Graphic Artist	\$ 87
Special Education Clerk	\$ 174
Special Education Counselor	\$ 174
Specialist DOL/Time Clock	\$ 174

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Speech Language Pathologist (Assigned to multiple campuses-excluding combo schools)	\$ 174
Speech Language Pathologist (Special Ed Department)	\$ 174
Staff Accountant	\$ 87
Staff Writer	\$ 174
Instructional Officer	\$ 174
Special Ed Strategist	\$ 174
Teacher Induction Program Facilitator	\$ 174
Teacher on Special Assignment/Instructional Specialist (Multiple Campuses)	\$ 174
Technology System Administrator	\$ 174
Technology Communication Specialist	\$ 87
Technology Software Engineer	\$ 174
Technology or Information Services Team Leader	\$ 174
Technology Hardware/Specialist	\$ 87
Tech Coord Business/Peims	\$ 174
Technician Security Safety	\$ 87
Telephone Network Specialist	\$ 174
Job Coach	\$ 174
Transitional Services Coordinator	\$ 174
Itinerant Teacher for the Visually Impaired/ Auditorially Impaired	\$ 174

Additional Travel Expense Allowances

Maintenance and Operations Administrative Staff (w/o district vehicle; involved in the oversight of District's new construction)	\$ 174 per month
All Pay Block 101 personnel (unless otherwise specified)	\$ 87 per month

Travel Reimbursement: Other employees traveling in behalf of the District will be reimbursed at a rate established by the Texas Education Agency. All travel reimbursements must be approved by the employee's supervisor.

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**Cellular Phone Stipends** [See CPAC (REGULATION)]

Cabinet Members	\$ 75 per month
Principals, Directors, and Other	\$ 50
Professional Employees (Cabinet Members will designate	per month

**SUBSTITUTES SALARY TABLE**

**Certification**

**DAILY RATE**

60 Hours Associates to Degreed	\$ 75
Degreed (Bachelors or higher from an accredited university)	\$ 100
Certified Teacher	\$ 135
Retired Teachers	\$ 135
Long-Term	\$135
Priority Substitute Teacher	\$135
Pharmacist (Substitute)	\$ 463.80
Pharmacist Technician (Substitute)	\$ 125.44
Physician Assistant (Substitute)	\$ 377.07
Speech Language Pathologist (Substitute)	\$ 55/hr.
Substitute Certified Teacher (Temporary Assignment)	\$ 235
Certified Medical Assistant (Substitute)	\$ 126
LVN (Substitute)	\$ 175
Registered Nurse (RN) (Substitute)	\$ 225
***Counselor	\$ 125

\*Substitute teachers will no longer be limited in the number of days/hours worked per month.

\*\*Retired Teachers that are substitute teachers will continue to follow all TRS rules for substituting.

\*\*\*Long Term Counselors must be requested through the Department of Guidance and Counseling



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**TEMPORARY EMPLOYEES STARTING RATES**

Positions	Hourly Rate
Temporary Cross Guard	\$7.25
Temporary Cafeteria Monitor	\$7.25
TRS Temporary Cross Guard	\$7.25
TRS Temporary Cafeteria Monitor	\$7.25
Temporary Instructional Aide (TIA)	\$16.41
Temporary PK Support	\$12.08
High School Student Worker/Tutor	\$7.25
College Student Worker/Tutor	\$8.00

**LIFEGUARD AND AQUATIC ENTRY LEVEL PAY**

Positions	Hourly Rate
Lifeguard	\$10.00
Aquatic Instructor	\$9.00

**ADULT BASIC EDUCATION INSTRUCTOR**

Positions	Hourly Rate
ABE Instructor	\$25.00
ABE Instructor Professional Development	\$12.50
CTE Teachers teaching Adult Ed Classes	\$30.00

**CO-OP COLLEGE STUDENT/COACH**

Positions	Annual Amount
Cross Country	\$ 1,000
Soccer	\$ 1,000
Softball	\$ 1,000

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Baseball	\$ 1,000
Track-Assistant	\$ 1,000
Track-Head	\$ 1,200
Volleyball	\$ 1,700
Basketball	\$ 1,700
Cheerleading	\$ 1,500
Football-Assistant	\$ 2,300
Football-Head	\$ 2,700

Co-op college student/coach stipends above are paid an hourly rate and cannot exceed the maximum annual amount for the appropriate stipend.

**Summer Sessions Coaching Stipend (2 Sessions – High School)  
(Maximum 10 coaches per session, per campus)**

- \$ 375 / session

**Lead Custodian**

- Employee must be designated by Maintenance and Operations  
\$2,000 annually

**CNS Technicians/Couriers (Work Related Steel Toe Footwear Stipend)**

- \$100.00

**CNS Kitchen Staff (Shoe Stipend)**

- \$40.00

**CNS Food Management Certification Reimbursement**

- \$40.00

**Mechanics(Transportation) (Work Related Steel Toe Footwear Stipend)**

- \$100.00

**Registered Nurse Service Credit Guidelines**

Credit for prior service outside the field of education for Registered Nurses shall be granted according to the following guidelines (the guidelines are based on the Registered Nurse years of service credit within the perspective field):

- Registered Nurse licensure within the United States and a current Texas license
- Full-time employment as defined by former employer
- Registered Nurse licensure within the United States prior to any

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employment outside the United States (ex: an RN who received her license within the U.S. and subsequently worked in a foreign country)

- Part-time employment credit within the United States will be taken on a case-by-case basis

**Registered Nurse Service Credit Scale:**

- 0 to 2 years employment outside the field of education = no (0) years of service credit
- 3 to 4 years employment outside the field of education = one (1) year of service credit
- 5+ years employment outside the field of education = three (3) years of service credit

EXTRA DUTY PAY

Professionals Only — Before and after school duties worked within the work calendar (intersession for fall and spring) \$30.00 per hour

**\*Summer School**

All Professionals \$40.00 per hour

Nurse/Sub-Nurse \$40.00 per hour

Nurse (During a catastrophe) \$40.00 per hour

Teacher-Intersession/Summer School (During a catastrophe) \$40.00 per hour

Other Duties (Non-Student Related) \$30.00 per hour

\*Duties worked outside the contract

Sp. Ed. Instructional Assistants (EYS) \$21.50 per hour

Paraprofessionals Hourly Rate

Staff/Curriculum Development or Planning (Mandatory) Daily Rate

Staff/Curriculum Development or Planning (Voluntary) Full Day (\$100.00)

4+ hours worked =Full Day Half Day (\$50.00)

Less than 4 hours worked =Half Day

CNS Managers Hourly Rate

(Intersession/Summer Meal)

\*\*Transportation Summer Work

Work hours performed outside the regular workdays (as outlined in the transportation calendar) shall be paid at the minimum rate of the assigned job. Bus drivers and bus monitors may work the following jobs during the summer:

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- Custodian
- Craft Helper
- Warehouse I
- CNS Worker I
- Transportation Shop Helper
- Other (As assigned by the Supervisor)

\*\* Any job performed that is not identified on a pay family will be paid at \$10.50/hour. All summer jobs must be approved by the supervisor.

Approved:  
Marta Carmona, Interim Superintendent  
June 4, 2021

Board Committee Review:  
July 12, 2021