



# COMPENSATION PLAN 2023-2024

BOARD APPROVED: July 18, 2023

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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.*

# Donna ISD

## 2023 - 2024 New Hire Guide for Teachers, and Nurses (RN)

Proposed salary increase +1400

22/23 Years of Experience	New Hire Salary 22-23	23/24 Years of Experience	New Hire Salary 23-24
		0	\$56,250
0	\$55,050	1	\$56,450
1	\$55,250	2	\$56,650
2	\$55,750	3	\$57,150
3	\$56,250	4	\$57,650
4	\$56,500	5	\$57,900
5	\$56,750	6	\$58,150
6	\$57,050	7	\$58,450
7	\$57,723	8	\$59,123
8	\$58,023	9	\$59,423
9	\$58,818	10	\$60,218
10	\$59,070	11	\$60,470
11	\$59,518	12	\$60,918
12	\$60,018	13	\$61,418
13	\$60,518	14	\$61,918
14	\$61,018	15	\$62,418
15	\$61,518	16	\$62,918
16	\$62,018	17	\$63,418
17	\$62,618	18	\$64,018
18	\$63,218	19	\$64,618
19	\$63,818	20+	\$65,218
20+	\$64,418		

**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**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendar</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>Pay Grade 1</b>			<b>Daily</b>	<b>\$220.28</b>	<b>\$267.00</b>	<b>\$313.73</b>
	Liaison (Parent/Comm. Migrant), Truancy Officer	202	<b>202</b>	\$44,496	\$53,934	\$63,373
	Coordinator, 21st Century	217	<b>217</b>	\$47,800	\$57,939	\$68,079
	Specialist- Energy Management	221	<b>221</b>	\$48,681	\$59,007	\$69,334
	Lead Maintenance Supervisor, Specialist (Accounting CNP)	221				
<b>Pay Grade 2</b>			<b>Daily</b>	<b>\$262.13</b>	<b>\$317.73</b>	<b>\$373.33</b>
	Speech Lang Path – Asst.	187	<b>187</b>	\$49,018	\$59,415	\$69,812
	Financial Aide Facilitator	197	<b>197</b>	\$51,639	\$62,592	\$73,546
	At-Risk Social Worker	197	<b>202</b>	\$52,950	\$64,181	\$75,412
	Strategist, Migrant Strategist	202	<b>221</b>	\$57,930	\$70,218	\$82,505
	<b>Accountant</b> -Federal Programs & CNP, Specialist: Programmer/Analyst	221				
<b>Pay Grade 3</b>			<b>Daily</b>	<b>\$309.86</b>	<b>\$373.33</b>	<b>\$436.80</b>
	Librarian	197	<b>197</b>	\$61,042	\$73,546	\$86,049
	<b>Coordinator:</b> Curriculum, Discipline	202	<b>202</b>	\$62,591	\$75,412	\$88,233
	<b>Counselor:</b> ES & DAEP	202	<b>212</b>	\$65,690	\$79,145	\$92,601
	<b>Counselor:</b> MS, Spec. Ed.	207	<b>207</b>	\$64,141	\$77,279	\$90,417
	<b>Licensed Professional Counselor:</b> Middle School	202	<b>221</b>	\$68,479	\$82,505	\$96,532
	Strategist: Content, Bilingual, Dyslexia, P.E., CCMR, Fine Arts	202				
	Athletic Trainer	202				
	<b>Coordinator:</b> Migrant Family Services	212				
	Master Technology Instructor; Specialist in School Psychology	212				
	<b>Coordinator:</b> PEIMS, Federal Programs	221				
	Dietician; Network Administrator	221				
	<b>LPC-</b> Adult Wellness	221				
	Lead Athletic Trainer, Multi-Media Communication Specialist	221				
<b>Pay Grade 4</b>			<b>Daily</b>	<b>\$324.93</b>	<b>\$393.86</b>	<b>\$462.79</b>
	Diagnostician/LSSP Intern	192	<b>192</b>	\$62,386	\$75,621	\$88,855
	Assistant Principal Elementary	202	<b>202</b>	\$65,635	\$79,559	\$93,483
			<b>207</b>	\$67,261	\$81,529	\$95,798
	HS Counselor, Dual Language Counselor	207/212	<b>212</b>	\$68,885	\$83,498	\$98,111
	Licensed Specialist, Child Mental Health	202	<b>221</b>	\$71,809	\$87,043	\$102,276
	<b>Coordinator:</b> Early Childhood, Child Nutrition	221				
	DAEP Dean of Instruction, Attendance	221				

**Approved Administrative Professional Pay Plan - Donna ISD**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>Pay Grade 5</b>			Daily	\$342.80	<b>\$415.52</b>	<b>\$488.24</b>
	Speech Language Pathologist, Therapist: Occupational, Physical	187	<b>187</b>	\$64,103	\$77,702	\$91,300
	Assistant Principal, Middle School	202	<b>202</b>	\$69,245	\$83,935	\$98,624
	LSSP	212	<b>212</b>	\$72,673	\$88,090	\$103,506
	<b>Coordinator:</b> Payroll, ESSER, Safety Training & Emergency Management,	221	<b>221</b>	\$75,758	\$91,829	\$107,901
	Dean of Instruction - Middle School	221				
	Police Chief	221				
	<b>Supervisor:</b> Accts. Payable/Human Resources/Accounting, Warehouse & Textbook/Soc. Emot. Learning	221				
<b>Pay Grade 6</b>			Daily	\$361.66	<b>\$438.37</b>	<b>\$515.08</b>
	<b>Assistant Principal:</b> High School	202, 221	<b>202</b>	\$73,055	\$88,550	\$104,046
	<b>Assistant Principal:</b> T-STEM Coordinator, Dual Language	212	<b>212</b>	\$76,671	\$92,934	\$109,196
	Dean of Instruction, High School	221	<b>221</b>	\$79,926	\$96,879	\$113,832
	<b>Director:</b> Instructional, Grant Writer, & HS Band	221				
	Public Relations Officer	221				
	Supervisor, Special Education	221				
<b>Pay Grade 7</b>			Daily	\$385.16	<b>\$466.86</b>	<b>\$548.56</b>
	Principal Elementary, Principal DAEP	212, 221	<b>212</b>	\$81,653	\$98,974	\$116,294
	<b>Director:</b> Benefits/Safety & Risk, Adv. Academic Services, CTE, Child Nutrition Services, HR, Testing & Eval, Tech, Transportation, Academic Support, Fed Programs, Bilingual, Purchasing, Finance, Custodial Svcs, Head Football Coach	221	<b>221</b>	\$85,120	\$103,176	\$121,231
	PEIMS Director, Parent Involvement, Health Services		<b>226</b>	\$87,046	\$105,510	\$123,974
	<b>Director:</b> 21st Century/Grant Officer	226				
<b>Pay Grade 8</b>			Daily	\$410.20	<b>\$497.21</b>	<b>\$584.22</b>
	Director - Special Education	221	<b>221</b>	\$90,654	\$109,883	\$129,112
	Principal - Middle School	221				
<b>Pay Grade 9</b>			Daily	\$445.06	<b>\$539.47</b>	<b>\$633.88</b>
	Athletic Director	221	<b>221</b>	\$98,358	\$119,222	\$140,087
	Chief of Operations, HS Principal	221				
	<b>Executive Director:</b> Curriculum, Data Evaluation	221				
<b>Pay Grade 10</b>			Daily	\$518.50	<b>\$628.48</b>	<b>\$738.46</b>
	<b>Assistant Superintendent:</b> Human Resources, Business & Finance, Educational Services	221	<b>221</b>	\$114,588	\$138,894	\$163,199

**Approved Administrative Professional Pay Plan - Donna ISD**

Pay Grade 11	Daily	\$612.92	<b>\$738.46</b>	<b>\$864.00</b>
Deputy Superintendent \$190.944		221	\$135,455	\$163,200

## Approved Instructional Support Pay Plan

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
<b>Pay Grade 1</b>			Daily	\$14.00	<b>\$17.00</b>	<b>\$20.00</b>
	Instructional Aide: General, BIA	182	<b>182</b>	\$20,384	\$24,752	\$29,120
	Parent Center Educator	182				
<b>Pay Grade 2</b>			Daily	\$14.50	<b>\$17.79</b>	<b>\$21.08</b>
	<b>Instructional Aide:</b> Special Ed. Inclusion, Technology, Resource, Migrant Student Liaison	182	<b>182</b>	\$21,112	\$25,902	\$30,692
	Library Aide	187	<b>187</b>	\$21,692	\$26,613	\$31,535
<b>Pay Grade 3</b>			Daily	\$15.15	<b>\$18.59</b>	<b>\$22.03</b>
	Instructional Aide, Self-Contained, Life Skills, Early Childhood/PPCD, Nurse Aide	182	<b>182</b>	\$22,058	\$27,067	\$32,075
<b>Pay Grade 4</b>			Daily	\$16.15	<b>\$19.81</b>	<b>\$23.47</b>
	Instructional Aide/Sped, Bachelor's Degree	182	<b>182</b>	\$23,514	\$28,843	\$34,172
	Library Aide, Bachelor's Degree	187	<b>187</b>	\$24,160	\$29,635	\$35,111
	Parent Center Educator, Bachelor's Degree	182				
<b>Pay Grade 5</b>			Daily	\$18.25	<b>\$22.39</b>	<b>\$26.53</b>
	Drill Instructor: MS/HS Non-Military,	182	<b>182</b>	\$26,572	\$32,600	\$38,627
	Campus Licensed Vocational Nurse	187	<b>187</b>	\$27,302	\$33,495	\$39,688
	COVID LVN	221	<b>221</b>	\$32,266	\$39,585	\$46,905
<b>Pay Grade 6</b>			Daily	\$21.25	<b>\$26.07</b>	<b>\$30.89</b>
	Instructional Aide, Fine Arts (Mariachi)	182	<b>182</b>	\$30,940	\$37,957	\$44,975
<b>Pay Grade 7</b>			Daily	\$25.25	<b>\$30.98</b>	<b>\$36.71</b>
	Certified Occupational Therapy Assistant	187	<b>187</b>	\$37,774	\$46,346	\$54,918
	Physical Therapist Assistant	187				

## Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$14.25	<b>\$17.25</b>	<b>\$20.25</b>
	<b>Clerk:</b> File/Records Special Ed.	182, 202	<b>182</b>	\$20,748	\$25,116	\$29,484
	<b>Receptionist:</b> HS & Child Nutrition Program	221	<b>202</b>	\$23,028	\$27,876	\$32,724
			<b>221</b>	\$25,194	\$30,498	\$35,855
Pay Grade 2			Daily	\$15.00	<b>\$18.18</b>	<b>\$21.36</b>
	<b>Clerk:</b> Liaison attendance	182	<b>182</b>	\$21,840	\$26,470	\$31,100
	<b>Clerk:</b> Attend(MS/HS), Elem Counselor, Student Engagement Specialist	192	<b>192</b>	\$23,040	\$27,924	\$32,808
	<b>Clerk:</b> Asst Prin (MS/HS), HS Clerk, Curriculum (MS/HS), Clerk Curriculum Specialist, Dean of Inst, Sped. Ed.(campus)	202	<b>202</b>	\$24,240	\$29,378	\$34,517
	<b>Clerk:</b> Asst Prin (MS/HS), HS Clerk, Curriculum (MS/HS), Clerk Curriculum Specialist, Dean of Inst, Sped. Ed.(campus)	202	<b>217</b>	\$26,040	\$31,560	\$37,080
	<b>Liaison:</b> Family & Engagement; Spec Family Engagement	217	<b>221</b>	\$26,520	\$32,142	\$37,764
	<b>Liaison:</b> Family Engagement Specialist	217				
	<b>Liaison:</b> Parent/Community Migrant, Migrant Recruiter	221				
	<b>Receptionist:</b> Administration/Business Office	221				
Pay Grade 3			Daily	\$16.15	<b>\$19.58</b>	<b>\$23.01</b>
	<b>Clerk:</b> Campus Attendance/PEIMS, SPED	202	<b>202</b>	\$26,098	\$31,641	\$37,184
	<b>Clerk:</b> Federal Programs, PEIMS	202, 221	<b>212</b>	\$27,390	\$33,207	\$39,025
	<b>Clerk:</b> Bilingual, PEIMS/Community Liaison, Testing/Evaluation	212	<b>221</b>	\$28,553	\$34,617	\$40,681
	<b>Clerk:</b> Administrative Information Systems (AIS), Athletics, Fine Arts, Federal Programs, PEIMS Dept, Technology, CNP Inventory Clerk HR, Textbook/Warehouse, Data Entry, Records, Student Support Safety & Risk Management	221				
	Assistant Registrar H.S.	221				
	<b>Specialist:</b> Data (NGS Migrant)	221				
Pay Grade 4			Daily	\$17.65	<b>\$21.39</b>	<b>\$25.13</b>
	<b>Secretary:</b> Curriculum (High School) Bookkeeper-Campus, Clerk: Payroll (CNP),CNP Food Prod Rec, Meal Accountability Clerk, Purchasing, Registrar-High School	202	<b>202</b>	\$28,522	\$34,566	\$40,610
	Registrar, High School	221	<b>221</b>	\$31,205	\$37,817	\$44,429
	<b>Secretary:</b> Administrative Information Sys., Athletics, Curriculum (High School), Advanced Academics, Health Related Services, Migrant Programs, Parental Involvement, Records, JROTC, Fine Arts, Student Engagement, Academic Support, PR Secretary, CNP Inventory Control Specialist,	221				

## Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 5			Daily	\$19.15	<b>\$23.20</b>	<b>\$27.25</b>
	Attendance Officer: HS, Recruitment (ARO)	202	<b>202</b>	\$30,946	\$37,491	\$44,036
	<b>Secretary:</b> Elementary, Campus	212	<b>212</b>	\$32,478	\$39,347	\$46,216
	<b>Secretary:</b> 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, PEIMS	221	<b>221</b>	\$33,857	\$41,017	\$48,178
	Bookkeeper Transportation	221	<b>226</b>	\$34,623	\$41,945	\$49,268
	Data Analyst	221				
	<b>Secretary:</b> 21st Century	226				
Pay Grade 6			Daily	\$20.40	<b>\$24.74</b>	<b>\$29.04</b>
	Clerk: Accounts Payable, Payroll	221	<b>221</b>	\$36,067	\$43,740	\$51,342
	Secretary-Principal HS, Specialist-Child Nutrition	221				
	Specialist, Inventory Control (CNP)	221				
Pay Grade 7			Daily	\$21.75	<b>\$26.36</b>	<b>\$30.97</b>
	<b>Specialist:</b> Senior Accounts Payable, Benefits, HR, Payroll Specialist, Purchasing	221	<b>221</b>	\$38,454	\$46,604	\$54,754
	Technician, Computer, Help Desk, Software Specialist, Finance Secretary/Bookkeeper, Network Technician, CNP Maintenance Technician	221				
Pay Grade 8			Daily	\$23.60	<b>\$28.60</b>	<b>\$33.60</b>
	Computer Technician Supervisor, SR. Computer Technician, Cybersecurity Specialist	221	<b>221</b>	\$41,725	\$50,565	\$59,405
	Safety Representative	221				
	<b>Secretary:</b> Asst. Superintendent, Executive Director	221				
Pay Grade 9			Daily	\$27.50	<b>\$33.12</b>	<b>\$39.14</b>
	Senior Network Technician	221	<b>221</b>	\$48,620	\$58,556	\$69,200
	Superintendent Secretary					

## Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>Pay Grade 1</b>			<b>Daily</b>	<b>\$14.00</b>	<b>\$17.00</b>	<b>\$20.46</b>
	Bus Aide	185	<b>185</b>	\$20,720	\$25,160	\$30,280
	Cafeteria Worker	187	<b>187</b>	\$20,944	\$25,432	\$30,608
	Bus Aide (Year Round), Custodian	253	<b>253</b>	\$28,336	\$34,408	\$41,411
					Auxiliary Substitutes	\$10.50
					Bus Driver Substitutes	\$13.65
					Evening Cafeteria Worker	\$21.00
<b>Pay Grade 2</b>			<b>Daily</b>	<b>\$14.50</b>	<b>\$17.68</b>	<b>\$20.86</b>
	Security Officer: Campus	182	<b>182</b>	\$21,112	\$25,742	\$30,372
	Clerk/Driver (Warehouse), Non-CDL	185	<b>185</b>	\$21,460	\$26,166	\$30,872
	Driver/Bus Aide		<b>187</b>	\$21,692	\$26,449	\$31,206
	Cafeteria-Driver	187	<b>253</b>	\$29,348	\$35,784	\$42,220
	Custodian (Assistant Head), Mail Runner, Maintenance (General), Worker (Warehouse), Security Officer (Night)	253				
<b>Pay Grade 3</b>			<b>Daily</b>	<b>\$15.15</b>	<b>\$18.48</b>	<b>\$21.81</b>
	Deep Cleaning Specialist, Night Supervisor (Security), Parts Clerk, Custodian (Head ES)	253	<b>253</b>	\$30,663	\$37,403	\$44,143
<b>Pay Grade 4</b>			<b>Daily</b>	<b>\$15.90</b>	<b>\$19.39</b>	<b>\$22.88</b>
	Armed Security Officer	182	<b>182</b>	\$23,150	\$28,231	\$33,313
	Cafeteria, Manager: ES/AEP	198	<b>198</b>	\$25,185	\$30,713	\$36,242
	Custodian (Head Secondary), Groundskeeper: Stadium/General Maint., Inventory Clerk/Dispatcher, Oil Lube/Mechanic	253	<b>253</b>	\$32,181	\$39,245	\$46,309
<b>Pay Grade 5</b>			<b>Daily</b>	<b>\$16.70</b>	<b>\$20.36</b>	<b>\$24.02</b>
	Cafeteria Manager, MS	198	<b>198</b>	\$26,452	\$32,250	\$38,047
	Lead Groundskeeper, Painter	253	<b>253</b>	\$33,800	\$41,208	\$48,616
<b>Pay Grade 6</b>			<b>Daily</b>	<b>\$18.03</b>	<b>\$21.99</b>	<b>\$25.95</b>
	Cafeteria: Manager HS	198	<b>187</b>	\$26,972	\$32,897	\$38,821
	Clerk-Fixed Assets, Dispatcher (Police)	221	<b>198</b>	\$28,559	\$34,832	\$41,104
	Carpenter, Route Dispatcher, Landscaping/Irrigation Technician, Vehicle Mechanic (White Fleet), Welder, Auto Body Repair	253	<b>221</b>	\$31,877	\$38,878	\$45,879
			<b>253</b>	\$36,492	\$44,507	\$52,522

## Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 7			Daily	\$19.57	<b>\$23.87</b>	<b>\$28.17</b>
	Technician: Audio/Sound	221	<b>221</b>	\$34,600	\$42,202	\$49,804
	HVAC Technician, Locksmith, Plumber, Electrician (Journeyman), Technician: Waste Water	253	<b>253</b>	\$39,609	\$48,312	\$57,016
Pay Grade 8			Daily	\$21.64	<b>\$26.39</b>	<b>\$31.14</b>
	Police Officer	187, 221	<b>187</b>	\$32,373	\$39,479	\$46,585
	Coordinator: Inst Materials, Maint. Project Manager	221	<b>212</b>	\$36,701	\$44,757	\$52,813
		221	<b>221</b>	\$38,259	\$46,657	\$55,050
	<b>Supervisor:</b> Asst. Warehouse, Warehouse (CNP)	221	<b>253</b>	\$43,799	\$53,413	\$63,027
	<b>Electrician:</b> Certified/Master, <b>Plumber</b> (Master), <b>HVAC Technician</b> (Licensed), Vehicle Mechanic-Diesel, Transportation: Shop Foreman, Coordinator: Pest Control	253				
	Asst. Supervisor(Transportation)	253				
	Supervisor: Custodial.	253				
Pay Grade 9			Daily	\$25.75	<b>\$31.40</b>	<b>\$37.05</b>
	Police Sergeant	221	<b>221</b>	\$45,526	\$55,515	\$65,504
	<b>Supervisor:</b> Maintenance, Transportation	253	<b>253</b>	\$52,118	\$63,553	\$74,989
Pay Grade BD			Daily	\$18.00	\$21.95	\$25.90
	Bus Driver	185, 253	<b>185</b>	\$26,640	\$32,486	\$38,332
	Bus Driver/Parts Inventory	253	<b>253</b>	\$32,688	\$39,873	\$52,421

## Approved Auxiliary Pay Plan

### STIPENDS

Any employee scheduled to receive any type of extra duty, supplemental, flat or assigned stipend, and who separates from the district or from the extra duty assignment prior to the completion of the number of contracted workdays or from the duration of the extra duty assignment, the stipend will be pro-rated based on the actual number of days worked.

### Payment Schedule

Type of stipend	Stipend Description	When is it paid
Extra Duty/Supplemental	Curriculum Writing (function code), ESSER Retention Perfect Attendance Bus Driver, Perfect Attendance Teacher, English-Spanish Translation, Extended Day, Professional Development, Federally Funded Part-Time Positions, Summer Compensation, Stadium Workers, Gate Keepers, Tickets, Police, Security, Stadium Workers, Student workers, Substitute Teachers.	At the end of work cycle, end of semester
Flat	Bilingual/ESL Teacher, Certified/Endorsed SPED Teacher, GT Teacher, Lead Teacher, Battle of the Books, Special Olympics, UIL Aces, First Lego League, Dyslexia Teacher, Spelling Bee Coach, Emergent Bilingual Team Teacher, Lead Teacher, Year book Sponsor, AVID Coordinator, National Junior Honor Society/ National Honor Society, First Tech Challenge, Cosmetology, Culinary, Health Science, Welding, Agricultural, Engineering, CTSO Sponsor, CTSO 2 <sup>nd</sup> Sponsor, CTSO State, CTSO National, Ambassador Sponsor, Student Council, UT on Ramps, College Bridge (June), Orientation and Mobility, Master's Degree, National Board Certified, Doctorates Degree, Mentor Teacher, Mentor Principal, A Rating Campus, Wellness Program Campus Facilitator, Digital Communication Manager, School Nurse Mentor, Returning Stipend, STAAR/EOC Teachers, Co-Teaching	At the end of the school year
Assigned	Visually Impaired Teacher, Travel Stipend, Fine Arts Stipends, Athletic Stipends, Fine Arts	monthly

## Stipends

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

Middle School Academic Stipends	
<a href="#">Certified/Endorsed ESL Teacher</a>	\$1,000
Lead Counselor	\$500
Certified/Endorsed Special Education Life Skills Teacher new	\$2,000
Certified/Endorsed Special Education Inclusion Teacher	\$1,500
Dual Language Team Teacher	\$2,000
Math – STAAR	\$2,500
Science – STAAR	\$2,500
English Language Arts –STAAR	\$2,500
8th Social Studies - STAAR	\$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
<a href="#">U.I.L.</a>	\$750
<a href="#">First Lego League</a>	\$500
<a href="#">First Tech Challenge</a>	\$1,200
<a href="#">ESSER Retention</a>	See Appendix/Link
<a href="#">ESSER II Additional Duties</a>	See Appendix/Link

High School Academic Stipends			
<a href="#">Certified/Endorsed ESL Teacher</a>	\$150 per period	<a href="#">English Language Arts- STAAR &amp; EOC Tested Areas</a>	\$2,500
<a href="#">Dual Language Team Teacher</a>	\$2,000	<a href="#">US History</a>	\$2,500
Certified/Endorsed Special Education Teacher	\$1,500	<a href="#">Lead Teacher</a>	\$2,000
<a href="#">Cosmetology- CTE</a>	\$5,000	<a href="#">Curriculum Writing</a>	\$30 per hour
<a href="#">Culinary - CTE</a>	\$5,000	<a href="#">Yearbook Sponsor</a>	\$1,500
<a href="#">Health Science - CTE</a>	\$10,000	<a href="#">Ambassadors Sponsor</a>	\$1,500
<a href="#">Welding - CTE</a>	\$7,000	<a href="#">Battle of the Books</a>	\$300
<a href="#">Agricultural - CTE</a>	\$1,000	<a href="#">Special Olympics</a>	See Appendix/Link
<a href="#">Engineering</a>	\$5,000	<a href="#">AVID Coordinator (1- MS/HS)</a>	\$1,500
<a href="#">Math- STAAR &amp; EOC Tested Areas</a>	\$2,500	<a href="#">National Honor Society</a>	\$1,000
<a href="#">Science- STAAR &amp; EOC Tested Areas</a>	\$2,500	<a href="#">Student Council</a>	\$1,000
<a href="#">CTSO Sponsor</a>	\$1,200	VASE (visual arts & scholastic events)	\$1,000
<a href="#">CTSO 2nd Sponsor</a>	\$500	<a href="#">U.I.L.</a>	See Appendix
<a href="#">CTSO - State</a>	\$300	<a href="#">College Bridge - TCLAS</a>	\$100/student
<a href="#">CTSO - National</a>	\$500	<a href="#">UT On Ramps</a>	\$350 per section
<a href="#">First Tech Challenge</a>	\$1,200	<a href="#">ESSER Retention</a>	See Appendix/Link
		Lead Counselor	\$1,500

### Stipends

<b>Special Education Stipends</b>	
<a href="#">Orientation and Mobility</a>	\$3,000
<a href="#">Teacher for the Visually-Impaired</a>	\$5,250
Teacher Hard of Hearing	\$5,250

<b>Perfect Attendance / Travel</b>	
<a href="#">Perfect Attendance - Bus Driver</a>	\$400 per semester
<a href="#">Perfect Attendance - Teacher</a>	\$400 per semester
<a href="#">Travel Expense Stipend</a>	See Appendix/Link

<b>Education &amp; Leadership</b>	
<a href="#">Master's Degree</a>	\$3,000
<a href="#">National Board Certified</a>	\$3,000
<a href="#">Doctorates Degree</a>	\$2,000
<a href="#">Mentor Teacher</a>	\$600
<a href="#">Mentor Principal</a>	\$1,000
<a href="#">A Rating Campus</a>	See Appendix/Link
<a href="#">Wellness Program Campus Facilitator</a>	\$400
<a href="#">Digital Communication Manager</a>	\$2,000
<a href="#">School Nurse Mentor</a>	\$200
<a href="#">English - Spanish Translation</a>	\$30 per hour

### Fine Arts Stipends

Positions	Department	1st Assignment	2nd Assignment	3rd Assignment
<a href="#">1st Assistant Director</a>	Band	\$16,000		
<a href="#">Middle School Head Director x2</a>	Band	\$15,000		
<a href="#">Woodwind Coordinator</a>	Band	\$12,000		
<a href="#">2nd Assistant Director</a>	Band	\$12,000	\$9,000	\$9,000
<a href="#">Middle School 1st Assistant Director x2</a>	Band	\$12,000	\$9,000	\$9,000
<a href="#">Assistant Directors x 2-3</a>	Band	\$11,500	\$8,500	\$8,500
<a href="#">Jazz Band Director</a>	Band	\$4,000	\$3,000	\$3,000
<a href="#">Director of Choir</a>	Choir	\$8,100		
<a href="#">Assistant Director of Choir</a>	Choir	\$5,000	\$3,000	\$3,000
<a href="#">Head Choir Director (Middle School)</a>	Choir	\$5,000	\$3,000	\$3,000
<a href="#">Dance/D'ette/Spearettes/Folk</a>	Dance	\$14,000		
<a href="#">Dance Instructor (Middle School)</a>	Dance	\$5,000	\$3,000	\$3,000
<a href="#">Director of Mariachi</a>	Mariachi	\$8,100	\$5,100	\$5,100
<a href="#">Conjunto Director</a>	Mariachi	\$4,000	\$3,000	\$3,000
<a href="#">H.S. Theater Arts Director</a>	Theater	\$10,100		
<a href="#">Assistant Theater Arts Director</a>	Theater	\$8,100		

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

## Stipends

### Athletics Stipends

Football	
<a href="#">Varsity Football Offensive Coordinator</a>	\$15,000
<a href="#">Varsity Football Defensive Coordinator</a>	\$15,000
<a href="#">Special Teams Coordinator</a>	\$15,000
<a href="#">Varsity/JV Football Assistant</a>	\$9,500
<a href="#">9th Grade Head Football</a>	\$8,000
<a href="#">9th Grade Assistant Football</a>	\$6,500
<a href="#">Middle School Football Assistants</a>	\$3,100

Volleyball	
<a href="#">Head Varsity</a>	\$10,000
<a href="#">Varsity Assistant</a>	\$6,000
<a href="#">Sub-Varsity Assistants</a>	\$5,500
<a href="#">Middle School</a>	\$2,750

Basketball, Soccer, Baseball, Softball	
<a href="#">Head</a>	\$8,000
<a href="#">Varsity Assistant</a>	\$4,000
<a href="#">Sub-Varsity Assistant</a>	\$3,500
<a href="#">Middle School</a>	\$2,500

Track & Field	
<a href="#">Head</a>	\$8,000
<a href="#">Varsity Assistant</a>	\$4,000
<a href="#">Middle School</a>	\$2,500

Cross Country Boys & Girls	
<a href="#">Head</a>	\$10,000
<a href="#">Varsity Assistant</a>	\$6,000
<a href="#">Middle School</a>	\$2,500

Tennis Boy & Girls (one coach each) all year	
<a href="#">Head Coach</a>	\$11,500
<a href="#">Varsity Assistant Coach Team Year Round</a>	\$8,500
<a href="#">Spring/Fall Varsity Asst</a>	\$ 4000

Golf Boy & Girls (one coach each)	
<a href="#">Head</a>	\$11,500
<a href="#">Year Round Varsity Asst. Coach</a>	\$8,500
<a href="#">Middle School</a>	\$2,500

Powerlifting	
<a href="#">Head Coach</a>	\$8,000
<a href="#">Varsity Assistant Boys &amp; Girls</a>	\$4,000

Wrestling Boys & Girls (one coach each)	
<a href="#">Head Coach</a>	\$9,000 for both
<a href="#">Varsity Assistant Boys &amp; Girls</a>	\$4,000

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

(Regular Day, After School & Saturday Tutorial, Summer School & Other Programs)

Position	Summer School	Regular Day	Extended Day/ Saturday
Summer School "Principal"	Stipend: \$1,500	n/a	N/A
Dean of Instruction/Asst Prin/CS	\$1,000	n/a	N/A
Counselor	\$1,000	n/a	N/A
Registered Nurse	\$30.00	n/a	\$30.00
Teacher	\$35.00	n/a	\$30.00
Summer School Campus Secretary	\$500	n/a	N/A
Secretary (rate for non-campus secretary)	\$12.00	n/a	*Regular Rate
Licensed Vocational Nurse (LVN)	\$12.00	n/a	*Regular Rate
Clerk	\$10.00	n/a	*Regular Rate
Teacher Assistant	\$12.00	n/a	*Regular Rate
<b>Tutors</b>			
Full-time Cert. Tea.	\$30.00	\$30.00	\$35.00
Retired Cert. Teacher/Degreed	\$25.00	\$25.00	\$30.00
College Student (48 + hours)	\$12.00	\$12.00	\$14.00
21 <sup>st</sup> Cent/ACE College Student (48+ hours)	\$12.00	n/a	\$12.00
21 <sup>st</sup> Cent/ACE Degreed College	\$25.00	n/a	\$25.00
Bus Drivers	Regular Rate	n/a	*Regular Rate
CNP Managers	Reg. Rate	n/a	*Regular Rate
CNP Workers	Reg. Rate	n/a	*Regular Rate
Security Guard	Reg. Rate	n/a	*Regular Rate
Parent Attendance Helpers	\$9.00	n/a	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 \$200/ Saturday half day \$100

### 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

### Supplemental/Extra Duty

activities and summer ARD meetings must be conducted after the employee's working contract has ended for the school year.

#### 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 Track meet	\$125 Flat Rate \$150 Flat Rate \$ 50 Flat Rate
	Spotter		
	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 <sup>th</sup> /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

	Referee/Starter/Back Up Starter	Varsity, Sub-Varsity and Middle School	RGV Tournament/Meet Rates
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### Supplemental/Extra Duty

Meet workers for Track Meets	Video Operator	Track/Cross Country	\$300 Flat Rate
	Ticket Scanner/Online Ticket Seller and Cash Ticket Seller		\$10.00 per team not to exceed 10 teams – (\$100 Max)
Game Workers for Tournaments and Meets	Plumber/Electrician		*Regular Rate
	Clock and Score Book	Varsity Team Tournaments Softball, Baseball, Soccer, Volleyball, and Powerlifting, Sub Varsity Middle School	\$15.00 Per Game*
	Online Ticket Seller/Scanner Cash Ticket Seller		\$15.00 per Game*  *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/UII 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 : Non- Degreed after 30 days of continuous substitute for same classroom	\$115
Substitute Teacher: Degreed	\$135
Long Term Substitute Teacher Degreed: after 30 days of continuous substitute for same classroom	\$150
Substitute Teacher: Degreed & Certified Teacher	\$180
Long Term Substitute Certified Teacher : after 30 days of continuous substitute for same classroom	\$195
Counselor Substitute (long term coverage)	Minimum base counselor daily rate at campus level
Prin./Asst. Prin/CS Substitute (long term coverage)	Minimum base asst. prin/cs daily at campus level

## Appendix

**Bilingual Stipends**

Appendix



**Special Education Stipends**

## Appendix

### **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.

#### **One-Time Sign on Bonus for Sped and Bilingual Certified**

A one-time sign on bonus will be paid in 23-24 for fully certified NEW or (New to the Role in District) to the district teachers hired as an elementary bilingual or special education teacher. Any currently employed teacher that becomes fully certified in Bilingual/Special Education and is assigned to one of these roles in 23-24 SY will be eligible for the stipend. Any assignments done after the start of the year, the stipend will be pro-rated. Emergency permits, intern, waiver or probationary certification does not qualify as fully certified as eligibility for this sign-on bonus. Money will be paid at the end of each school semester.

- Teacher's that leave before the end of each semester their sign-on bonus will be prorated to the number of days worked.
- Teachers that resign at the end of the sign-on bonus eligibility year are not eligible for a sign-on bonus as a rehire for the following school year after resignation.

#### **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

## Appendix

Fall

Spring

\$3,000 -

1500/1500

### TE 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](#)

### STAAR /EOC Content Stipends

Only teachers who are a teacher of record, assigned to a core subject EOC/STARR tested area at the secondary level and teach at least 50% of a teaching schedule will be eligible to receive a content stipend of \$2,500. Stipend will be paid at the end of the school year. Teachers that leave prior to the end of school year, stipends will be prorated based on number of days worked.

### Education & Leadership Stipends

#### Master's Degree

Classroom teachers of record:

- Masters in area of teaching assignment
- Masters 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

#### 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

### 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**

## Appendix

### 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
Speech Lang Path, Speech Lang Path Asst, Occ Ther, COTA, Phy Ther, Phy Ther Asst, Dignostician, Sped Social Worker, Sped. Counselor, LSSP, Dyslexia Teachers	\$200 monthly
Central Office administrators, CNP Coord, Dietitian	\$300 monthly
Strategists serving more than two campus, Public Relations Staff and Master, Technology Instructor	\$400 monthly
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 2023-2024 to employees as follows:

- Teachers: \$3,000 total for the year. \$1,500 will be paid in December 2023 and \$1,500 will be paid in May 2024.
- 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 2024.

The stipend will be prorated depending on the employee's start date in 2023-2024, 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.

### 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

### 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

### Police Department Stipends NEW

- Stipend for CID (investigator) \$2,000
- Stipend of Corporal \$1,500
- Stipend for Lead Security Guard \$1,500

### Officer Proficiency License Stipend

Intermediate Peace Officer	\$250
Advance Peace Officer	\$500
Master Peace Officer	\$750

### Custodial Tiered Compensation Stipend

Custodians that meet the tiered compensation structure will be eligible for the following stipends:

Tier 2- \$1,000

Tier 3- \$2,000

### Elementary & Middle School Principal Stipend based on student enrollment

Campuses that meet designated enrollment criteria by Oct. snapshot date will receive a stipend based on the enrollment schedule. Stipends will be paid at the end of the first semester.

#### Elementary

351-449 - \$2,500
450-549 - \$3,500
550-649 - \$4,500
650 -749 - \$5,500

#### Middle School

701-801 - \$2,500
802-902 - \$3,500
903-1003 - \$4,500
1004-1104 - \$5,500