

HOUSTON INDEPENDENT SCHOOL DISTRICT



Human Resources

2025-2026 STIPENDS

CAMPUS ADDITIONAL ROLE					
CAMPUS ADDITIONAL ROLE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
GT Coordinator	\$1,500	PUA	Dec/June	N/A	Campus
JROTC Coach	\$3,000	PUA & NES	Dec/June	Central - NES	Campus
CTE Student Organization Sponsor	Up to \$800 per Semester	PUA & NES	Dec/June	Central - Academics Dept. (CTE)	Central - Academics Dept. (CTE)
Bilingual	\$5,000	PUA & NES	Dec/June	Central - Districtwide	Central - Districtwide
PUA Secondary Science	\$1,000	PUA	Dec/June	N/A	Central - Districtwide
PUA Secondary Math	\$1,000	PUA	Dec/June	N/A	Central - Districtwide
Title I, Part A Campus Contact Person	Up to \$2,400	PUA & NES	Dec/June	Campus Title I	Campus Title I
Multilingual Learning Development Coach	\$1,500	PUA	Dec/June	N/A	Cultural Multilingual Dept.
PUA Foundational Program of Study Teachers	\$5,000	PUA	Dec/June	N/A	Central - CTE Dept.
APEX Teacher of Record /e-Teacher	\$25 per course Completed	PUA	Dec/June	N/A	Campus Budget
Advanced Academics (AP/IB/OnRamps) Teacher Leader	Up to \$2,000	PUA & NES	Dec/June	Central - Postsecondary	Central - Postsecondary

DISTRICT APPROVED PROGRAM					
DISTRICT APPROVED PROGRAM	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Advanced Academics (AP/IB/OnRamps) Required Training	\$100 a day	PUA & NES	Dec/June	Central - Postsecondary	Central - Postsecondary

HISD STIPENDS AND EXTRA DUTY

DISTRICT APPROVED PROGRAM (NON-GF)					
DISTRICT APPROVED PROGRAM	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Educational Diagnostician Certification Trainer	\$2,000 per Semester course (up to 30 interns)	PUA & NES	Dec/June	Central - SPED Dept.	Central - SPED Dept.
Ethnic Studies Grant	Up to \$1,000 per Participant	PUA & NES	Dec/June	Central - Academics Dept. (RLA/SS CPD)	Central - Academics Dept. (RLA/SS CPD)
HB3 Reading Academies	Up to \$1,000 per Participant	PUA & NES	Periodically	Central - Academics Dept. (RA/SoR)	Central - Academics Dept. (RA/SoR)
Strong Foundations Grant	Up to \$1,500 per Participant	PUA	Periodically	N/A	Central - Academics Dept. (Math/Science CPD)
HCC Dual Credit	Fall and Spring Terms: Up to \$2,000 per course Enrollment Summer Terms: HCC Adjunct Rate of Pay	PUA	Jan/June Summer: Aug	N/A	Central - Academics Dept. (Postsecondary)
CTE Teacher Externship	Up to \$2,000	PUA & NES	June	Central - Academics Dept. (CTE)	Central - Academics Dept. (CTE)
Reading Academy/Science of Reading Coordinator 1 Facilitators	Up to \$1,500	Department Only	Dec/May	N/A	N/A

PRINCIPAL - CAMPUS SIZE					
PRINCIPAL - CAMPUS SIZE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Small - ES & MS (401-599); HS (801-1149)	\$1,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Medium - ES & MS (600-899); HS (1150-1499)	\$2,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Large - ES & MS (900-1199); HS (1500-1999)	\$3,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Extra Large - ES & MS (1200+); HS (2000+)	\$4,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Note: Pay out as if receiving \$1K at start of year equally split between 2025 pay periods; Update stipend amount based on size calculation defined by October 2025 PEIMS membership multiplied by ADA reported as of October snapshot; Pay out updated stipend amount starting in January 2026 equally split between pay periods.					

HISD STIPENDS AND EXTRA DUTY

PRINCIPAL – HIGH NEEDS

PRINCIPAL – HIGH NEEDS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Principal (NES)*	\$8,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Principal (Other D or F)*	\$8,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget

Note: *Eligibility is based on 24-25 SY data, stipends will be paid out divided over each paycheck and will remain separate from base salary. Pay out equally across pay periods based on SY24-25 data.

PRINCIPAL – ENROLLMENT INCENTIVE

PRINCIPAL-ENROLLMENT INCENTIVE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Small - Meet projection number AND recruit 15 new to HISD students*	\$1,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Medium - Meet projection number AND recruit 20 new to HISD students*	\$2,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Large - Meet projection number AND recruit 25 new to HISD students*	\$3,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Extra Large - Meet projection number AND recruit 30 new to HISD students*	\$4,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Elementary School Only **	\$2,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Small - Meet projection number AND recruit 15 new to HISD students*	\$3,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Medium - Meet projection number AND recruit 20 new to HISD students*	\$4,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Large - Meet projection number AND recruit 25 new to HISD students*	\$5,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Extra Large - Meet projection number AND recruit 30 new to HISD students*	\$6,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Elementary School Only **	\$2,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A

Note: *Payout based on enrollment projections for SY25-26 and October 2025 PEIMS enrollment numbers. Payout starts in January of 2026 equally split between pay periods.

** For Elementary schools and ECCs, Pre-K students are counted for every new student enrolled beyond total enrolled students as of June 3rd, 2025. For example, if campus enrolled 40 students in SY24-25 as of June 3rd, 2025, new students would start counting towards target at student 41 for SY25-26.

Campuses with a current retention rate below 70% are expected to increase by 15 percentage points and reach at least 60% retention. Those with rates between 70% and 79% should improve by 10 percentage points, while campuses with rates between 80% and 90% are expected to improve by 5 percentage points. Campuses with a retention rate of 91% or higher are expected to maintain their current rate.

PRINCIPAL – EXPERIENCE

PRINCIPAL – EXPERIENCE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Principal 3+ Years of Experience	\$4,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget

Note: Pay out equally across pay periods

HISD STIPENDS AND EXTRA DUTY

ASSISTANT PRINCIPAL – CAMPUS SIZE

ASSISTANT PRINCIPAL – CAMPUS SIZE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Small - ES & MS (401-599); HS (801-1149)	\$500	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Medium - ES & MS (600-899); HS (1150-1499)	\$1,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Large - ES & MS (900-1199); HS (1500-1999)	\$1,500	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Extra Large - ES & MS (1200+); HS (2000+)	\$2,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget

Note: Pay out as if receiving \$500 at start of year equally split between 2025 pay periods; Update stipend amount based on size calculation defined by October 2025 PEIMS membership multiplied by ADA reported as of October snapshot; Pay out updated stipend amount starting in January 2026 equally split between pay periods.

ASSISTANT PRINCIPAL – ENROLLMENT INCENTIVE

ASSISTANT PRINCIPAL – ENROLLMENT INCENTIVE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Small - Meet projection number AND recruit 15 new to HISD students*	\$500	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Medium - Meet projection number AND recruit 20 new to HISD students*	\$1,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Large - Meet projection number AND recruit 25 new to HISD students*	\$1,500	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Extra Large - Meet projection number AND recruit 30 new to HISD students*	\$2,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Elementary School Only **	\$2,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget
Small - Meet projection number AND recruit 15 new to HISD students*	\$2,500	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Medium - Meet projection number AND recruit 20 new to HISD students*	\$3,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Large - Meet projection number AND recruit 25 new to HISD students*	\$3,500	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Extra Large - Meet projection number AND recruit 30 new to HISD students*	\$4,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Elementary School Only **	\$2,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A

Note: *Payout based on enrollment projections for SY25-26 and October 2025 PEIMS enrollment numbers. Payout starts in January of 2026 equally split between pay periods

** For Elementary schools and ECCs, Pre-K students are counted for every new student enrolled beyond total enrolled students as of June 3rd, 2025. For example, if campus enrolled 40 students in SY24-25 as of June 3rd, 2025, new students would start counting towards target at student 41 for SY25-26.

Campuses with a current retention rate below 70% are expected to increase by 15 percentage points and reach at least 60% retention. Those with rates between 70% and 79% should improve by 10 percentage points, while campuses with rates between 80% and 90% are expected to improve by 5 percentage points. Campuses with a retention rate of 91% or higher are expected to maintain their current rate.

HISD STIPENDS AND EXTRA DUTY

ASSISTANT PRINCIPAL - EXPERIENCE

ASSISTANT PRINCIPAL - EXPERIENCE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Assistant Principal 3+ Years of Experience	\$2,000	PUA & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget

Note: Pay out equally across pay periods.

ASSISTANT PRINCIPAL - HIGH NEEDS

ASSISTANT PRINCIPAL - HIGH NEEDS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Assistant Principal (NES)*	\$6,000	NES	In Addition to Base Salary	Central - District Wide Budget	N/A
Assistant Principal (Other D or F)*	\$6,000	PUA	In Addition to Base Salary	N/A	Central - District Wide Budget

Note: *Eligibility is based on 24-25 SY data, stipends will be paid out divided over each paycheck and will remain separate from base salary. Pay out equally across pay periods based on SY24-25 data.

NES PERFORMANCE INCENTIVE

NES PERFORMANCE INCENTIVE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
NES teachers' Performance level of Progressing II and above for SY24-25* will receive an incentive payout in SY25-26. *Sunsets in SY24-25.	1% to 8% of SY24-25 Salary	NES	Sept/Feb	Central - NES	N/A

NON-UIL EXTRACURRICULAR ACTIVITIES

NON-UIL EXTRACURRICULAR ACTIVITIES	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Student Council Sponsor HS	\$800	PUA	Dec/June	N/A	Campus
Student Council Sponsor MS	\$800	PUA	Dec/June	N/A	Campus

HISD STIPENDS AND EXTRA DUTY

NON-UIL FINE ARTS

NON-UIL FINE ARTS	RATE	CAMPUS TYPE	PAYMENT	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Dance Director MS	\$6,000	PUA & NES	Dec/June	Central - NES	Campus
Drama/Theatre Teacher ES	\$6,000	PUA & NES	Dec/June	Central - NES	Campus
Dance Teacher ES	\$6,000	PUA & NES	Dec/June	Central - NES	Campus
General Music Choir Director ES	\$7,500	PUA & NES	Dec/June	Central - NES	Campus
Visual Art Feeder Representative HS	\$1,750	PUA & NES	Dec/June	Central - NES	Campus
Visual Art Feeder Representative MS	\$1,250	PUA & NES	Dec/June	Central - NES	Campus
Visual Art HS	\$1,500	PUA & NES	Dec/June	Central - NES	Campus
Visual Art MS	\$1,000	PUA & NES	Dec/June	Central - NES	Campus
Visual Arts Teacher ES	\$1,000	PUA & NES	Dec/June	Central - NES	Campus
Visual Arts: T.E.A.M.S/Rodeo School Art/HISD Spring Showcase/Teacher Leadership ES	\$1,250	PUA & NES	Dec/June	Central - NES	Campus
Dance/ Color Guard Director, Assistant HS	\$5,000	PUA & NES	Dec/June	Central - NES	Campus
Dance/ Color Guard Director HS	\$7,000	PUA & NES	Dec/June	Central - NES	Campus

SPECIAL EDUCATION

SPECIAL EDUCATION	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
LSSP, Diagnostician, Speech Therapist	\$2,000	PUA & NES	In Addition to Base Salary	Central - SPED Dept.	Central - SPED Dept.
Critical Shortage SPED Teacher	\$1,000	PUA & NES	Dec/June	Central - Finance Districtwide	Central - Finance Districtwide
Bilingual Certified Special Ed Teachers	\$250 per student per semester not to exceed \$2,500 per semester or \$5,000 per year	PUA & NES	Dec/June	Central - Finance Districtwide	Central - Finance Districtwide
Special Olympics Coach	\$350 (2-7 athletes) \$500 (8 or more athletes)	PUA & NES	Dec/June	Central - SPED Dept.	Central - SPED Dept.
Special Olympics Chaperone	\$150 8-15 hours \$300 16 or more hours	PUA & NES	Dec/June	Central - SPED Dept.	Central - SPED Dept.
Evaluation Specialist Bilingual (Speech Language Pathologist, LSSP/School Psychologist, Educational Diagnostician)	\$2,000	PUA & NES	Dec/June	Central - SPED Dept.	Central - SPED Dept.
Speech Language Pathologist & Speech Language Pathologist Coordinators (SLP)	\$2,000 per carried SLP Assistant/Clinical Fellow (max of 4)	PUA & NES	Dec/June	Central - SPED Dept.	Central - SPED Dept.

HISD STIPENDS AND EXTRA DUTY

SPED RECRUITMENT INCENTIVES

SPED RECRUITMENT INCENTIVES	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Therapist (Speech Language Pathologist, Occupational, Physical, Assistive Technology (CCE), Educational Diagnosticians LSSPs, Audiologist, Music Therapist) Sign- On Bonus	\$3,000	PUA & NES	1x at Hire	Central - SPED Dept.	Central - SPED Dept.
Speech Language Pathology Assistant	\$1,500	PUA & NES	1x at Hire	Central - SPED Dept.	Central - SPED Dept.

UIL ATHLETIC

UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Athletic Coordinator (HS)	\$6,600	PUA & NES	Dec/May	Central - NES	Campus
Athletic Coordinator (MS)	\$2,500	PUA & NES	Dec/May	Central - NES	Campus
Baseball - Asst Coach Boys up to 5 days EXTM HS	\$3,500	PUA & NES	Mar/May	Central - NES	Campus
Baseball - Freshman Coach Boys HS	\$3,500	PUA & NES	Mar/May	Central - NES	Campus
Baseball - Head Coach Boys up to 5 days EXTM HS	\$7,000	PUA & NES	Mar/May	Central - NES	Campus
Basketball - Coach Girls - 7th grade	\$3,000	PUA & NES	Jan/Feb	Central - NES	Campus
Basketball - Coach Girls - 8th grade	\$4,000	PUA & NES	Jan/Feb	Central - NES	Campus
Basketball - Freshman Coach Boys HS	\$4,000	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball - Freshman Coach Girls HS	\$4,000	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball - Head Coach Boys up to 7 days EXTM HS	\$8,000	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball - Head Coach Girls up to 7 days EXTM HS	\$8,000	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball -Asst Coach Boys up to 5 days EXTM HS	\$5,500	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball -Asst Coach Girls up to 5 days EXTM HS	\$5,500	PUA & NES	Dec/Feb	Central - NES	Campus
Basketball –Coach Boys - 7th Grade	\$3,000	PUA & NES	Jan/Feb	Central - NES	Campus
Basketball –Coach Boys - 8th grade	\$4,000	PUA & NES	Jan/Feb	Central - NES	Campus
Cross Country - Head Coach Boys - 8th grade	\$2,000	PUA & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Boys– 7th grade	\$2,000	PUA & NES	Nov	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC – CONTINUED					
UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Cross Country - Head Coach Boys HS	\$5,000	PUA & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls - 7th grade	\$2,000	PUA & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls - 8th grade	\$2,000	PUA & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls HS	\$5,000	PUA & NES	Nov	Central - NES	Campus
Football - Asst Coach Boys - 8th grade up to 5 days EXTM	\$3,500	PUA & NES	Oct/Nov	Central - NES	Campus
Football - Asst Coach Boys (Fall) up to 15 days EXTM HS	\$5,500	PUA & NES	Sept/Nov	Central - NES	Campus
Football - Asst Coach Boys (Spring) up to 10 days EXTM HS	\$3,500	PUA & NES	June	Central - NES	Campus
Football - Head Coach Boys - 8th grade up to 5 days EXTM	\$4,000	PUA & NES	Oct/Nov	Central - NES	Campus
Football - Head Coach Boys (Fall) up to 20 days EXTM HS	\$10,000	PUA & NES	Sept/Nov	Central - NES	Campus
Football - Head Coach Boys (Spring) up to 20 days EXTM HS	\$7,000	PUA & NES	June	Central - NES	Campus
Football –Coach Boys - 7th grade	\$3,000	PUA & NES	Oct/Nov	Central - NES	Campus
Golf - Head Coach Boys HS	\$5,000	PUA & NES	April	Central - NES	Campus
Golf - Head Coach Girls HS	\$5,000	PUA & NES	April	Central - NES	Campus
Soccer - Asst Coach Boys up to 5 days EXTM HS	\$4,500	PUA & NES	Feb/Apr	Central - NES	Campus
Soccer - Asst Coach Girls up to 5 days EXTM HS	\$4,500	PUA & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Boys up to 7 days EXTM HS	\$7,000	PUA & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Boys up to 5 days EXTM 8th Grade	\$3,000	PUA & NES	April	Central - NES	Campus
Soccer - Head Coach Boys 7th Grade	\$2,000	PUA & NES	April	Central - NES	Campus
Soccer - Head Coach Girls up to 7 days EXTM HS	\$7,000	PUA & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Girls up to 5 days EXTM 8th Grade	\$3,000	PUA & NES	April	Central - NES	Campus
Soccer - Head Coach Girls 7th Grade	\$2,000	PUA & NES	April	Central - NES	Campus
Softball - Asst Coach Girls up to 5 days EXTM HS	\$3,500	PUA & NES	Mar/May	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC - CONTINUED

UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Softball - Freshman Coach Girls HS	\$3,500	PUA & NES	Mar/May	Central - NES	Campus
Softball - Head Coach Girls + 5 days EXTM HS	\$7,000	PUA & NES	Mar/May	Central - NES	Campus
Swimming - Asst. Coach Boys HS	\$3,500	PUA & NES	Feb	Central - NES	Campus
Swimming - Asst. Coach Girls HS	\$3,500	PUA & NES	Feb	Central - NES	Campus
Swimming - Head Coach Boys (HS)	\$5,500	PUA & NES	Feb	Central - NES	Campus
Swimming - Coach Boys - 7th grade	\$2,000	PUA & NES	Mar	Central - NES	Campus
Swimming - Coach Boys - 8th grade	\$2,000	PUA & NES	Mar	Central - NES	Campus
Swimming - Coach Girls - 7th grade	\$2,000	PUA & NES	Mar	Central - NES	Campus
Swimming - Coach Girls - 8th grade	\$2,000	PUA & NES	Mar	Central - NES	Campus
Swimming Coordinator HS	\$5,000	PUA & NES	Feb	Central - NES	Campus
Swimming Head Coach Girls HS	\$5,500	PUA & NES	Feb	Central - NES	Campus
Tennis - Head Coach Boys	\$3,500	PUA & NES	Oct/May	Central - NES	Campus
Tennis - Head Coach Girls	\$3,500	PUA & NES	Oct/May	Central - NES	Campus
Track - Coach Boys - 7th grade	\$2,500	PUA & NES	May	Central - NES	Campus
Track - Coach Boys - 8th grade	\$2,500	PUA & NES	May	Central - NES	Campus
Track - Coach Girls - 7th grade	\$2,500	PUA & NES	May	Central - NES	Campus
Track - Coach Girls - 8th grade	\$2,500	PUA & NES	May	Central - NES	Campus
Track - Freshman Coach Boys HS	\$3,500	PUA & NES	April	Central - NES	Campus
Track - Freshman Coach Girls HS	\$3,500	PUA & NES	April	Central - NES	Campus
Track & Field - Asst Coach Boys HS only up to 5 days EXTM	\$3,500	PUA & NES	April	Central - NES	Campus
Track & Field - Asst Coach Girls up to 5 days EXTM HS	\$3,500	PUA & NES	April	Central - NES	Campus
Track & Field - Head Coach Boys up to 5 days EXTM HS	\$7,000	PUA & NES	April	Central - NES	Campus
Track & Field - Head Coach Girls up to 5 days EXTM HS	\$7,000	PUA & NES	April	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC- CONTINUED

UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Volleyball - Asst Coach Girls up to 10 days EXTM HS	\$3,500	PUA & NES	Sept/Nov	Central - NES	Campus
Volleyball - Freshman Coach Girls up to 10 days EXTM HS	\$3,500	PUA & NES	Sept/Nov	Central - NES	Campus
Volleyball - Head Coach Girls up to 15 days EXTM HS	\$7,000	PUA & NES	Sept/Nov	Central - NES	Campus
Volleyball –Coach Girls – 7th grade	\$3,000	PUA & NES	Oct/Nov	Central - NES	Campus
Volleyball –Coach Girls - 8th grade up to 3 days EXTM	\$4,000	PUA & NES	Oct/Nov	Central - NES	Campus
Water Polo Asst Coach Boys up to 10 days EXTM HS	\$2,000	PUA & NES	Sept/Oct	Central - NES	Campus
Water Polo Asst Coach Girls up to 10 days EXTM HS	\$2,000	PUA & NES	Sept/Oct	Central - NES	Campus
Water Polo Head Coach Boys up to 10 days EXTM HS	\$4,000	PUA & NES	Sept/Oct	Central - NES	Campus
Water Polo Head Coach Girls up to 10 days EXTM HS	\$4,000	PUA & NES	Sept/Oct	Central - NES	Campus
Wrestling - Asst Coach Boys up to 5 days EXTM HS	\$3,500	PUA & NES	Jan/Feb	Central - NES	Campus
Wrestling - Asst Coach Girls up to 5 days EXTM HS	\$3,500	PUA & NES	Jan/Feb	Central - NES	Campus
Wrestling - Coach Boys up to 7 days EXTM HS	\$6,000	PUA & NES	Jan/Feb	Central - NES	Campus
Wrestling - Coach Girls up to 7 days EXTM HS	\$6,000	PUA & NES	Jan/Feb	Central - NES	Campus
Strength & Conditioning - Coach HS	\$5,700	PUA & NES	Dec/May	Central - NES	Campus
Strength & Conditioning - Coach MS	\$2,700	PUA & NES	Dec/May	Central - NES	Campus
Field Maintenance Stipend HS	\$1,000	PUA & NES	Dec/May	Central - NES	Campus
Drill Squad - Head Coach Girls HS	\$7,000	PUA & NES	Nov/May	Central - NES	Campus
Cheerleader Sponsor HS	\$5,500	PUA & NES	Nov/May	Central - NES	Campus
Cheerleader Sponsor MS	\$3,000	PUA & NES	Nov/May	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL EXTRACURRICULAR ACTIVITIES

UIL EXTRACURRICULAR ACTIVITIES	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Academic Coach (MS/HS)	\$800	PUA	Dec/June	N/A	Campus
Newspaper Sponsor HS	\$800	PUA	Dec/June	N/A	Campus
Newspaper Sponsor MS	\$800	PUA	Dec/June	N/A	Campus
Yearbook Sponsor HS	\$800	PUA	Dec/June	N/A	Campus
Yearbook Sponsor MS	\$800	PUA	Dec/June	N/A	Campus
Robotics HS	\$800	PUA	Dec/June	N/A	Campus
Speech/Debate Sponsor MS	\$1,010	PUA & NES	Dec/June	Central - NES	Campus
Speech/Debate Sponsor HS	\$1,930	PUA & NES	Dec/June	Central - NES	Campus

UIL FINE ARTS

UIL FINE ARTS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Band Director HS	\$12,000	PUA & NES	Dec/June	Central - NES	Campus
Band Director MS	\$8,000	PUA & NES	Dec/June	Central - NES	Campus
Band Director, Assistant HS	\$10,000	PUA & NES	Dec/June	Central - NES	Campus
Band Director, Assistant MS	\$6,000	PUA & NES	Dec/June	Central - NES	Campus
Band/Orchestra Secondary Performance Ensemble	\$6,000	PUA & NES	Dec/June	Central - NES	Campus
Choral Director HS	\$10,000	PUA & NES	Dec/June	Central - NES	Campus
Choral Director MS	\$7,500	PUA & NES	Dec/June	Central - NES	Campus
Choral Director, Assistant HS	\$7,500	PUA & NES	Dec/June	Central - NES	Campus
Orchestra/Guitar Director HS	\$10,000	PUA & NES	Dec/June	Central - NES	Campus
Orchestra Director MS	\$7,500	PUA & NES	Dec/June	Central - NES	Campus
Piano Director HS	\$4,500	PUA & NES	Dec/June	Central - NES	Campus
Piano/Mariachi Director MS	\$4,000	PUA & NES	Dec/June	Central - NES	Campus
Drama/Theater Director HS	\$7,500	PUA & NES	Dec/June	Central - NES	Campus
Drama/Theater Director, Assistant HS	\$4,500	PUA & NES	Dec/June	Central - NES	Campus
Theatre Director MS	\$6,000	PUA & NES	Dec/June	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UNIQUE AND RARE CHIEF ONLY APPROVED					
UNIQUE AND RARE CHIEF ONLY APPROVED	RATE	CAMPUS	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Eligibility: Superintendent approval required to use general funds.					
Chief Approved Events	Rate set by Chief	PUA & NES	Per Occurrence	Chief Approved Budget	Chief Approved Budget
Curriculum Teacher Vetter	Up to \$4,000 Per Quarter	PUA & NES	Per Quarter	Central - Academics Dept. (Curriculum Design)	Central - Academics Dept. (Curriculum Design)
Teach With Primary SRC	Up to \$1,200 per Social Studies Teacher	PUA & NES	May/June	Central - Academics Dept.(Grants/Curriculum Department)	Central - Academics Dept.(Grants/Curriculum Department)
Career & Tech Ed - SSO	Up to \$500 per Student	PUA & NES	Dec	Central - Academics Dept. (Grants/CTE Department)	Central - Academics Dept. (Grants/CTE Department)
Sprouts School Garden	Up to \$2,700 per Elective Teacher	PUA	May/June	N/A	Central - Academics Dept. (Grants Development/ Hartsfield ES)
PVAMU Leaders Program	Up to \$2,200 per Teacher Apprentice	PUA & NES	Dec/May	Central - Academics Dept. (Grants Development/ Operations & Programming Department)	Central - Academics Dept. (Grants Development/ Operations & Programming Department)
HCDE 21st Century, Cycle 11, Year 4	Up to \$3,200 per IT Customer Service Rep	PUA	May/June	N/A	Central - Academics Dept. (Grants Development/ After Schools Program)
HCDE 21st Century, Cycle 11, Year 2	Up to \$3,200 per IT Customer Service Rep	PUA	May/June	N/A	Central - Grants Development/After School Programs
AP Computer Science	Up to \$3,200 per Professional Staff Working on Grant	PUA & NES	May/June	Central - Grants Development/Post Secondary Programming	Central - Grants Development/Post Secondary Programming

HISD STIPENDS AND EXTRA DUTY

UNIQUE AND RARE CHIEF ONLY APPROVED – LEADERSHIP					
UNIQUE AND RARE CHIEF ONLY APPROVED	RATE	CAMPUS	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Eligibility: Superintendent approval required to use general funds.					
Academies Teacher Leader Academy (TLA)	Up to \$2,000 per Teacher Leader	PUA & NES	Dec/May	Central - Leadership Dept. (ESSA funds)	Central - Leadership Dept. (ESSA funds)
Academies Principal Academy Mentor	Up to \$1,000 per Mentor	PUA & NES	Dec/May	Central - Leadership Dept. (ESSA funds)	Central - Leadership Dept. (ESSA funds)
Leadership Project Initiative	Up to \$2,000 per Leader	PUA & NES	Per Chief approved Occurrence	Central - Leadership Dept. (ESSA funds)	Central - Leadership Dept. (ESSA funds)
Teacher Pathways Mentor Teacher Institute (MTI) for various Univ Programs	Up to \$2,000 per Mentor Teacher	PUA & NES	Dec/May	Central - Leadership Dept. (Grant funds) (Grants Development/Operations & Programming Dept.)	Central - Leadership Dept. (Grant funds) (Grants Development/Operations & Programming Dept.)
Teacher Pathways/ Teacher Certification Mentor Teacher	Up to \$2,000 per Mentor Teacher	PUA & NES	Dec/May	Central - Leadership Dept. (ESSA funds)	Central - Leadership Dept. (ESSA funds)
Teacher Certification Mentor Teacher	Up to \$2,000 per Mentor Teacher	PUA & NES	Dec/May	Central - Alternative Certification Program	Central - Alternative Certification Program
Superintendent Special Projects	Not to exceed \$5,000	N/A	Per Supt. Approved Occurrence	Per Superintendent Approved Budget	Per Superintendent Approved Budget

HISD STIPENDS AND EXTRA DUTY



Human Resources

EXTRA DUTY

Extra duty is based on hourly rate times approved length of event, unless otherwise indicated in the grant. Training must be offered outside required PD days. Extra duty must be grant, allotment, CTE or Title funded.

SATURDAY EVENTS – DISTRICT PRIORITY				
SATURDAY EVENTS – DISTRICT PRIORITY	RATE	CAMPUS TYPE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Eligibility: Staff working more than two full Saturdays.				
School Choice Parent Pre-K	\$30 Per Hour	PUA & NES	Central - NES	Campus
Expansion Parent Events	\$30 Per Hour	PUA & NES	Central – Academics Dept. (Early Childhood)	Central – Academics Dept. (Early Childhood)
Pre-K Expansion Canvassing	\$30 Per Hour	PUA & NES	Central – Academics Dept. (Early Childhood)	Central – Academics Dept. (Early Childhood)
Reading Academy Teacher Make-Up Session	\$200 Per Day	PUA & NES	Central – Academics Dept. (Reading Academies)	Central – Academics Dept. (Reading Academies)

SPECIAL EDUCATION				
SPECIAL EDUCATION	RATE	CAMPUS TYPE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Speech Therapist Speech Language Pathologist	\$65 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Speech Language Pathologist Saturday	\$75 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Speech Therapist Assistant Licensed Speech Language Pathology Assistant	\$50 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Licensed Speech Language Pathology Assistant - Saturday	\$50 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Licensed Specialist in School Psychology (School Psychologist)	\$65 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Educational Diagnostician or Bilingual Educational Diagnostician	\$65 Per Hour	PUA & NES	Central – SPED/ Bilingual Dept.	Central – SPED/ Bilingual Dept.
Audiologist	\$65 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Audiologist-Saturday	\$75 Per Hour	PUA & NES	Central – SPED Dept.	Central – SPED Dept.
Music Therapist, Adapted PE Teachers, Assistive Technology Specialist	Teacher hourly Rate	PUA & NES	Central – SPED Dept	Central – SPED Dept

HISD STIPENDS AND EXTRA DUTY

TRAIN THE TRAINER

TRAIN THE TRAINER	RATE	CAMPUS TYPE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Eligibility: To be used for half or full days outside of PD days.				
Center for Disease Control Nurse Leader	\$30 Per Hour	PUA & NES	Central – Academics Dept.	Central – Academics Dept.

TUTORIAL

Professionals paid on the Teacher Compensation Placement Table providing tutorials beyond the regular day during the school year shall be paid at the standard rate of \$50 per hour for the additional time worked.

UNIQUE AND RARE

UNIQUE AND RARE	RATE	CAMPUS TYPE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (PUA)
Eligibility: Superintendent approval is required to use general funds.				
Chief Approved Events	\$30 Per Hour	PUA & NES	Chief Approved Budget	Chief Approved Budget
21st Century After-School Program	\$30 Per Hour	PUA & NES	Campus – Academics Dept. (Grant)	Campus – Academics Dept. (Grant)
Nurse (if working graduation after the last contract day)	\$40 Per Hour	PUA & NES	Campus – Budget	Campus – Budget
Superintendent Special Projects	Not to exceed \$5,000	PUA & NES	Superintendent Approved Budget	Superintendent Approved Budget