

**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:

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

NJROTS	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 (all levels)	Yearbook (Elem. & Mid. School)
Career & Technology Student Organizations	One-Act Play District Coordinator
Newspaper (Middle School)	One-Act Play Asst. Director

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Academics UIL Stipends	NJHS
Student Council (High School, MS, Prek-8)	Mentor Teacher (ACP Only)
Mother/Daughter	
District Operations/Child Nutrition Services (Work Related Footwear)	
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 1st of each year and for number three above no later than April 15th 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 1st of each year.

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

**Athletic Stipends**

High School:

Stipend Amount	Stipends per Location	Annual
Athletic Trainers	2	\$14,000
Athletic Coordinator	1	\$5,000
<b>Football</b>		
Head Coach	1	\$12,500

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

*Spring Football Head Coach	1	\$2,250
Varsity Assistant	2	\$8,000
Defensive Coordinator	1	\$9,000
Offensive Coordinator	1	\$9,000
*Spring Football Assistant Coach	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		
<b>Basketball</b>		
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

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

<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
Assistant Coach	1	\$3,900
<b>Track</b>		

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Head Coach	1	\$7,000
Assistant Coach	4	\$3,900
Wrestling		
Head Coach	1	\$5,500
Assistant Coach	1	\$2,800
Golf		
Coach	1	\$4,800
Swimming		
Head Coach	1	\$4,500
Assistant Coach	1	\$2,500
Middle School and PK-8 Campuses:		
Athletic Coordinator	1	\$3,000
Football		
Head Coach	1	\$3,250
Assistant Coach	4	\$2,500
Track		
Head Coach	1	\$1,800
Assistant Coach	3	\$1,500
Basketball		
A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> Boys	\$2,000
A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> Girls	\$2,000
B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> Boys	\$2,000

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup> Girls	\$2,000
Volleyball		
A-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup>	\$2,000
B-Level	(2) 7 <sup>th</sup> & 8 <sup>th</sup>	\$2,000
Baseball		
Coach	2	\$1,500
Cross Country		
Coach	1	\$2,000
Soccer		
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
Softball		
Coach	2	\$1,500

**Performing Arts  
Stipends**

High School:

High School		
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 Cheer- leaders	1	\$4,500
JV Cheerlead- ers	1	\$2,250

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Grade 9 Cheerleaders	1	\$2,250
Theater Direc- tor	1	\$2,000
Assistant The- ater Director	1	\$2,000
*Orchestra Di- rector	1	\$5,000
One Act Play Director	1	\$1,500
One Act Play Assistant Di- rector	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
Rifle Team	1	\$1,000
Pistol Team	1	\$1,000
Honor School Award	3	\$2,500
Mariachi Di- rector	1	\$5,000
Middle School		
Band Director	1	\$4,000
Assistant Band Director	1	\$3,000
*Orchestra Di- rector	1	\$3,700
Choir Director	1	\$3,700



COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Cheerleader 7/8	2	\$1,750
One Act Play Director	1	\$1,000
*Mariachi Di- rector	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 Or- chestra 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
Architecture Instructor Aztec Archi- tecture Academy		\$10,000
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
CTE Advances Academies (Libertas, Health, Synergi4, Aztec, Architecture, SATA, Sparta)		\$15,000
Dual Credit (Per Section) 75% pass- ing		\$200
Early Childhood, Special Education		\$1,500
Homebound		\$1,500

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

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
Reading Academy (Will be paid out in 2 payments of \$500; identified by Academics)	\$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 Instructor	\$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	

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

<p><i>High School Department Heads/Instructional Content Coaches (Number of teachers/counselors in departments/combined departments, including department heads).</i></p> <p>Department Heads who serve as core subject teachers are eligible for an additional planning period. (Includes CTE Department Chairs)</p>	
3-5 teacher in department	\$600
6-9 teachers in department	\$900
10+ teachers in department	\$1,200
<p><i>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)</i></p>	
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	\$400
Elementary	\$500
Middle School	\$550
UIL Campus Coordinator(academics)	
Elementary	\$600
Middle School	\$750
High School	\$1,000
UIL District Coordinator (Elem/Mid./HS)	\$750
Gifted and Talented Coordinator (2) HS (1) MS (2) PK-8 (1) Elementary	\$1,000

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Career & Technology Student Organization Sponsor	\$1,000
National Technical Honor Society (1 per sponsor)	\$600
Library Instructional Team (1 per feeder pattern)	\$1,500

\*Other Academic Assignments

High School	Stipends per Location	Annual Amount
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

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Art Show	2-5	\$500
Theater Technical Support	1-3	\$1,500
Visual Arts Competitions	2-5	\$1,000
Middle School & PK-8:		
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
Art Show	2-5	\$500
Literary Anthology (Middle) (Magazine completion required)	1	\$1,000
Robotics	1	\$550
Literary Anthology (PK-8) (Magazine completion required)	2	\$1,000
Visual Arts Competition	2-5	\$1,000
Elementary Schools		
Literary Anthology (Magazine completion required)	1	\$1,000

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

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**

<b>Principals</b>	
Campus Excellence Stipend (as assigned)	\$13,000
PK-8 School	\$2,000
Middle School	\$2,000
<b>Assistant Principals</b>	
Middle School	\$1,500
High School	\$2,000
<b>Professional Stipends</b>	
Clinical Nurse (Employee Clinic)	\$15,000
Physician (Amount to be paid per provider)	\$12,000
Mentor Principal	\$1,000
Mentor Teacher	\$500
Teacher of the Year District Winner	\$1,000
Teacher of the Year-Elite Finalists	\$250

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Monthly Amount:

**Professional  
Expense Travel  
Allowance**

Allowance	Monthly
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
Asst. Principal: Elementary	\$87
Asst. Principal: HS or MS	\$116
Cabinet Members	\$250
Certified Occupational Therapy Assistant	\$174
Claims Officer	\$87
Clinic Manager	\$174
Clinic Nurse Practitioner/Physician Asst	\$174
CNS Specialist	\$87
CNS Supervisor/Trainer	\$174
Coordinator: Advanced Academics	\$174
Coordinator: Athletics HS	\$174
Coordinator: Benchmark	\$87
Coordinator: Bilingual	\$174
Coordinator: Certifications	\$87
Coordinator: Compensation	\$87
Coordinator: District Testing	\$87

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Coordinator: Employee Relations	\$174
Coordinator: Employee Benefits/Risk Management	\$87
Coordinator: Job Placement	\$174
Coordinator: Library Services	\$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
Coordinator: Transitional Services	\$174
Coordinator: Vocational Adjustment	\$174
Coordinators (Other)	\$116
Directors	\$174
District Vocational Assessment Clerk	\$174
DoDEA Military Liaison	\$87
Educational Diagnostician	\$174
Educator Quality Consolidated Grant Admin.	\$116
Emergency Operations Plan Manager	\$174
Facilitator: Relations Facilitator CTE	\$174
Facilitator Bilingual	\$174
Facilitator – Fine Arts	\$174
Family Literacy Program	\$174
Financial Operations Admin	\$174
Grant Writer	\$116
Homebound Teacher	\$174



COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

H.R. Records Manager	\$58
Internal Auditor	\$116
Itinerant Counselor	\$87
Itinerant Nurse	\$174
Itinerant Teacher	\$87
Itinerant Teacher for the Visually Impaired/Auditorially Impaired	\$174
Instructional Officer	\$174
Job Coach	\$174
Juvenile Case Manager	\$174
Licensed Specialist in School Psychology	\$174
Manager of District Nurses	\$174
Mariachi Instructional Aide (Itinerant)	\$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

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Public Relations 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
Special Education Strategist	\$174
Specialist DOL/Time Clock	\$174
Specialist Instructional Technology	\$174
Specialist Title I	\$174
Speech Language Pathologist/Asst.(Assigned to multi- ple campuses excluding combo schools)	\$174
Speech Language Pathologist/Asst.(SPED Department)	\$174
Staff Accountant	\$87
Staff Writer	\$174
Supervisor Accounts Payable	\$87
Teacher on Special Assignment/In- structional Specialist (Multiple Cam- puses	\$174
Technician Security Safety	\$87
Technology Communication Special- ist	\$87
Technology or Information Services Team Leader	\$174
Technology Coordinator Busi- ness/PEIMS	\$174

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Technology Hardware/Specialist	\$87
Technology Manager	\$174
Technology Software Engineer	\$174
Technology System Administrator	\$174
Telephone Network Specialist	\$174
Transitional Services Coordinator	\$174
Video Production Specialist	\$174
Additional Travel Expense Allowances	
Maintenance and Operations Administrative Staff (w/o district vehicle; involved in the oversight of District's new construction)	\$174
All Pay Block 101 personnel (unless otherwise specified)	\$87
Travel Reimbursement: Other employees traveling on 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.	Rate Established by TEA
Cellular Phone Stipends [See (CPAC (REGULATION))]	Monthly
Any cell phone stipend requests not listed below will require cabinet approval.	
Cabinet Members	\$75
Academic Compliance Officer	\$50
Administrative Services Officer	\$50
Assistant Directors	\$50
Campus Athletic Coordinator	\$50
Chief of Police	\$50

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Clinic (Physician, Pharmacist, RN Manager, Nurse Practitioner, Physician Assistant)	\$50
Coordinator-District Testing	\$50
Coordinator-Emergency Operations/Plan	\$50
Coordinator of Administrative Services	\$50
Coordinator of Benchmark Testing	\$50
Coordinator of Culture Opportunity	\$50
Coordinator of Employee Relations	\$50
Coordinator of Facilities and Construction	\$50
Coordinator of Instructional Technology	\$50
Coordinator of Library Services	\$50
Coordinator of Marketing/sales	\$50
Coordinator of Risk Management	\$50
Coordinator of Transportation	\$50
Directors	\$50
District Time Clock Specialist (HR)	\$50
Employee Relations Specialist	\$50
Executive Assistant for Superintendent's Office	\$50
Fine Arts Facilitator	\$50
Hardware Technician	\$50
HR Safety Specialist	\$50
Internal Auditor	\$50
Instructional Technology Specialist	\$50
Maintenance and Operations Supervisors and Coordinators	\$50

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Manager of District Nurses	\$50
Nurse on Special Assignment	\$50
Police Lieutenant	\$50
Police Sergeant	\$50
Principals	\$50
Production Assistant	\$50
Public Relations Specialist	\$50
School Improvement Officer	\$50
Technology-Audio Technician	\$50
Technology-Communication Specialist	\$50
Technology 204 and above	\$50
<b>Substitutes Salary Table</b>	<b>Daily Rate</b>
30 Hours Associates to Degreed	\$100¥
Degreed (Bachelors or higher from an accredited university)	\$125¥
Certified Teacher	\$150¥
Retired Teacher	\$150¥
Substituting on Monday and Friday	\$150¥
**Substitutes working 100 days or more for the 2021-22 school year qualify for a %500 retention payment (paid out in June)	
Long-Term	\$175¥
Priority Substitute Teacher	\$150¥
Pharmacist (Substitute)	\$463.80
Pharmacist Technician (Substitute)	\$125.44
Physician Assistant (Substitute)	\$377.07
Speech Language Pathologist (Substitute)	\$55 per hour

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Substitute Certified Teacher (Temporary Assignment)	\$235
Certified Medical Assistant (Substitute)	\$126
LVN (Substitute)	\$275¥
Registered Nurse (RN) (Substitute)	\$275¥
***Counselor	\$125
*Substitute teachers will no longer be limited in the number of days/hours worked per month	
¥ Rate is ESSER Funded and available through the end of the 2024 school year.	
**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	
Temporary Employees Starting Rates: Positions	Hourly Rate
Temporary Cross Guards	\$7.25
Temporary Cafeteria Monitor	\$7.25
TRS Temporary Cross Guard	\$7.25
TRS Temporary Cafeteria Monitor	\$7.25
Temporary Instructional Aid (TIA)	\$16.41
Temporary PK Support	\$12.08
High School Student Worker/Tutor	\$7.25
College Tutor	\$15¥
College Student Worker	\$8
¥ Rate is ESSER Funded and available through the end of the 2024 school year.	
Lifeguard and Aquatic Entry Level: Positions	Hourly Rate
Lifeguard	\$10

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

Aquatic Instructor	\$9
Adult Basic Education Instructor: Positions	Hourly Rate
ABE Instructor	\$28.50
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
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 Op- erations	\$2,000 Annu- ally
CNS Technicians/Couriers (Work Related Steel Toe Footwear Sti- pend)	\$100

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

CNS Kitchen Staff (Shoe Stipend)	\$40
Mechanics (Transportation-Work Related Steel Toe Footwear Stipend)	\$100
<b>Registered Nurse Service Credit Guidelines</b>	
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:	
<ul style="list-style-type: none"> <li>Registered Nurse licensure within the United States and current Texas license</li> <li>Full-time employment as defined by former employer</li> <li>Registered Nurse licensure within the United States prior to any employment outside the United States (ex: an RN who received his/her license within the U.S. and subsequently worked in a foreign country)</li> <li>Part-time employment credit within the United States will be taken on a case-by-case basis</li> </ul>	
<b>Registered Nurse Service Credit Scale:</b>	
<ul style="list-style-type: none"> <li>0 to 2 years employment outside the field of education = no (0) years of service credit</li> <li>3 to 4 years employment outside the field of education = one (1) year of service credit</li> <li>5+ years employment outside the field of education = three (3) years of service credit</li> </ul>	
<b>Extra Duty Pay</b>	Hourly
Professionals Only-Before and after school duties worked within the work calendar	\$30
Teacher Tutoring Sessions (Intersessions and Summer)	\$50
Nurses (Intersessions and Summer)	\$50
* Substitute Nurse (Intersession and Summer School)	\$50



COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

* Substitute Nurse will only receive payment of \$50/hour during summer school and intersession instructional time.	
Transportation Mechanics driving as bus drivers will receive bus driver rate according to the placement scale for bus drivers (they will receive their seniority as a bus driver for salary placement purposes).	
*Summer School	Hourly
All Professionals	\$40
Sub-Nurse	\$40
Other Duties (Non-Student Related) *Duties worked outside the contract	\$30
SP. ED. Instructional Assistants (EYS)	\$21.50
Additional Pay Period (Teachers)	Hourly Rate
Paraprofessionals	Hourly Rate
Staff/Curriculum Development or Planning (Mandatory)	Daily Rate
Staff/Curriculum Development or Planning (Voluntary)	\$100 (Full Day) \$50 (Half Day)
4+ Hours worked = Full Day Less than 4 hours worked = Half Day	
CNS Managers (Intersession/Sum- mer Meal)	Hourly Rate

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(REGULATION)

<p>*** Transportation Summer Work</p> <p>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:</p> <ul style="list-style-type: none"><li>• Custodian</li><li>• Craft Helper</li><li>• Warehouse I</li><li>• CNS Worker I</li><li>• Transportation Shop Helper</li><li>• Other (As assigned by the Supervisor)</li></ul> <p>**Any job performed that is not identified on a pay family will be paid at \$10.50/hour. All summer jobs must be approved the by supervisor.</p>	
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Approved:

Marta C. Carmona, M. Ed., Interim Superintendent  
February 23, 2022

Board Committee Review:  
April 11, 2022