



# Compensation Resource Book 2025-2026

# Table of Contents

## Compensation Guidelines: 2025 – 2026 School Year

The Dallas Independent School District Compensation Program	3
The Compensation Department	3 - 4
New Hire Compensation Determination	4 - 6
Returning Employee Compensation Determination	6
Salary Adjustments	7 - 9

## Compensation Salary Handbook: 2025—2026 School Year

Campus Professionals Schedules	10 - 13
Teachers	10 - 11
Administrators	11 - 12
Counselors and Media Specialists	13
Instructional Support	13
Central Staff Schedules	14 - 15
Support Staff Schedules	16 - 18

## Compensation Supplemental Earnings Handbook: 2025 – 2026 School Year

The Dallas Independent School District Supplemental Earnings Guideline	19 - 21
Supplemental Earnings Summary	22 - 28
Curricular	28 - 39
Districtwide Programs	39 - 40
Operations and Maintenance	40 - 43
Human Capital Management	43 - 46
Instructional	46 - 61
Substitute Earnings Pay Schedule	61 - 62
Appendix A	63 - 64
Appendix B	65 - 69
Appendix C	70
Appendix D	71
Appendix E	72 - 77
Appendix F	78 - 79
Appendix G	80
Appendix H	81
Appendix I	82 - 85

## The Dallas Independent School District Compensation Program

The Dallas ISD Compensation Program is designed to ensure that each component promotes an atmosphere that attracts, motivates and retains high performing employees and provides support to the organizational mission of educating all students for success. Dallas ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

The Superintendent of Schools shall propose a compensation plan for all district personnel. The compensation plan for the upcoming school year will be reflected in the budget approved by the Board of Trustees and the administration shall be responsible for developing procedures and guidelines for proper implementation of the Board approved compensation plan (see policy DEA (LOCAL)).

The Dallas Independent School District is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

## The Compensation Department

The function of the Compensation Department is to direct the strategic planning, design, implementation, administration and communication of all district compensation programs. The department oversees researching the organizational needs of the district and evaluating market trends to ensure compensation programs are strategically aligned according to the district's compensation philosophy.

Only information regarding the 2025-2026 school year can be obtained from this handbook. Prior and future compensation practices, amounts, or programs shall not be predicted using the 2025-2026 Compensation Resource Book.

### **Compensation Structure**

Dallas Independent School District's compensation plans are comprised of salary pay grades, with respective ranges, as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the Compensation Department conducts market pricing research to determine current compensation levels for comparable positions. Employees are paid according to the pay range for their respective position (*all employees are paid on a 12-month basis regardless of their respective position's schedule of days except for bi-weekly employees whom are paid every other week*).

### **Pay Grades and Position Classification**

The Compensation Department determines the compensatory value of a position by conducting market analysis of positions to evaluate relative internal and external value. The position is then assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, divisional consistency, and administrative input are all considered when

performing job evaluations). Additionally, all positions will be classified as exempt or nonexempt in accordance with Fair Labor Standards Act (FLSA) requirements.

The Divisional Chief of Human Capital Management and Finance will approve the need for any new position.

### New Hire Compensation Determination

New hire compensation for district positions is based on a variety of factors, including but not limited to each candidate's knowledge, skills and abilities (KSAs), related work experience as compared to the job description and internal incumbent evaluations with employees who have similar positions and KSA's within Dallas ISD. Human Capital Management is responsible for calculating candidate offers and communicating the offer of assignment to the candidate. An employee will not be paid below the minimum rate or above the maximum rate for their respective pay grade unless the employee was earning more than the maximum amount prior to the adoption of the newly assigned pay grade and is approved by the Executive Director of Compensation and the Chief of Human Capital Management.

New hires with significant KSAs and experience may be hired at a pay rate above the mean salary of comparable incumbents if the position is considered "high-demand" based upon market analysis and thorough evaluation of similarly situated employees.

### Salary Proration

Dallas ISD will compensate employees for each day worked within a particular position. Salaried employees who start an assignment after the determined calendar start date may receive a prorated salary for the remaining calendar days within the position. In these instances, employees will receive the appropriate daily rate as calculated by the salary offer and/or assignment letter for each day worked. Dallas ISD calendar start and end dates can be found on the Dallas ISD Compensation Department website. [www.DallasISD.org/Compensation](http://www.DallasISD.org/Compensation).

### Documentation of Service Credit for Experience

To receive service credit for prior work experience, personnel must provide documentation of service to Human Capital Management's Records Department on an official Texas Education Agency (TEA) approved record and must be validated by the appropriate institutional official. Direct service and related experience for new hires must be documented prior to the determination of salary credit. The following forms of documentation are acceptable for review by the Records Department:

- Service records from previous school employment (required for all service covered by TEA regulations)
- Contracts or Letters of Appointment
- Tax returns (for private practice)

The Compensation Department may request additional documentation as necessary to substantiate prior experience for salary credit.

The salary credit for Creditable Years of Service (CYS) will be granted upon receipt of an official service record. Applicable salary adjustments will be made effective on the date of hire or date of new assignment honoring CYS if the employee provides the official service records within 30 calendar days from the assignment start date; otherwise, the effective date is the date upon which the Records Department receives the official service record. **It is the responsibility of the employee to provide all official documentation.**

### **Campus Professional: Teachers**

The salaries of newly hired Dallas ISD teachers are based upon consideration of Creditable Years of Service (CYS), when an employee has not earned a level since the 2023-2024 Effectiveness Level. All teachers, excluding JROTC, CATE and Vocational Instructors, are required to possess, a bachelor's degree and certification as required by the Texas Education Agency (TEA) and the State Board of Educator Certification (SBEC). Teachers who serve as Athletic Coaches will receive supplemental earnings in addition to their annual base salary.

### **Junior Reserve Officers Training Corps (JROTC) Instructors – High School**

High School JROTC instructors will be paid on the Instructional Support – 195-day salary schedule or according to active duty Armed Forces pay requirements as advised by the JROTC Coordinator, if the amount is greater. Both school experience and active duty experience may be counted for local salary credit Tex. Admin. Code. §153.1021(d)(2).

Should the JROTC instructor transfer into a full-time teaching position, military experience will not be credited unless it meets the TEA guidelines. JROTC personnel will be paid in compliance with active duty Armed Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment.

### **Career and Technology Education (CATE) Teachers**

For CATE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification;
- The teacher must have been employed in a CATE position within the 1982-1983 school year for at least 50% of the time in an approved CATE position, and thereafter;
- Prior (non-school, professional) work experience is not creditable towards Teacher Retirement System.

CATE teachers without degrees, may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form provided by the Career and Technology Department.

### **Credit for Teachers with prior Teacher Assistant Experience**

Effective May 5, 2005, a teacher assistant receiving a standard Texas teaching certificate during the 2004-2005 academic year, or any subsequent year, will be credited with up to two years of full-time student instruction equivalency for salary increment purposes when employed as a teacher (experience must be verified on the teacher service record (Amendment 19 TAC §153.1021m)). One year of teacher salary credit will be given for each creditable year of teacher assistant experience. A maximum of two years will be credited.

### **Counselors, Media Specialists and Instructional Support**

Persons in these positions who are new to the District will be credited one creditable year of service ("CYS") for each year of experience per the following guidelines:

- One year of service credit for each 12-month period of directly related full-time experience,
- One year of service credit for each 24-month period of directly related part-time experience,

- Full-time professional employment according to approved TEA regulations; or
- Any full-time employment in certified or licensed public agencies or private practice/agency employer that provide social services and/or psychosocial treatment for children, youth or families (for salary consideration only, not eligible for TEA or TRS approved service)

### **Instructional Support: School Nurse**

Nurses new to the district will be credited one creditable year of service (“CYS”) for each year of professional experience or school district nursing experience as approved by the TEA guidelines. Newly employed staff nurses shall be given credit for work experience in a hospital, private medical practice, community health practice that includes assignment to a community health agency, industrial nursing or an out-patient clinic which involves family contact. Newly employed school nurses shall not receive credit for work experience acquired during the contract period for the current work year, until after the contract period has expired.

### **Police and Security**

Persons hired as Peace Officers/Telecommunicators must possess the certification or license required by law and/or Dallas ISD policy to be eligible for pay in their designated paygrade. The level of pay is determined by the relevant experience the Officer/Telecommunicator possesses. The Peace Officer/Telecommunicator/Sergeant /Lieutenant/ Deputy Chief and Assistant Chief shall receive a stipend to compensate the employee for the Texas Commission on Law Enforcement (“TCOLE”) certification the employee holds.

### **Campus Professional: Administrators**

The salaries of newly hired Assistant Principals, Principals and Executive Directors of School Leadership, may be placed between the effectiveness levels of Progressing I and Progressing III based on review of professional experience and confirmation of relevant performance achievement. The Compensation Department will determine the compensation of all newly hired administrators in collaboration with the Chief of Human Capital Management and School Leadership designee.

Newly hired Principals and Assistant Principals hired at campuses which require student applications for admission will be paid on the Magnet salary schedule.

### **Returning Employee Compensation Determination**

Former Dallas ISD employees who return to the district will be placed at the appropriate pay level for the position in which they are newly hired. This may differ from the pay level and/or position they occupied at the time of their departure from the district. Returning employees that were previously on an Excellence Initiative will be placed at the salary commensurate with their last Scorecard Effectiveness Level earned (if the new position aligns to the position and level in which the employee earned the effectiveness level), if the level was a 2023-2024 Effectiveness Level or after. In the case the Effectiveness Level was earned before 2023-2024, employee will be placed at the currently adopted hiring schedule for the position.

*\*The current school year evaluations under Excellence Initiatives are utilized in salary determinations for the following school year.*

## Salary Adjustments

According to DEA (LOCAL), the Superintendent of Schools may recommend an amount for employee salary adjustments as a part of the annual budget. The Superintendent of Schools or designee shall approve salary adjustments for employees within the Board approved budgeted amounts and in accordance with the Compensation Guidelines.

An employee's salary shall not be adjusted after the employee has reported to work. If there is a change in an employee's job assignment or duties that warrant a compensation adjustment, the Superintendent of Schools or designee may adjust the pay within budgetary constraints. [See DEA (LEGAL) for provisions on pay increases and public hearing requirements].

## Promotion Adjustments

A promotion is defined as a movement to a new position with a midpoint that is considerably greater than the midpoint of the previous position's pay grade. The number of contract days or applicable district calendar days of both positions will be considered. Pay increases may be up to the greater of:

- Five percent of the employee's current daily rate; or
- The minimum amount of the new salary range; or
- An amount determined by the Compensation Department within the new pay grade.

Any promotion which would result in a 15% increase or greater to an employee's daily rate may be subject to review by the Executive Director of Compensation and the Chief of HCM. No employee shall receive a promotional increase beyond the maximum of the new salary range. In cases where promotions occur at the beginning of the school year and the promotional increase coincides with any annual salary increase authorized by the Board of Trustees, the annual increase shall be applied to the employee's new salary (after promotional increase). Movement to and from Excellence Initiative pay structures may not follow typical promotional guidelines. Salary changes are evaluated on a case by case basis, and aligned based on incumbent data and employee knowledge, skills, abilities, and experience. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative.

## Demotion Adjustments

A demotion is defined as a movement to a new position with a midpoint that is considerably less than the midpoint of the previous position's pay grade. The number of contract days or applicable district calendar days of both positions may be considered. Pay decreases may be up to the greater of:

- A minimum of five percent of the employee's current daily rate; or
- The maximum amount of the new salary range; or
- An amount determined by the Compensation Department

Any demotion which would result in a 15% decrease or greater to an employee's daily rate may be subject to review by the Executive Director of Compensation and the Chief of Human Capital Management. All demotions must place the employee within or at the maximum of the salary range. No employee shall exceed the maximum of the new salary range. Movement to and from Excellence Initiative pay structures may not follow typical demotion guidelines. Salary changes are evaluated on a case by case basis, and aligned based on incumbent data and employee knowledge, skills, abilities, and experience. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative.

## **Lateral Transfer and Adjustments**

A lateral transfer is defined as a movement to a new position with the same pay grade or a midpoint that is within a considerable range of the midpoint of the previous position's pay range. Typically, the movement is to another job with equal responsibilities. In most cases lateral transfers are not eligible for salary increases, except for adjustments to reflect the work calendar days of the new job. An equity adjustment may also be given for lateral transfers when the salaries of peer employees significantly exceed the salary of the new employee in the department or the scope of work as significantly increased. Lateral adjustments shall not exceed 5%, any adjustment that exceeds 3% may be subject to review by the Executive Director of Compensation and the Chief of Human Capital Management. All lateral movements must place employees within the newly assigned salary range. Movement to and from Excellence Initiative pay structures may not follow typical lateral transfer guidelines.

## **Reassignment**

An administrative decision to reassign an employee to a lower grade level position will be accompanied by a letter of assignment signed by the Chief of Human Capital Management. The letter shall clearly state the conditions under which the employee is reassigned, and whether there will be a reduction in current compensation.

## **Salary Freezes**

An employee experiencing a salary freeze will have their pay maintained for the duration of the employee's contract or for the duration of the current school year. If the employee remains in the lower level job assignment after a new school year starts, the salary will be adjusted commensurate with the lower position.

## **Transfer between Pay Groups**

The compensation structure and placement guidelines for each employee pay groups are unique and are not interchangeable. The Compensation Department will determine the equivalent grade and base salary when an employee transfer occurs between pay groups. An overlap in employee calendars occurs with transfers from 226-days and 235-days Central Staff positions to campus positions. Due to campus contract dates beginning in July/August and ending in June and central staff contract dates beginning in September and ending in August, there will a be reduction in compensable days for the respective year. In other words, employees will not complete their contracts in the central staff position or will not be paid for all of the days in their new campus positions. Confirmation of the reduction in pay due to the transfer can be provided by the Payroll Department.

## **Transfer to/from Excellence Initiative Positions**

The Dallas ISD Excellence Initiatives have been designed to encourage employees to remain in key positions as defined by the District. Employees moving to an Excellence Initiative position will be assigned a new salary based upon the compensation program for that Excellence Initiative. Employees that were previously on an Excellence Initiative will be placed at the salary commensurate with their last Scorecard Effectiveness Level earned (if the new position aligns to the position and level in which the employee earned the effectiveness level), if the level was a 2023-2024 Effectiveness Level or after. Employees moving from an Excellence Initiative shall have their salary determined based upon incumbent data, employee knowledge, skills, abilities, and experience for the newly selected position. Maintaining the hourly/daily rate for employees may not be applicable in these cases. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a

salary greater than 14% above the value assigned to that effectiveness level. Any amount above that shall be paid as stipend.

### **Annual Pay Adjustments**

The Superintendent of Schools may propose an annual employee pay adjustment as part of the District's budget approval process and in accordance with the Compensation Guidelines. To receive a Board-approved annual pay adjustment, an employee must be in an active status or on an approved leave of absence at the time of the issuance of the first payroll reflecting the annual pay adjustment. Unless otherwise noted, employees **not eligible** to receive the 2025-2026 Annual Pay Adjustment are shown below.

- Employees on Performance Based Excellence Initiatives
- Newly hired employees hired with a start date after December 31, 2024.
- Employees whose performance appraisal rating is below, unsatisfactory and/or do not meet expectations. [See DN Local].
- Temporary Employees

Employees that have salaries at or over the maximum of their respective paygrade or effectiveness level may receive the annual employee pay adjustment in a TRS eligible stipend that is to be paid during their respective pay periods for the year in which the increase is granted. (The stipend is not added to the base salary of the employee and the base rate will remain the same unless the paygrade or effectiveness level receives modification in value or the employee moves to a paygrade or effectiveness level higher than their current paygrade or effectiveness level). Executive Directors on Excellence Initiatives and Executive Leadership Assistant Superintendent level and higher are not eligible for over the max stipends. Teachers, Principals, Assistant Principals on Excellence Initiatives, may not receive a base salary that exceeds the minimum salary of the next performance grouping (i.e. Progressing, Proficient, Exemplary, Master). The amount above the minimum salary of the next performance grouping shall be paid as a stipend. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a salary greater than 14% above the value assigned to that effectiveness level. The amount above the value assigned to the maximum effectiveness level shall be paid as stipend. Executive Directors on Excellence Initiatives shall not receive a salary greater than the maximum value of the EDEI compensation structure.

### **Back Payment**

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, the Compensation Department will rectify the issue by paying the difference in base salary back to September 1, 2024. For supplemental earnings, back payment can only be rectified back to September 1, 2024.

### **Overpayment**

An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or related supplemental earning. If discovered and/or reported in the current fiscal year, the Compensation Department will rectify the issue based on the respective case of the occurrence (this includes by recovering the funds for the current year only and employees may work with the Payroll Department regarding repayment plans). In the event, an employee leaves the District being overpaid and owing the district funds, if the balance is not

recouped from the employee's last paycheck with the District, the balance will be recovered from the employee's first paycheck should the individual resume employment with the District at any time in the future.

# Compensation

## Salary Handbook: 2025 – 2026 School Year

Effective July 1, 2025

The base schedules are 187/191 days. Extended-Day schedules for 195, 202, 205, 207, 215 and 226 days are based on the 187-day schedules found below. All salaries reflected on these schedules are an annual, 100 percent full time equivalent FTE assignment.

Part-time teacher salaries would be a reflection of the employee's FTE percent of that assignment. (Note: CYS indicates Creditable Years of Service for all salary schedules). Neither past nor future salaries can be predicted or calculated from this schedule. Only salary information regarding the 2025-2026 school year can be obtained from these schedules.

### Salary Schedule – Campus Professional: Teachers

Teacher Excellence Initiative									
Days	Unsat	Progressing		Proficient			Exemplary		Master
		I	II	I	II	III	I	II	
187/191	\$55,030	\$65,500	\$66,000	\$75,000	\$78,000	\$83,000	\$86,000	\$90,000	\$100,000
195	\$57,384	\$68,302	\$68,824	\$78,209	\$81,337	\$86,551	\$89,679	\$93,850	\$104,278
205	\$60,327	\$71,805	\$72,353	\$82,219	\$85,508	\$90,989	\$94,278	\$98,663	\$109,626
207	\$60,916	\$72,505	\$73,059	\$83,021	\$86,342	\$91,877	\$95,198	\$99,626	\$110,695
215	\$63,270	\$75,307	\$75,882	\$86,230	\$89,679	\$95,428	\$98,877	\$103,476	\$114,973

CYS	Teachers Introductory Compensation Schedule				
	187/191	195	205	207	215
Novice (0)	\$65,000	\$67,781	\$71,257	\$71,952	\$74,733
1	\$65,500	\$68,302	\$71,805	\$72,505	\$75,307
2	\$65,750	\$68,563	\$72,079	\$72,782	\$75,595
3	\$66,000	\$68,824	\$72,353	\$73,059	\$75,882
4	\$66,750	\$69,606	\$73,175	\$73,889	\$76,745
5	\$67,250	\$70,127	\$73,723	\$74,443	\$77,320
6	\$67,750	\$70,648	\$74,271	\$74,996	\$77,894
7	\$68,250	\$71,170	\$74,820	\$75,549	\$78,469
8	\$68,750	\$71,691	\$75,368	\$76,103	\$79,044
9	\$69,000	\$71,952	\$75,642	\$76,380	\$79,332
10+	\$69,500	\$72,473	\$76,190	\$76,933	\$79,906

\* Newly hired teachers with 11+ CYS may receive salaries above scale as determined by Human Capital Management and School Leadership.

Teachers new to Dallas Independent School District will be compensated (for the first year only), based on their Creditable Years of Service (“CYS”) upon receipt of official records to the Records Department. The Teachers Introductory Compensation Schedule details the corresponding salary amount based on CYS.

Once a new teacher has been evaluated under TEI and has a hire date on or before, December 31, 2025 their compensation for subsequent years will be based upon their earned Effectiveness Level. TIA designations do not play a part in base salary determination. If a teacher receives a lower evaluation rating for four consecutive years, their effectiveness level and corresponding salary may decrease by one level in the fifth year. Teachers will not receive a base salary that exceeds the minimum salary of the next performance grouping (i.e. Progressing, Proficient, Exemplary, Master). The amount above the minimum salary of the next performance grouping may be paid as a stipend. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a salary greater than 14% above the value assigned to that effectiveness level. The amount above the value assigned to the maximum effectiveness level shall be paid as stipend.

Teachers who are eligible for a pay increase based on their Effectiveness Level will receive the increase on their October 2025 paycheck, retroactive to the employee’s contract start date. Teachers not evaluated on TEI are paid on the Instructional Support Salary Schedule for the 2025-2026 School Year. For more information on the Teacher’s Excellence Initiative, visit [tei.dallasisd.org](http://tei.dallasisd.org).

### Salary Schedule – Campus Professional: Administrators

Level	ASSISTANT PRINCIPAL EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 207 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
ELEMENTARY	\$80,000	\$82,000	\$85,000	\$87,500	\$92,000	\$95,000	\$98,000
MIDDLE	\$85,000	\$88,000	\$90,000	\$92,000	\$95,000	\$98,000	\$102,000
HIGH SCHOOL MAGNET/CHOICE	\$84,000	\$86,000	\$88,500	\$91,500	\$94,000	\$97,000	\$101,000
HIGH SCHOOL TRADITIONAL	\$88,500	\$90,500	\$93,500	\$97,500	\$100,500	\$104,500	\$110,500

Level	PRINCIPAL EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 221 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
ELEMENTARY MAGNET/CHOICE	\$107,000	\$110,000	\$113,000	\$116,000	\$120,000	\$123,000	\$127,000
ELEMENTARY TRADITIONAL	\$111,000	\$115,000	\$118,000	\$122,000	\$124,000	\$129,000	\$133,000
MIDDLE SCHOOL MAGNET/CHOICE	\$110,000	\$115,000	\$119,000	\$123,000	\$126,000	\$130,000	\$133,000
MIDDLE SCHOOL TRADITIONAL	\$116,000	\$120,000	\$125,000	\$131,000	\$135,000	\$139,000	\$147,000
STAND ALONE EARLY COLEGE HS	\$112,000	\$116,000	\$121,000	\$127,000	\$131,000	\$135,000	\$143,000
HIGH SCHOOL MAGNET/CHOICE	\$117,000	\$123,000	\$129,000	\$137,000	\$142,000	\$146,000	\$151,000
HIGH SCHOOL TRADITIONAL	\$129,000	\$139,000	\$144,000	\$149,000	\$152,000	\$155,000	\$159,000

Level	EXECUTIVE DIRECTOR (SCHOOLS) EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 226 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
EXECUTIVE DIRECTOR	\$147,000	\$155,100	\$159,000	\$163,000	\$165,500	\$168,000	\$170,000

Starting salaries for Administrators new to Dallas Independent School District will be determined based on review of professional experience, internal incumbents and other compensatory factors. The Compensation Department will determine the salaries for all new Dallas ISD administrators.

Newly hired Principals and Assistant Principals hired at campuses which require student applications for admission will be paid on the Magnet salary schedule.

Once an administrator has been evaluated under the appropriate appraisal system AND has an Administrator hire date on or before, December 31, 2025, their compensation for subsequent years will be based upon their respective earned effectiveness level. Administrators will not receive a base salary that exceeds the minimum salary of the next performance grouping (i.e. Progressing, Proficient, Exemplary). The amount above the minimum salary of the next performance grouping may be paid as a stipend. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a salary greater than 14% above the value assigned to that effectiveness level. The amount above the value assigned to the maximum effectiveness level shall be paid as stipend. Executive Directors on an Excellence Initiative are not eligible to an over the max stipend.

Administrators who are eligible for a pay increase based on their effectiveness level will receive the increase on the October 2025 paycheck, retroactive to the employee's current year contract start date. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative.

For the 2025-2026 School Year, the Assistant Principal's maximum salary increase will be capped at \$7,500 from the 2024-2025 base salary.

If an administrator receives a lower evaluation rating for four consecutive years, their effectiveness level and corresponding salary may decrease by one level in the fifth year.

All salaries reflected on these schedules are an annual, 100 percent full time equivalent FTE assignment. Only salary information regarding the 2025-2026 school year can be obtained from these schedules.

Salary Schedule: Instructional Support

**Instructional Support**

Pay Grade		Minimum	Midpoint	Maximum
<b>IS 1</b>	<b>Daily</b>	<b>\$289.92</b>	<b>\$362.40</b>	<b>\$434.88</b>
	185	\$53,635	\$67,044	\$80,453
	187/191	\$54,215	\$67,769	\$81,323
	195	\$56,534	\$70,668	\$84,802
	205	\$59,434	\$74,292	\$89,150
	215	\$62,333	\$77,916	\$93,499
	226	\$65,522	\$81,902	\$98,283

<b>IS 2</b>	<b>Daily</b>	<b>\$305.92</b>	<b>\$382.44</b>	<b>\$458.96</b>
	185	\$56,595	\$70,751	\$84,908
	187/191	\$57,207	\$71,516	\$85,826
	195	\$59,654	\$74,576	\$89,497
	205	\$62,714	\$78,400	\$94,087
	215	\$65,773	\$82,225	\$98,676
	226	\$69,138	\$86,431	\$103,725

<b>IS 3</b>	<b>Daily</b>	<b>\$321.36</b>	<b>\$401.68</b>	<b>\$482.00</b>
	185	\$59,452	\$74,311	\$89,170
	187/191	\$60,094	\$75,114	\$90,134
	195	\$62,665	\$78,328	\$93,990
	205	\$65,879	\$82,344	\$98,810
	215	\$69,092	\$86,361	\$103,630
	226	\$72,627	\$90,780	\$108,932

<b>IS 4</b>	<b>Daily</b>	<b>\$337.36</b>	<b>\$421.68</b>	<b>\$506.00</b>
	185	\$62,412	\$78,011	\$93,610
	187/191	\$63,086	\$78,854	\$94,622
	195	\$65,785	\$82,228	\$98,670
	205	\$69,159	\$86,444	\$103,730
	215	\$72,532	\$90,661	\$108,790
	226	\$76,243	\$95,300	\$114,356

<b>IS 5</b>	<b>Daily</b>	<b>\$354.24</b>	<b>\$442.80</b>	<b>\$531.36</b>
	185	\$65,534	\$81,918	\$98,302
	187/191	\$66,243	\$82,804	\$99,364
	195	\$69,077	\$86,346	\$103,615
	205	\$72,619	\$90,774	\$108,929
	215	\$76,162	\$95,202	\$114,242
	226	\$80,058	\$100,073	\$120,087

<b>IS 6</b>	<b>Daily</b>	<b>\$389.68</b>	<b>\$487.08</b>	<b>\$584.48</b>
	185	\$72,091	\$90,110	\$108,129
	187/191	\$72,870	\$91,084	\$109,298
	195	\$75,988	\$94,981	\$113,974
	205	\$79,884	\$99,851	\$119,818
	215	\$83,781	\$104,722	\$125,663
	226	\$88,068	\$110,080	\$132,092

<b>IS 7</b>	<b>Daily</b>	<b>\$434.00</b>	<b>\$542.52</b>	<b>\$651.04</b>
	185	\$80,290	\$100,366	\$120,442
	187/191	\$81,158	\$101,451	\$121,744
	195	\$84,630	\$105,791	\$126,953
	205	\$88,970	\$111,217	\$133,463
	215	\$93,310	\$116,642	\$139,974
	226	\$98,084	\$122,610	\$147,135

**INSTRUCTIONAL SUPPORT POSITIONS:**

- ATHLETIC COORDINATOR
- ATHLETIC TRAINER
- AUDIOLOGIST
- COUNSELOR
- EDUCATIONAL DIAGNOSTICIAN
- EVALUATION COACH
- HEAD FOOTBALL COACH
- HIGH SCHOOL ROTC INSTRUCTOR
- INSTRUCTIONAL SPECIALIST
- LICENSED PSYCHOLOGIST (LSSP)
- LICENSED PSYCHOTHERAPIST
- MEDIA/ LITERACY SPECIALIST
- MOBILITY THERAPIST
- MUSIC THERAPIST
- OCCUPATIONAL THERAPIST
- OCCUPATIONAL THERAPIST ASSISTANT
- PHYSICAL THERAPIST
- PHYSICAL THERAPIST ASSISTANT
- PSYCHOTHERAPIST
- REGISTERED NURSE
- REGISTERED NURSE – AREA LEAD
- SPEECH PATHOLOGIST
- SPEECH THERAPIST
- SPEECH THERAPIST ASSISTANT
- SOCIAL WORKER
- TEACHER – SPECIAL EDUCATION
- TEACHER – ITINERANT

\*This is not intended to be an exhaustive list of all roles included in the Instructional Support Salary Schedule.

## Salary Schedule – Central Staff Schedule

For duty periods other than 226 days, multiply the daily rate by the number of duty days for the respective position. All salaries are subject to proration guidelines

Grade	Central Staff Pay Schedule (226-Annualized Salary   Daily Rate)					
	Minimum		Midpoint		Maximum	
1	\$33,683	\$149.04	\$41,069	\$181.72	\$48,454	\$214.40
2	\$38,745	\$171.44	\$47,243	\$209.04	\$55,741	\$246.64
3	\$45,706	\$202.24	\$55,732	\$246.60	\$65,757	\$290.96
4	\$51,763	\$229.04	\$63,127	\$279.32	\$74,490	\$329.60
5	\$56,699	\$250.88	\$69,147	\$305.96	\$81,595	\$361.04
6	\$65,196	\$288.48	\$79,507	\$351.80	\$93,817	\$415.12
7	\$74,996	\$331.84	\$91,458	\$404.68	\$107,920	\$477.52
8	\$86,224	\$381.52	\$105,145	\$465.24	\$124,065	\$548.96
9	\$99,151	\$438.72	\$120,919	\$535.04	\$142,687	\$631.36
10	\$111,065	\$491.44	\$135,446	\$599.32	\$159,827	\$707.20

Grade	Technical Staff Pay Schedule (226-Annualized Salary   Daily Rate)					
	Minimum		Midpoint		Maximum	
1	\$41,909	\$185.44	\$51,112	\$226.16	\$60,315	\$266.88
2	\$48,219	\$213.36	\$58,805	\$260.20	\$69,391	\$307.04
3	\$57,042	\$252.40	\$69,572	\$307.84	\$82,101	\$363.28
4	\$63,967	\$283.04	\$78,006	\$345.16	\$92,045	\$407.28
5	\$73,568	\$325.52	\$89,713	\$396.96	\$105,858	\$468.40
6	\$84,596	\$374.32	\$103,174	\$456.56	\$121,751	\$538.72
7	\$94,757	\$419.28	\$115,558	\$511.32	\$136,359	\$603.36
8	\$107,070	\$473.76	\$130,583	\$577.80	\$154,096	\$681.84
9	\$119,925	\$530.64	\$146,250	\$647.12	\$172,574	\$763.60
10	\$143,899	\$636.72	\$175,485	\$776.48	\$207,070	\$916.24

Grade	Executive Leadership Pay Schedule (226-Annualized Salary   Daily Rate)					
	Minimum		Midpoint		Maximum	
11	\$123,776	\$547.68	\$150,941	\$667.88	\$178,106	\$788.08
12	\$141,096	\$624.32	\$172,067	\$761.36	\$203,038	\$898.40
13	\$160,858	\$711.76	\$196,168	\$868.00	\$231,478	\$1,024.24
14	\$183,367	\$811.36	\$223,623	\$989.48	\$263,878	\$1,167.60
15	\$209,041	\$924.96	\$254,937	\$1,128.04	\$300,833	\$1,331.12

Grade	Construction Services Pay Schedule (226-Annualized Salary   Daily Rate)					
	Minimum		Midpoint		Maximum	
1	\$51,239	\$226.72	\$60,279	\$266.72	\$69,319	\$306.72
2	\$58,923	\$260.72	\$69,319	\$306.72	\$79,715	\$352.72
3	\$67,167	\$297.20	\$79,019	\$349.64	\$90,870	\$402.08
4	\$76,569	\$338.80	\$90,084	\$398.60	\$103,598	\$458.40
5	\$101,356	\$448.48	\$112,620	\$498.32	\$123,884	\$548.16
6	\$111,481	\$493.28	\$123,866	\$548.08	\$136,251	\$602.88
7	\$122,619	\$542.56	\$136,242	\$602.84	\$149,865	\$663.12
8	\$134,877	\$596.80	\$149,865	\$663.12	\$164,853	\$729.44

Salary Schedule – Maintenance, Operations, and Transportation

<b>Maintenance, Operations, and Transportation</b>				
<b>Grade</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>	-	\$17.00	\$20.72	\$24.45
<b>2</b>	-	\$19.74	\$24.07	\$28.40
<b>3</b>	-	\$21.66	\$26.42	\$31.18
<b>4</b>	-	\$23.79	\$29.01	\$34.23
<b>5</b>	-	\$25.18	\$30.71	\$36.24
<b>6</b>	-	\$26.66	\$32.51	\$38.37
<b>7</b>	-	\$28.22	\$34.42	\$40.62
<b>8</b>	-	\$30.99	\$37.79	\$44.59
<b>9</b>	-	\$34.04	\$41.52	\$49.00
<b>10</b>	-	\$36.65	\$44.70	\$52.75
<b>11</b>	<b>226 Days</b>	\$69,680   \$308.32	\$84,985   \$376.04	\$100,290   \$443.76
<b>12</b>	<b>226 Days</b>	\$90,581   \$400.80	\$110,460   \$488.76	\$130,339   \$576.72

Salary Schedule – Food and Child Nutrition Services

<b>Food and Child Nutrition Services</b>				
<b>Grade</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>	-	\$17.14	\$20.90	\$24.65
<b>2</b>	-	\$19.13	\$23.33	\$27.53
<b>3</b>	-	\$20.97	\$25.59	\$30.22
<b>4</b>	-	\$23.03	\$28.09	\$33.16
<b>5</b>	<b>189 Days</b>	\$38,223   \$202.24	\$46,615   \$246.64	\$55,007   \$291.04
<b>6</b>	<b>189 Days</b>	\$41,217   \$218.08	\$50,259   \$265.92	\$59,301   \$313.76
<b>7</b>	<b>189 Days</b>	\$44,438   \$235.12	\$54,198   \$286.76	\$63,958   \$338.40
<b>8</b>	<b>226 Days</b>	\$60,496   \$267.68	\$73,794   \$326.52	\$87,091   \$385.36
<b>9</b>	<b>226 Days</b>	\$69,029   \$305.44	\$81,188   \$359.24	\$93,347   \$413.04

Salary Schedule – Police and Security Services Salary Schedule

<b>Police and Security Services</b>				
<b>Grade</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>	<b>185 Days</b>	\$30,325   \$163.92	\$37,910   \$204.92	\$45,495   \$245.92
<b>1</b>	<b>235 Days</b>	\$38,521   \$163.92	\$48,156   \$204.92	\$57,791   \$245.92
<b>2</b>	<b>235 Days</b>	\$43,409   \$184.72	\$52,960   \$225.36	\$62,510   \$266.00
<b>3</b>	<b>235 Days</b>	\$46,906   \$199.60	\$57,190   \$243.36	\$67,473   \$287.12
<b>4</b>	<b>235 Days</b>	\$67,417   \$286.88	\$79,317   \$337.52	\$91,218   \$388.16
<b>5</b>	<b>235 Days</b>	\$84,262   \$358.56	\$99,114   \$421.76	\$113,966   \$484.96
<b>6</b>	<b>235 Days</b>	\$99,527   \$423.52	\$117,068   \$498.16	\$134,608   \$572.80

Salary Schedule – Office Support Salary Schedule

<b>Office Support</b>				
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>OS 1</b>	<b>Daily</b>	<b>\$141.20</b>	<b>\$181.00</b>	<b>\$220.80</b>
	<b>185</b>	\$26,122	\$33,485	\$40,848
	<b>195</b>	\$27,534	\$35,295	\$43,056
	<b>220</b>	\$31,064	\$39,820	\$48,576
	<b>226</b>	\$31,911	\$40,906	\$49,901

<b>OS 2</b>	<b>Days</b>	<b>\$154.48</b>	<b>\$198.12</b>	<b>\$241.76</b>
	<b>185</b>	\$28,579	\$36,652	\$44,726
	<b>195</b>	\$30,124	\$38,633	\$47,143
	<b>220</b>	\$33,986	\$43,586	\$53,187
	<b>226</b>	\$34,912	\$44,775	\$54,638

<b>OS 3</b>	<b>Days</b>	<b>\$173.28</b>	<b>\$222.08</b>	<b>\$270.88</b>
	<b>185</b>	\$32,057	\$41,085	\$50,113
	<b>195</b>	\$33,790	\$43,306	\$52,822
	<b>220</b>	\$38,122	\$48,858	\$59,594
	<b>226</b>	\$39,161	\$50,190	\$61,219

<b>OS 4</b>	<b>Days</b>	<b>\$183.52</b>	<b>\$235.32</b>	<b>\$287.12</b>
	<b>185</b>	\$33,951	\$43,534	\$53,117
	<b>195</b>	\$35,786	\$45,887	\$55,988
	<b>220</b>	\$40,374	\$51,770	\$63,166
	<b>226</b>	\$41,476	\$53,182	\$64,889

<b>OS 5</b>	<b>Days</b>	<b>\$194.56</b>	<b>\$249.40</b>	<b>\$304.24</b>
	<b>185</b>	\$35,994	\$46,139	\$56,284
	<b>195</b>	\$37,939	\$48,633	\$59,327
	<b>220</b>	\$42,803	\$54,868	\$66,933
	<b>226</b>	\$43,971	\$56,364	\$68,758

<b>OS 6</b>	<b>Days</b>	<b>\$206.24</b>	<b>\$264.40</b>	<b>\$322.56</b>
	<b>185</b>	\$38,154	\$48,914	\$59,674
	<b>195</b>	\$40,217	\$51,558	\$62,899
	<b>220</b>	\$45,373	\$58,168	\$70,963
	<b>226</b>	\$46,610	\$59,754	\$72,899

<b>Office Support</b>				
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>OS 7</b>	<b>Days</b>	<b>\$218.64</b>	<b>\$280.28</b>	<b>\$341.92</b>
	<b>185</b>	\$40,448	\$51,852	\$63,255
	<b>195</b>	\$42,635	\$54,655	\$66,674
	<b>220</b>	\$48,101	\$61,662	\$75,222
	<b>226</b>	\$49,413	\$63,343	\$77,274

<b>OS 8</b>	<b>Days</b>	<b>\$231.36</b>	<b>\$297.12</b>	<b>\$362.88</b>
	<b>185</b>	\$42,802	\$54,967	\$67,133
	<b>195</b>	\$45,115	\$57,938	\$70,762
	<b>220</b>	\$50,899	\$65,366	\$79,834
	<b>226</b>	\$52,287	\$67,149	\$82,011

<b>OS 9</b>	<b>Days</b>	<b>\$245.36</b>	<b>\$314.56</b>	<b>\$383.76</b>
	<b>185</b>	\$45,392	\$58,194	\$70,996
	<b>195</b>	\$47,845	\$61,339	\$74,833
	<b>220</b>	\$53,979	\$69,203	\$84,427
	<b>226</b>	\$55,451	\$71,091	\$86,730

<b>OS 10</b>	<b>Days</b>	<b>\$260.16</b>	<b>\$333.60</b>	<b>\$407.04</b>
	<b>185</b>	\$48,130	\$61,716	\$75,302
	<b>195</b>	\$50,731	\$65,052	\$79,373
	<b>220</b>	\$57,235	\$73,392	\$89,549
	<b>226</b>	\$58,796	\$75,394	\$91,991

<b>OS 11</b>	<b>Days</b>	<b>\$351.20</b>	<b>\$450.28</b>	<b>\$549.36</b>
	<b>185</b>	\$64,972	\$83,302	\$101,632
	<b>195</b>	\$68,484	\$87,805	\$107,125
	<b>220</b>	\$77,264	\$99,062	\$120,859
	<b>226</b>	\$79,371	\$101,763	\$124,155

Salary Schedule – Paraprofessional Salary Schedule

<b>Paraprofessional</b>				
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Para 1</b>	<b>Daily</b>	<b>\$144.56</b>	<b>\$180.76</b>	<b>\$216.96</b>
	<b>185</b>	\$26,744	\$33,441	\$40,138
	<b>195</b>	\$28,189	\$35,248	\$42,307
	<b>205</b>	\$29,635	\$37,056	\$44,477
	<b>226</b>	\$32,671	\$40,852	\$49,033

<b>Para 2</b>	<b>Days</b>	<b>\$153.20</b>	<b>\$191.48</b>	<b>\$229.76</b>
	<b>185</b>	\$28,342	\$35,424	\$42,506
	<b>195</b>	\$29,874	\$37,339	\$44,803
	<b>205</b>	\$31,406	\$39,253	\$47,101
	<b>226</b>	\$34,623	\$43,274	\$51,926

<b>Para 3</b>	<b>Days</b>	<b>\$162.32</b>	<b>\$202.96</b>	<b>\$243.60</b>
	<b>185</b>	\$30,029	\$37,548	\$45,066
	<b>195</b>	\$31,652	\$39,577	\$47,502
	<b>205</b>	\$33,276	\$41,607	\$49,938
	<b>226</b>	\$36,684	\$45,869	\$55,054

<b>Para 4</b>	<b>Days</b>	<b>\$219.28</b>	<b>\$274.08</b>	<b>\$328.88</b>
	<b>185</b>	\$40,567	\$50,705	\$60,843
	<b>195</b>	\$42,760	\$53,446	\$64,132
	<b>205</b>	\$44,952	\$56,186	\$67,420
	<b>226</b>	\$49,557	\$61,942	\$74,327

<b>Para 5</b>	<b>Days</b>	<b>\$259.92</b>	<b>\$324.84</b>	<b>\$389.76</b>
	<b>185</b>	\$48,085	\$60,095	\$72,106
	<b>195</b>	\$50,684	\$63,344	\$76,003
	<b>205</b>	\$53,284	\$66,592	\$79,901
	<b>226</b>	\$58,742	\$73,414	\$88,086

# Compensation

## Supplemental Earnings Handbook: 2025-2026 School Year

Effective July 1, 2025

### The Dallas Independent School District Supplemental Earnings Guideline

Supplemental Earnings are wages paid to active Dallas Independent School District employees in addition to their regular base salary. The rates at which supplemental pay is determined are governed by the Compensation Department. The District categorizes supplemental pay into three classes: **stipends, incentive pay, and extra duty pay.**

#### **Stipends**

Dallas Independent School District defines stipends as a nondiscretionary amount of earnings paid to an employee on a regular or recurring basis over the course of their duty period contract. The stipend allows an employee to be compensated for specific duties or occurrences that are considered beyond the scope of their present occupation or contract. Stipend payouts are subject to their respective months of disbursement and may begin paying out as early as September 1<sup>st</sup> and ending as late as August 31<sup>st</sup> for the fiscal year.

#### **Incentive Pay**

In some circumstances, positions may be identified as **critically needed** in order to fulfill the strategic plans of Dallas ISD. The Board of Trustees may grant the usage of discretionary incentive pay in order to motivate or encourage active employees to assist in achieving the aims desired by the district. Incentives may also be disbursed to assist teachers in preparation for the upcoming school year (i.e. supply incentive). Incentives are paid out at a predesignated time within the school year and are available for disbursement until designated funds have been exhausted. Incentive payments may be subject to proration and the Human Capital Management Department is responsible for monitoring the disbursement of the incentive funds.

#### **Extra Duty Pay**

Active employees who perform certain duties outside of their normal contract responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Earnings Handbook. These earnings are called extra duty pay. Performance is considered helpful, yet not mandatory and earnings are disbursed upon completion of the requested duties. Non-exempt employees may receive extra duty pay, however, utilizing non-exempt employees for extra duty should be limited and carefully monitored as overtime rates may apply and must be followed accordingly (supplemental pay should not be used as an alternative to overtime payment for non-exempt employees when overtime payment should be paid). SPS should be utilized to compensate non-exempt employees for extra duty.

#### **Secondary Pay Source (SPS)**

This is an element code that should be used to pay a biweekly and or monthly support employee who works extra duty hours paid from a different funding source. This element code is designed to look at the support employee's work hours in a workweek, then determine if any hours in that work week/pay period should be paid at the time and a half rate.

#### **Secondary Pay Source Regular (SPSR)**

This is an element used once the SPS process reviews the biweekly or monthly support employee's actual hours worked. If the support employee did not complete a 40-hour week during a work week where they have incurred SPS hours; once calculated, Oracle will take the SPS hours and will pay part of the hours needed to complete the 40 hours as SPSR (regular hourly pay). This process will also make an entry to the actual hours that can be paid at the time and a half rate (SPS).

## Supplemental Pay Information

*The following information provides the framework for Dallas ISD Supplemental Earnings:*

1. Supplemental earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental earnings are not included in individual base salaries.
3. Authorization to pay approved supplemental compensation requires permission from the Executive Director of the Campus/Department prior to actual work being performed.
4. Supplemental pay duties may not be conducted from home, unless written prior approval has been obtained from Division Chief and Chief of Human Capital Management.
5. It is the responsibility of the campus or department to notify the Compensation Department when all extra duties have been performed and to ensure overtime guidelines for non-exempt employees have been followed.
6. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn supplemental pay prior to their effective start date.
7. Long-term Substitute Teachers that remain in the same classroom, with the same students, and have no break in service are eligible to receive supplemental pay for before, after, and Saturday school tutoring only, not to exceed 10 hours per week. Substitutes of any other kind are **not** eligible to receive any other type of supplemental pay including but not limited to pay for coaching, pay for working athletic events, and pay for driving school buses.
8. Supplemental duties should take place outside of an employee's normal work hours or calendar days and should be considered voluntary, infrequent and distinctly different from the employee's normal job description. Non-exempt employees should not receive supplemental pay outside of the exceptions outlined in this guide.
9. All supplemental earnings are subject to the employee and employer's statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
10. All stipend and incentives will be prorated based on employee Full Time Equivalency (FTE).
11. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete duty days for their respective contract.
12. If an employee fails to meet all criteria stipulated in the Supplemental Earnings Handbook, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms of recovery.
13. Supplemental earnings are paid at the rate commensurate with the employee's employment category and job at the time of payout.
14. An employee should be in an eligible position and active with the District at the time of payout.

*NOTE: Item 4 in the Educator's Term Contract states, "Supplemental duties, as defined by the District, and any payment and/or stipend that may be paid for such duties and/or assignments are not covered by this contract. Any such payments are not included as part of the annual salary under this contract. This contract does not create a property interest or right under this contract to the assignment of any such supplemental duties or any stipend or payment for such supplemental duties. No property right to continued employment exists in such supplemental duties."*

# Dallas Independent School District

## Supplemental Earnings Listing

2025-2026 School Year

### CURRICULAR

### ATHLETICS

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
1.00*	HIGH SCHOOL	HS HEAD COACH	XSTIP	STIPEND	UP TO \$12,000/YR
1.01*	HIGH SCHOOL	HS ASSISTANT COACH	XSTIP	STIPEND	UP TO \$7,000/YR
1.02*	HIGH SCHOOL	HS COORDINATOR	XSTIP	STIPEND	UP TO \$8,000/YR
1.03*	MIDDLE SCHOOL	MS COACH – ATHLETIC COORDINATOR	XSTIP	STIPEND	\$4,000/YR
1.04*	MIDDLE SCHOOL	MS HEAD COACH	XSTIP	STIPEND	UP TO \$5,000/YR
1.05*	MIDDLE SCHOOL	MS ASSISTANT COACH	XSTIP	STIPEND	UP TO \$3,700/YR
1.06	DISTRICT	DISTRICT ATHLETIC TRAINERS	X160	STIPEND	\$8,500/YR
1.07	DISTRICT	VARIOUS ATHLETIC EVENT WORKERS	ATHL	XTRA DTY	REFER TO CHART
1.08	HIGH SCHOOL	SUMMER ATHLETIC PROGRAM SUPERVISOR	CSGM	XTRA DTY	\$25/HR
1.09	DISTRICT	ATHLETIC EVENT DELAY	SUPL	XTRA DTY	\$15/HR
1.10	DISTRICT	VIDEO SCOREBOARD COORDINATOR	XSTIP	STIPEND	\$8,000/YR
1.11	DISTRICT	ATHLETIC DRIVER	BUSS	XTRA DTY	REFER TO CHART
1.12	DISTRICT	ATHLETIC DUAL CONTRACT STIPEND	XADC	STIPEND	\$12/YR

\*Refer to Athletic Coaches chart for details per sport and campus level.

### VISUAL AND PERFORMING ARTS

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
2.00	HIGH SCHOOL	HS BAND DIRECTOR	X141	STIPEND	\$13,000/YR
2.01	HIGH SCHOOL	HS ASSISTANT BAND DIRECTOR	X142	STIPEND	\$7,300/YR
2.02	HIGH SCHOOL	HS CHORAL DIRECTOR	X031	STIPEND	\$7,100/YR
2.03	HIGH SCHOOL	HS ASSISTANT CHORAL DIRECTOR	X032	STIPEND	\$4,300/YR
2.04	HIGH SCHOOL	HS DANCE TEACHER	XN51	STIPEND	\$3,400/YR
2.05	HIGH SCHOOL	HS THEATRE TEACHER	XN61	STIPEND	\$5,600/YR
2.06	HIGH SCHOOL	HS DRILL TEAM SPONSOR	X101	STIPEND	\$3,500/YR
2.07	HIGH SCHOOL	HS ORCHESTRA DIRECTOR	X081	STIPEND	\$6,800/YR
2.08	MIDDLE SCHOOL	MS BAND DIRECTOR	X143	STIPEND	\$7,000/YR
2.09	MIDDLE SCHOOL	MS ASSISTANT BAND DIRECTOR	X144	STIPEND	\$5,200/YR
2.10	MIDDLE SCHOOL	MS CHORAL DIRECTOR	X033	STIPEND	\$3,700/YR
2.11	MIDDLE SCHOOL	MS DANCE TEACHER	XN52	STIPEND	\$2,700/YR
2.12	MIDDLE SCHOOL	MS THEATRE TEACHER	XN62	STIPEND	\$2,500/YR
2.13	MIDDLE SCHOOL	MS ORCHESTRA DIRECTOR	X080	STIPEND	\$4,600/YR

### JUNIOR ROTC

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
3.00	HIGH SCHOOL	HS JROTC INSTRUCTOR	X151	STIPEND	\$4,440/YR
3.01	MIDDLE SCHOOL	MS JROTC INSTRUCTOR	X152	STIPEND	\$2,220/YR

# Dallas Independent School District

## Supplemental Earnings Listing

2025-2026 School Year

### STUDENT ACTIVITIES DEPARTMENT

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
4.00	DISTRICT	ACADEMIC DECATHLON	ACAD	STIPEND	UP TO \$5,800/YR
4.01	DISTRICT	DESTINATION IMAGINATION	ADDI	STIPEND	UP TO \$3,500/YR
4.02	DISTRICT	ACADEMIC PENTATHLON	PENT	STIPEND	UP TO \$3,000/YR
4.03	DISTRICT	LONE STAR CHALLENGE	LONE	STIPEND	UP TO \$2,000/YR
4.04	DISTRICT	TEXAS MATH & SCIENCE COACHES ASSOCIATION	STEX	STIPEND	UP TO \$5,000/CAMPUS
4.05	HIGH SCHOOL	SCHOOL NEWSPAPER	NEWS	STIPEND	UP TO \$2,300/YR
4.06	HIGH SCHOOL	HS SCHOOL YEARBOOK	YEAR	STIPEND	UP TO \$3,000/YR
4.07	MIDDLE SCHOOL	MS SCHOOL YEARBOOK	MSYB	STIPEND	UP TO \$1,000/YR
4.08	HIGH SCHOOL	HS DEBATE TEACHER	HSDT	STIPEND	UP TO \$4,500/YR
4.09	HIGH SCHOOL	HS DEBATE ASSISTANT COACH	HSDA	STIPEND	UP TO \$2,500/YR
4.10	MIDDLE SCHOOL	MS DEBATE TEACHER	MSDT	STIPEND	UP TO \$4,500/YR
4.11	MIDDLE SCHOOL	MS DEBATE ASSISTANT COACH	MSDA	STIPEND	UP TO \$2,500/YR
4.12	ELEMENTARY	ES DEBATE COACH	ESDA	STIPEND	UP TO \$1,000/YR
4.13	HIGH SCHOOL	HS CHEERLEADER SPONSOR (VARSITY)	X301	STIPEND	\$3,000/YR
4.14	HIGH SCHOOL	HS CHEERLEADER (JV or FRESHMAN)	X302	STIPEND	\$2,300/YR
4.15	MIDDLE SCHOOL	MS CHEERLEADER SPONSOR	MSCL	STIPEND	UP TO \$2,250/YR
4.16	ELEMENTARY	ES CHEER SPONSOR	CHER	STIPEND	UP TO \$1,500/YR
4.17	ALL SCHOOLS	CAMPUS ACTIVITY COORDINATOR	UCAC	STIPEND	UP TO \$2,000/CAMPUS
4.18	ALL SCHOOLS	UIL COACH	UILC	STIPEND	UP TO \$100/EVENT
4.19	ALL SCHOOLS	ACADEMIC COMPETITION STAFF	UIL/UI LH	XTRA DTY	\$25/HR, \$200, \$250
4.20	DISTRICT	CHESS COMPETITION SPONSOR	CHES	STIPEND	UP TO \$3,000/CAMPUS
4.21	HIGH SCHOOL	HS SPIRIT STIPEND	SPRT	STIPEND	UP TO \$2,000/YR
4.22	SECONDARY	ESPORTS	ESPO	STIPEND	UP TO \$2,000/YR
4.23	HIGH SCHOOL	LINK/WEB CREW	LINK	STIPEND	\$1,500/YR
4.24	HIGH SCHOOL	SOCIAL IMPACT CHALLENGE	SOIC	STIPEND	UP TO \$1,000/YR
<b>GENERAL STUDENT ACTIVITIES</b>					
4.25	DISTRICT	ROBOTICS COMPETITION SPONSOR	ROBO	STIPEND	UP TO \$4,250/YR
4.26	HIGH SCHOOL	SENIOR SPONSOR	SSPR	STIPEND	REFER TO CHART
4.27	HIGH SCHOOL	SENATE SPONSOR	SENS	STIPEND	\$2,000/YR
4.28	HIGH SCHOOL	HS MOCK TRIAL	XMOC	STIPEND	\$3,800/YR
4.29	HIGH SCHOOL	STUDENT VOTER EMPOWERMENT CLUB SPONSOR	SVEC	STIPEND	\$1,200/YR
4.30	DISTRICT	CAMPUS STAND ALONE ACTIVITY PROGRAMS	CSAA	STIPEND	\$250/SEMESTER

### DISTRICTWIDE PROGRAMS

#### LEADERSHIP AND INSTRUCTIONAL DEVELOPMENT

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
5.00	DISTRICT	INTERIM STIPEND	XSTI	STIPEND	UP TO 15% ANNL SAL
5.01	DISTRICT	STAFF DEVELOPMENT (PROFESSIONAL)	SDEV	XTRA DTY	\$25/HR
5.02	DISTRICT	MANDATORY STAFF DEVELOPMENT (SUPPORT)	SPS	XTRA DTY	OVRTIME GUIDELINES
5.03	DISTRICT	STAFF DEVELOPMENT INSTRUCTOR	INST/INSF	XTRA DTY	VARIABLE
5.04	DISTRICT	CURRICULUM WRITING	CURR	XTRA DTY	\$25/HR

5.05	ASSESSMENT DEPT.	ASSESSMENTS OF CORE PERFORMANCE (ACP) SUMMER WRITING ITEM DEVELOPMENT (ASSESSMENT DEPT. ONLY)	SUPL	XTRA DTY	\$31/HR
5.06	ALL CONTENT AREAS	ACADEMIC SERVICES CONTENT AREAS CURRICULUM DEVELOPMENT WRITERS – SUMMER DEVELOPMENT	CDEV	XTRA DTY	\$1,500/UNIT
5.07	ASSESSMENT DEPT.	SUMMER ACP ITEM DEVELOPMENT (ASSESSMENT FOR COURSE PERFORMANCE)	CURR	XTRA DTY	\$31/HR
5.08	ALL CONTENT AREAS	ACADEMIC SERVICES CONTENT AREAS CURRICULUM DEVELOPMENT WRITERS	CDEV	XTRA DTY	\$1,100/UNIT
5.09	ECLD DEPT	HB3 READING ACADEMY	HBRA	STIPEND	UP TO \$1,400/YR

## OPERATIONS AND MAINTENANCE

### FACILITIES

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
6.00	DISTRICT	ASBESTOS PAY	XASB	XTRA DTY	UP TO \$2,500/YR
6.01	DISTRICT	MECHANIC CERTIFICATION PROGRAM	XASE	XTRA DTY	\$500/YR
6.02	DISTRICT	TRANSPORATION ATTENDANCE INCENTIVE	TSAI	INCENTIVE	\$50/MONTH
6.03	DISTRICT	TRANSPORTATION REFERRAL INCENTIVE	DREF	INCENTIVE	\$200/REFERRAL
6.04	DISTRICT	TRANSPORTATION RETENTION INCENTIVE	TRET	INCENTIVE	\$800/YR
6.05	DISTRICT	MAINTENANCE OPERATIONS MASTER STIPEND	XMOS	STIPEND	\$3,800/YR

### FOOD AND CHILD NUTRITION

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
7.00	ALL SCHOOLS	DUAL CAFETERIA SUPERVISOR	XFSD	STIPEND	\$4,000/YR
7.01	ALL SCHOOLS	FOOD SERVICE LEAD	XFSL	STIPEND	\$0.50/HR
7.02	ALL SCHOOLS	TRAINING SUPERVISOR	FSTS	STIPEND	\$25/DAY
7.03	ALL SCHOOLS	MEAL EQUIVALENCY STIPEND	MEQS	STIPEND	UP TO \$2,500/ SEMESTER

### POLICE AND SECURITY

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
8.00	POLICE DEPT	POLICE & SECURITY COMMAND SUPERVISOR	PSCS	XTRA DTY	REFER TO CHART
8.01	POLICE DEPT	NIGHT SHIFT DIFFERENTIAL	XPSD	INCENTIVE	UP TO \$2,900/YR
8.02	POLICE DEPT	PEACE OFFICER CERTIFICATION STIPEND	XPOC	STIPEND	UP TO \$7,200/YR
8.03	POLICE DEPT	FIELD TRAINING OFFICER STIPEND	FTOS	XTRA DTY	UP TO \$35/DAY
8.04	POLICE DEPT	CRITICAL SHORTAGE PEACE OFFICER HIRING INCENTIVE	POHI	INCENTIVE	\$4,000
8.05	POLICE DEPT	ARMED SECURITY OFFICER HIRING INCENTIVE	ASHI	INCENTIVE	\$2,000
8.06	POLICE DEPT	COMMISIONED SECURITY OFFICER HIRING INCENTIVE	CSOI	INCENTIVE	\$2,000
8.07	POLICE DEPT	COMMISIONED SECURITY OFFICER STIPEND	XCSL	STIPEND	\$5,000/YR

## HUMAN CAPITAL MANAGEMENT

### RECRUITMENT (SIGNING) INCENTIVES

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
9.00	ALL SCHOOLS	CRITICAL SHORTAGE OCCUPATIONAL   PHYSICAL THERAPIST	SBSO	INCENTIVE	\$3,000
9.01	ALL SCHOOLS	CRITICAL SHORTAGE SPEECH THERAPIST	STSI	INCENTIVE	\$5,000

9.02	ELEMENTARY	CRITICAL SHORTAGE BILINGUAL TEACHER SIGNING INCENTIVE	SBBL	INCENTIVE	\$5,000
9.03	SECONDARY	CRITICAL SHORTAGE SCIENCE TEACHER SIGNING INCENTIVE	SBSI	INCENTIVE	\$3,000
9.04	SECONDARY	CRITICAL SHORTAGE MATH TEACHER SIGNING INCENTIVE	SBMI	INCENTIVE	\$3,000
9.05	SECONDARY	CRITICAL SHORTAGE CTE SIGNING INCENTIVE	SBCT	INCENTIVE	\$3,000
9.06	ALL SCHOOLS	CRITICAL SHORTAGE SELF CONTAINED CLASSROOM TEACHER SIGNING INCENTIVE	SBAB	INCENTIVE	\$5,000
9.07	SECONDARY	CRITICAL SHORTAGE LANGUAGES OTHER THAN ENGLISH	LOTE	INCENTIVE	\$3,000
9.08	ALL SCHOOLS	CRITICAL SHORTAGE DEAF EDUCATION TEACHER/SIGN LANGUAGE INTERPRETER	SBDE	INCENTIVE	\$5,000
9.09	ALL SCHOOLS	BOARD CERTIFIED BEHAVIOR ANALYST HIRING INCENTIVE	BCBA	INCENTIVE	\$5,000
9.10	ALL SCHOOLS	CRITICAL SHORTAGE NEW NURSE HIRING INCENTIVE	NNHI	INCENTIVE	\$3,000
9.11	ALL SCHOOLS	CRITICAL SHORTAGE SPECIAL EDUCATION INCLUSION SIGNING INCENTIVE	SPEI	INCENTIVE	\$3,000
9.12	ALL SCHOOLS	VISITING INTERNATIONAL TEACHER HIRING INCENTIVE	VIEI	INCENTIVE	\$3,500 ONE-TIME PAYMENT

**INSTRUCTIONAL**

**ACCELERATED LEARNING**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
10.00	HIGH SCHOOL	ADVANCED PLACEMENT GIFTED AND TALENTED (AP/GT) MANAGER	SGTC	STIPEND	\$1,000/YR
10.01	MIDDLE SCHOOL	GIFTED AND TALENTED (GT MANAGER)	GATM	STIPEND	\$500/YR
10.02	HIGH SCHOOL	ADVANCED PLACEMENT LEAD TEACHER	APLT	STIPEND	\$2,000/YR

**ALTERNATIVE EDUCATION AND SUMMER PROGRAMS**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
11.00	DISTRICT	COMPENSATORY EDUCATION HOME INSTRUCTION	S COMP CEHI	XTRA DTY	\$12.86 - \$25/HR
11.01	DISTRICT	EVENING SCHOOL PART TIME POSITIONS	EVEN	XTRA DTY	\$25-\$31/HR
11.02	DISTRICT	RECONNECTION CENTER FACILITATOR	REFC	XTRA DTY	UP TO \$2,000/YR
11.03	DISTRICT	SUMMER SCHOOL ACADEMIC SESSIONS	DWSS	XTRA DTY	REFER TO CHART
11.04	ALL SCHOOLS	APPROVED SUMMER STAND ALONE PROGRAMS	SUMS	XTRA DTY	\$15-\$31/HR
11.05	ALL SCHOOLS	CAMPUS AND DEPT BASED SUMMER PROGRAMS	SUMS	XTRA DTY	\$10 - \$25/HR

**CAMPUS**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
12.00	ALL SCHOOLS	BEFORE/AFTER SCHOOL	ASCH	XTRA DTY	\$25/HR
12.01	ALL SCHOOLS	AFTER SCHOOL (ABC or ETC)	ABCE	XTRA DTY	\$31/HR
12.02	ALL SCHOOLS	CLASS COVERAGE TA's – FULL DAY	CTAF	XTRA DTY	\$42/DAY
12.03	ALL SCHOOLS	CLASS COVERAGE TA's – HALF DAY	CTAH	XTRA DTY	\$21/DAY
12.04	ALL SCHOOLS	CLASS COVERAGE	CLAS	XTRA DTY	\$25/HR
12.05	ELEMENTARY	MULTI GRADE LEVEL	MGLC	STIPEND	UP TO \$5,000/YR
12.06	ELEMENTARY	25 OR MORE	MORE	STIPEND	UP TO \$5,000/YR
12.07	ALL SCHOOLS	CAMPUS TEST COORDINATOR	TEST	XTRA DTY	REFER TO CHART
12.08	ALL SCHOOLS	GRADUATION DUTY	GRAD	XTRA DTY	VARIABLE
12.09	DISTRICT	GRADUATION DUTY- G.R.A.A.D DEPARTMENT	GRAD	XTRA DTY	\$25/HR
12.10	ALL SCHOOLS	AFTER SCHOOL AND SATURDAY TUTORING	TUTR	XTRA DTY	\$25/HR

12.11	ALL SCHOOLS	DEGREED AND OR CERTIFIED SUBSTITUTE TUTORING	TUTS	XTRA DTY	\$16/HR
12.12	ALL SCHOOLS	HB 1416 AND END OF COURSE (EOC) TUTORING	HBEO	XTRA DTY	\$31/HR
12.13	ALL SCHOOLS	SUPPLY FUNDS	OSUP	INCENTIVE	UP TO \$200/YR
12.14	ALL SCHOOLS	OPENING SCHOOLS (OFF CONTRACT)	OPEN	XTRA DTY	\$25/HR
12.15	ALL SCHOOLS	CLOSING SCHOOLS (OFF CONTRACT)	CLOSE	XTRA DTY	\$25/HR
12.16	ALL SCHOOLS	TEXTBOOK DUTIES	TEXT	XTRA DTY	\$25/HR
12.17	HIGH SCHOOL	TRANSCRIPT CLERK	TRAN	XTRA DTY	\$25/HR
12.18	ALL SCHOOLS	TEI EXPERT STIPEND	TEIX	STIPEND	\$500/YR
12.19	ELEMENTARY	EARLY LEARNING LEAD SPECIALIST	ECLD	STIPEND	\$3,000/YR
12.20	SECONDARY	CTE CTSO SPONSOR	CTSO	STIPEND	UP TO \$1,000/YR
12.21	HIGH SCHOOL	CTE LEAD TEACHER	CTLT	STIPEND	\$2,000/YR
12.22	ALL SCHOOLS	CAMPUS ASSET MANAGER	XCAS	STIPEND	\$2,000/YR
12.23	ALL SCHOOLS	HB 1416 COORDINATOR	HBCR	XTRA DTY	\$25/HR

**COLLEGE READINESS**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
13.00	ALL SCHOOLS	AVID COORDINATOR	AVID	STIPEND	\$2,000/YR
13.01	HIGH SCHOOL	DUAL CREDIT	DUCR	STIPEND	\$750/TERM

**CAMPUS LEADERSHIP**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
14.00	ALL SCHOOLS	CAMPUS SIZE	XCAM	STIPEND	REFER TO CHART
14.01	HIGH SCHOOL	ED OF 2 OR MORE DSI COMPREHENSIVE HIGH SCHOOLS	EDEI	STIPEND	\$15,000/YR

**Dallas Independent School District**

Supplemental Earnings Listing

2025-2026 School Year

**MENTORSHIP**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
15.00	ALL SCHOOLS	SCHOOL IMPROVEMENT	SIMP	STIPEND	UP TO \$1,000/YR
15.01	ALL SCHOOLS	SCHOOL IMPROVEMENT CAMPUS TRAINER	SICT	STIPEND	UP TO \$1,000/YR
15.02	ALL SCHOOLS	TEACHER MENTOR STIPEND	SMEN	STIPEND	\$500/MENTEE
15.03	HIGH SCHOOL	AP ALLY	APAL	STIPEND	\$1,000/YR
15.04	ELEMENTARY	MULTI-TIERED SYSTEMS OF SUPPORT (MTSS) LEAD LITERACY ACCELERATION SPECIALIST STIPEND	MTSS	STIPEND	\$2,500/YR

**MULTI-LANGUAGE**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
16.00	DISTRICT	BILINGUAL STIPEND	XBLS	STIPEND	UP TO \$4,000/YR
16.01	ALL SCHOOLS	LPAC CHAIR	LPAC	STIPEND	UP TO \$1,600/YR
16.02	SECONDARY	ENGLISH AS A SECOND LANGUAGE STIPEND	SESL	STIPEND	\$2,000/YR
16.03	HIGH SCHOOL	DALLAS INTERNATIONAL ACADEMY STIPEND	DIAS	STIPEND	\$4,000/YR
16.04	ALL SCHOOLS	ESL CERTIFICATION	ESLC	INCENTIVE	\$500 ONE-TIME PAYMENT

**SPECIAL EDUCATION**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
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17.00	DISTRICT	LEVEL INTERPRETERS – DEAF	DEAF	XTRA DTY	\$25-\$26/HR + TRVL TIME
17.01	DISTRICT	SPECIAL OLYMPICS COACH	XSOC	STIPEND	\$3,000/YR
17.02	DISTRICT	DIAGNOSTICIANS AND SPEECH EVALUATIONS	SEDE/SESE	XTRA DTY	VARIABLE
17.03	DISTRICT	ESY/COMPENSATORY THERAPY	SEDF	XTRA DTY	VARIABLE
17.04	DISTRICT	SUPERVISOR OF INTERNS AND ASSISTANTS	X586	STIPEND	5% ANNL SALARY
17.05	DISTRICT	LICENSED SPECIAL SCHOOL PSYCHOLOGIST	LSSP	STIPEND	UP TO 12,000/YR
17.06	DISTRICT	SPEECH LANGUAGE PATHOLOGIST STIPEND	SLPS	STIPEND	UP TO 10,000/YR
17.07	DISTRICT	DEAF AND HARD OF HEARING (DHH) TEACHER	DAHH	STIPEND	\$3,500/YR
17.08	DISTRICT	OVER THE RATIO	ORSS	STIPEND	UP TO \$5,000/YR
17.09	DISTRICT	DYSLEXIA CERTIFICATION	SDTC	INCENTIVE	\$500 ONE-TIME PAYMENT
17.10	DISTRICT	SPECIAL SERVICES REFERRAL INCENTIVE	SSRI	INCENTIVE	\$1,000/REFERRAL

**STRATEGIC CAMPUS INITIATIVES**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
18.00	SELECT SCHOOLS	ACE AND HPC GRADUATE	TBD	STIPEND	UP TO \$9,000/YR
18.01	SELECT SCHOOLS	DISTRICT SUPPORT INITIATIVE (DSI)	TBD	STIPEND	UP TO \$12,000/YR
18.02	SELECT SCHOOLS	SATURDAY SPARK SESSIONS	SASS	XTRA DTY	\$350/DAY
18.03	SELECT SCHOOLS	READ AND CONQUER STIPEND	TBD	STIPEND	\$500/YR
18.04	SELECT SCHOOLS	RESET COORDINATOR STIPEND	RESET	STIPEND	\$3,000/YR
18.05	DISTRICT	RETIREMENT SERVICE AWARD INCENTIVE	RSA	INCENTIVE	VARIES

**UNDEFINED EXTRA DUTY SUPPLEMENTAL EARNINGS**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
19.00	DISTRICT	PROFESSIONAL STIPEND	STIP	STIPEND	TBD
19.01	DISTRICT	PROFESSIONAL EXTRA DUTY FLAT RATE	SUPF	XTRA DTY	TBD
19.02	DISTRICT	PROFESSIONAL EXTRA DUTY HOURLY RATE	SUPL	XTRA DTY	\$25/HR
19.03	DISTRICT	SUPPORT EXTRA DUTY HOURLY RATE (OFF CONTRACT)	SUPL	XTRA DTY	\$25/HR or SPS
19.04	DISTRICT	TEA ACADEMY STIPEND	TEAA	STIPEND	VARIABLE
19.05	DISTRICT	DONATIONS	DONA	STIPEND	VARIABLE
19.06	DISTRICT	LEADERSHIP INITIATED	INIT	STIPEND	TBD

**Dallas Independent School District**

Supplemental Earnings Listing

2025-2026 School Year

**20.00 – SUBSTITUTE EARNINGS PAY SCHEDULE – MORE ENCLOSED IN SUMMARY**

**INDIVIDUAL DAY ASSIGNMENTS**

SUBSTITUTE CATEGORY	CODE	AMOUNT
TEACHER ASSISTANT   ADMINISTRATIVE ASSISTANT   CLERK	SUBO	\$88.00/DAY
TEACHER NON-DEGREED – NON-CERTIFIED**	SUBI	\$110.00/DAY
TEACHER DEGREED – NON-CERTIFIED**	SUBI	\$115.00/DAY
TEACHER DEGREED – CERTIFIED**	SUBI	\$120.00/DAY
BILINGUAL TEACHER – VACANCY*	SUBI	\$170.00/DAY
TEACHER RETIRED DALLAS ISD*	SUBI	\$130.00/DAY
TEACHER SELF CONTAINED CLASSROOM**	SUBI	\$125.00/DAY
NURSE	SUBN	\$260.00/DAY
COUNSELOR	SUBA	\$270.00/DAY
ASSISTANT PRINCIPAL	SUBA/SUBR	\$289.36/DAY

PRINCIPAL	SUBA/SUBR	\$384.50/DAY
EXECUTIVE DIRECTORS (SCHOOLS)	TBD	\$500.00/DAY
CENTRAL STAFF – NON-DEGREED	SUBS	\$95.00/DAY
CENTRAL STAFF – DEGREED	SUBS	\$110.00/DAY
*rate applies to a bilingual vacancy when sub is selected by Campus Principal for the position.		
** substitutes will be compensated an additional \$5.00/DAY for service on Mondays and \$10.00/DAY for service on Fridays.		
** substitutes will be compensated an additional \$10.00/DAY for service at an PTE Campus only. (see Appendix D for campuses)		
***Central Staff Substitutes are not eligible for an increase for continuous days nor additional compensation for working on Monday and Friday.		
****Central Staff Substitutes should be used for no more than 60 days.		

These guidelines must be interpreted in compliance with all applicable federal and state laws and district policies. If any provision conflicts in whole or in part with any law or policy, the law or policy will control the outcome of any such conflict

## CURRICULAR

### ATHLETICS SUPPLEMENTAL EARNINGS: 1.00 – 1.11

#### 1.00 – 1.05 Athletic Coaches

Supplemental earning is designed to compensate campus based professional staff who serve as coaches of extracurricular athletic activities. The rules for the supplemental earning require that coaches, including retired coaches, meet district and University Interscholastic League (UIL) certification requirements, as well as the requirements and standards set forth by the Dallas ISD Department of Athletics. The Department of Athletics is responsible for designating coaches based on program needs. Coach designations must be communicated by the school to the Department of Athletics to the Compensation Department in order for the coach to be considered for the supplemental earning. Some extracurricular athletic activities may require coaches to serve in the respective position throughout the year in order to be eligible to receive the supplemental earning, including but not limited to athletic practices/contests and other activities and/or duties as assigned by the campus athletic coordinator or the Department of Athletics.

**Supplemental earning amounts are determined according to the Department of Athletics Supplemental Earnings chart below and prorated over 12 months from September through August.** Retired Coaches will receive a lump sum payment at the end of their season. If a coach is assigned to a sport after September 1, 2025, but prior to the start of the sport or in the middle of the season, the employee may be eligible for the full or prorated amount of the athletic stipend. Coaches assigned after the start of the season may not be eligible for a full stipend. Whether on a single or dual contract, coaches who leave the district, voluntarily stop coaching, or are removed from coaching may not be eligible to receive the full stipend. This determination will be made in collaboration with the campus principal, Department of Athletics, and the Compensation Department. ***See Appendix A for coach designation breakdown and expectations.***

LEVEL	SPORT/ASSIGNMENT	HEAD COACH	ASSISTANT COACH	COORDINATOR/S
High School	Baseball	\$8,000	\$4,000	N/A
High School	Basketball	\$12,000	\$4,500	N/A
High School	Cross Country	\$6,000	\$2,500	N/A
High School	Football	Salaried Position	\$7,000	\$8,000
High School	Golf	\$8,000	\$2,500	N/A
High School	Powerlifting	\$4,500	N/A	N/A
High School	Soccer	\$8,000	\$4,000	N/A
High School	Softball	\$8,000	\$4,000	N/A
High School	Swimming	\$7,500	\$2,500	N/A
High School	Tennis (Spring)	\$4,000	\$2,500	N/A
High School	Team Tennis (Fall)	\$4,000	\$2,500	N/A
High School	Track	\$7,500	\$4,000	N/A
High School	Volleyball	\$8,000	\$4,500	N/A
High School	Wrestling	\$7,000	\$4,000	N/A

High School	Athletic Coordinator	Salaried Position	N/A	N/A
High School	Assistant Athletic Coordinator	N/A	N/A	\$4,000
High School	Transportation Coordinator	N/A	N/A	\$3,500
High School	Video Coordinator	N/A	N/A	\$3,500
Middle School	Athletic Coordinator	N/A	N/A	\$4,000
Middle School	Baseball	\$3,000	\$2,000	N/A
Middle School	Basketball	\$4,000	\$2,000	N/A
Middle School	Cross Country	\$2,500	\$1,500	N/A
Middle School	Football	\$5,000	\$3,700	N/A
Middle School	Soccer	\$3,000	\$2,000	N/A
Middle School	Softball	\$3,000	\$2,000	N/A
Middle School	Track	\$3,000	\$2,000	N/A
Middle School	Volleyball	\$4,000	\$2,000	N/A

**1.06 – District Athletic Trainer and Sports Medicine Manager**

Supplemental earning is designed to compensate Dallas ISD Athletic Trainers for providing onsite emergency medical care, treatments, and rehabilitation services to injured athletes during assigned Dallas ISD athletic events. This includes, but is not limited to, District practices/events that occur Monday through Friday, and Saturday events, as needed and assigned by the Head Athletic Trainer over scheduling. The rules for the supplemental earning require that Athletic Trainers meet District and University Interscholastic League (UIL) requirements, as well as the requirements and standards set forth by the Dallas ISD Department of Athletics/Sports Medicine. This stipend compensates employees for time worked after work hours Monday through Friday and Saturday events, including athletic events occurring during the holidays. Licensed Athletic Trainers who do not complete the number of days on their contract may receive a prorated amount and are not eligible to receive the full stipend. ***The supplemental earning amount is paid at the rate of \$8,500/year paid over 12 months.***

**1.07 – Athletic Events**

Supplemental earning is designed to compensate active employees for working Athletic Department events performing duties as determined and outlined by the Department of Athletics. All staffing assignments are determined by the Department of Athletics. ***The supplemental earning amount is variable and is based on supplemental position and sport. See Appendix B.***

**1.08 – Summer Athletic Program Supervisor**

Supplemental earning is designed to compensate athletic coaches who serve as athletic program supervisor at high school campuses during the strength training and conditioning sessions and athletic camps. The supervisor will monitor students while on the campus and oversee safety measures. The Summer Athletic Program Supervisor must work with the HS Athletic Coordinator and the Vertical Team Middle School Athletic Coordinator to secure middle school student-athlete rosters and contact information annually by the first Friday of May, including those incoming 7<sup>th</sup> graders who might have been at an elementary for grade 6. The Summer Athletic Program Supervisor must collect rosters and contact information from the HS head coaches of all sports as all student-athletes on all teams and athletic programs are required to participate in the summer program. The Summer Athletic Program Supervisor must maintain a daily attendance log and coordinate with HS head coaches a contact log for those student-athletes who miss workouts. All documentation must be maintained by the employee, failure to provide requested documentation may result in the supplemental earnings being prorated or recovered. ***The supplemental earning amount is \$25/hour for professional employees only and is contingent upon the availability of campus/central funds.***

**1.09 – Athletic Event Delay**

Supplemental earning is designed to compensate employees that remain onsite additional hours worked beyond the standard time frame due to unforeseen circumstances or additional work requirements at an athletic event that was delayed due to student transportation, weather and or acts of God, and game officials. Payment must be approved by the Department of Athletics. Compensation is not guaranteed and must be approved by the Department of Athletics. ***The Supplemental earning amount is \$15/hour and paid in addition to the defined supplemental payment for the role.***

**1.10 – Video Scoreboard Coordinator**

Supplemental earning is designed to compensate an event worker for the Department of Athletics and responsible for technical directing, broadcasting, and creative design of the digital video scoreboards at Central Athletic Facilities. Position will oversee management and operation of all athletic stadiums and fieldhouses with digital video scoreboards. The responsibilities will include all games and events that occur on our athletic fields with video scoreboards, natatoriums, and gymnasiums/field houses with digital and/or digital capable scoreboards; along with all levels of district Games, Matches, and Scrimmages. **The supplemental earning amount is \$8,000/year paid over 12 months.**

**1.11 – Athletic Driver**

Supplemental earning is designed to compensate District employees that serve as Bus Drivers for Athletic Events and contests outside of scheduled work hours. **The supplemental earning amount is paid according to the chart below.**

Role	Amount
Athletic Coach with a CDL driving for the team which they are coaching. Paid for drive seat time only. (Yellow Bus Only)	\$25.00/HR
Athletic Coach with a CDL driving for the team which they are <b>not</b> coaching. Paid for duration of the trip. (Yellow Bus Only)	\$25.00/HR

\*Individuals that drive vans or blue buses are **not** eligible for additional compensation.

**1.12 – Athletics Dual Contract Stipend**

Supplemental earning designed to compensate former athletic coaches that currently hold a dual contract and are no longer performing athletic coach responsibilities. **The supplemental earnings amount is \$12/year paid over 12 months.**

**VISUAL AND PERFORMING ARTS SUPPLEMENTAL EARNINGS: 2.00 – 2.13**

**2.00 – HS Band Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Band Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department in the HS Band Director Stipend Agreement. **The supplemental earning amount is \$13,000/year paid over 12 months.**

**2.01 – HS Band Assistant Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Assistant High School Band Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by Visual & Performing Arts Department. **The supplemental earning amount is \$7,300/year paid over 12 months.**

**2.02 – HS Choral Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Choral Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. **The supplemental earning amount is \$7,100/year paid over 12 months.**

**2.03 – HS Assistant Choral Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Assistant High School Choral Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. **The supplemental earning amount is \$4,300/year paid over 12 months.**

**2.04 – HS Dance Teacher**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Dance Teacher. The teacher must be an active full-time employee of Dallas ISD, hold a valid certification in Dance and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. **The supplemental earning amount is \$3,400/year paid over 12 months.**

**2.05 – HS Theatre Teacher**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Drama Teacher. The teacher must be an active full-time employee of Dallas ISD, hold a valid certification in Theatre Arts and meet all University Interscholastic League

(UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$5,600/year paid over 12 months.***

#### **2.06 – High School Drill Team Sponsor**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Drill Team Sponsor. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$3,500/year paid over 12 months.***

#### **2.07 – HS Orchestra Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Orchestra Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$6,800/year paid over 12 months.***

#### **2.08 – MS Band Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Middle School Band Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$7,000/year paid over 12 months.***

#### **2.09 – MS Assistant Band Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Assistant Middle School Band Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$5,200/year paid over 12 months.***

#### **2.10 – MS Choral Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Middle School Choral Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$3,700/year paid over 12 months.***

#### **2.11 – MS Dance Teacher**

Supplemental earning is designed to compensate teachers who serve in the capacity of Middle School Dance Teacher. The teacher must be an active full-time employee of Dallas ISD, hold a valid certification in Dance and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$2,700/year paid over 12 months.***

#### **2.12 – MS Theatre Teacher**

Supplemental earning is designed to compensate teachers who serve in the capacity of Middle School Drama Teacher. The teacher must be an active full-time employee of Dallas ISD, hold a valid certification in Theatre Arts and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$2,500/year paid over 12 months.***

#### **2.13 – MS Orchestra Director**

Supplemental earning is designed to compensate teachers who serve in the capacity of Middle School Orchestra Director. The teacher must be an active full-time employee of Dallas ISD and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$4,600/year paid over 12 months.***

### **JUNIOR ROTC SUPPLEMENTAL EARNINGS: 3.00 – 3.01**

#### **3.00 – HS JROTC Instructor**

Supplemental earning is designed to compensate High School JROTC personnel certified and remaining under operation control of Cadet Command. This is an incentive for employees of the district who serve as High School JROTC personnel to be compensated for the extracurricular activities that are required by the demands of the job. Demands include (but are not limited to) developing competitive teams, participation in team competition, and other activities that require the instructor's presence after a normal duty day, and annual summer camp duties. To be eligible for this supplemental earning, the personnel would be responsible for recruiting, coaching, and directing students for the district competitions and or chaperone field trips deemed by the Principal or the Director of Army Instruction that contribute to the academic and mental growth of the cadets. Employees coded as 6200.TEACHER.ROTC.HS.TEAC.

the Director of Army Instructions (DAI) and DAI staff are eligible to receive this stipend. ***The supplemental earning amount is \$4,440/year paid over 12 months.***

**3.01 – MS JROTC Instructor**

Supplemental earning is designed to compensate middle school Leadership Cadet Corps (LCC) instructors. This is an incentive for employees of the district who serve as middle school LCC instructors to be compensated for the extracurricular activities that are required by the demands of the job. Demands includes (but are not limited to) developing competitive teams, participation in team competition, and other activities that require the instructor’s presence after a normal duty day. To be eligible for this supplemental earning, the instructor would be responsible for recruiting, coaching and directing students for the district competitions and/or chaperone field trips deemed by the Principal or the Director of Army Instruction that contribute to the academic and mental growth of the cadets. ***The supplemental earning amount is \$2,220/year paid over 12 months.***

**STUDENT ACTIVITIES DEPARTMENT SUPPLEMENTAL EARNINGS: 4.00 – 4.30**

**4.00 – Academic Decathlon**

Supplemental earning is designed to compensate full-time professional with teaching certification who serve as the coach of an Academic Decathlon team. The United States Academic Decathlon (USAD) is a program that provides high school students an opportunity to experience the challenges of rigorous academic competitions through participation in team activities. To meet eligibility requirements, the coach is responsible for recruiting, coaching, and directing students for the Academic Decathlon district, regional, and state competitions. The coach must schedule and attend practices, study sessions, and team meetings the district, regional and state competitions. The stipend payment is based upon participation in Student Activities Department-sponsored events with the required minimum number of students in attendance at each event as determined by the department. Anything less than the required minimum number of students will be payable at 50% of stipend amount per event. ***The supplemental earning amount is up to \$5,800/year based on participation and level and advancement outlined by the Student Activities Department, paid after each level has been completed and recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.***

<b>Academic Decathlon (up to 2 per campus)</b>	<b>Amount</b>
Academic Decathlon District	<b>\$1,000</b>
Academic Decathlon Regionals	<b>\$1,000</b>
Academic Decathlon State	<b>\$1,500</b>
Academic Decathlon Nationals	<b>\$1,500</b>
Academic Decathlon Virtual Nationals	<b>\$800</b>
Academic Decathlon Invitational (optional)	<b>\$300</b>

**4.01 – Destination Imagination**

Supplemental earning is designed to compensate full-time professionals with teaching certification who serve as the DI Team Manager/ or Liaison agreement. ***The supplemental earning amount is up to \$3,500/year based on participation and level of advancement outlined by the Student Activities Department paid after each level has been completed and recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.***

<b>Destination Imagination</b>	<b>Amount</b>
Destination Imagination (up to 2 per campus)	<b>\$1,500</b>
Destination Imagination State	<b>\$1,000</b>
Destination Imagination Global Finals	<b>\$1,000</b>

**4.02 – Academic Pentathlon**

Supplemental earning is designed to compensate full-time certified professionals with teaching certification who serve as the sponsor of an Academic Pentathlon team. The State Academic Pentathlon is a program that provides middle school students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility

requirements, the coach is responsible for recruiting, coaching, and directing students for the Academic Pentathlon district and regional competitions and/or workshops. The coach must schedule and attend practices, study sessions, and team meetings for the competitions. **The supplemental earning amount is up to \$3,000/year based on participation and level of advancement outlined by the Student Activities Department paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Academic Pentathlon	Amount
Academic Pentathlon Workshop/District (up to 2 per school)	\$1,000
Academic Pentathlon Regionals	\$2,000

#### 4.03 – Lone Star Challenge

Supplemental earning is designed to compensate full-time professionals with teaching certification who serve as the sponsor of the Lone Star Challenge Team. Lone Star Challenge is a state program that provides 4<sup>th</sup> and 5<sup>th</sup> grade students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility requirements, the coach is responsible for recruiting, coaching, and directing students for the Lone Star Challenge district competition. The coach must schedule and attend practices, study sessions, and team meetings for the district competition. **The supplemental earning amount is up to \$2,000/year paid after completion has been recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

#### 4.04 – Texas Math & Science Coaches Association

Supplemental earning is designed to compensate full-time professionals with teaching certification who serve as coaches in the Texas Math & Science Coaches Association (TMSCA) competitions. Teachers must recruit students and coach students using the competition study materials. Coaches must attend coach trainings and meetings as scheduled. The stipend is based upon the number of student competitors and the number of attended competitions. **The supplemental earning amount is up to \$2,500/year to pay based on participation in meets, invitationals, paid after each level has been completed and recorded. The total campus allotment is \$5,000. Each campus will be allotted an additional coach stipend for every 9 student competitors with a maximum of 3 coach stipends per event. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Texas Math & Science Coaches Association	Amount
TMSCA Elementary School Coaches	\$1,500
TMSCA Middle School Coaches	\$2,000
TMSCA Middle School State Competition	\$500
TMSCA High School Coaches	\$2,000
TMSCA High School State Competition	\$500

#### 4.05 – High School Newspaper

Supplemental earning is designed to compensate full-time professionals with teaching certification who work with the school newspaper and meet the requirements outlined in the newspaper agreement. See newspaper advisor sponsor agreement and department guidelines. **The supplemental earning amounts up to \$2,300/year based on number of pages, payable after completion has been recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Category	HS Newspaper	Annual Amount
A	30-47 pages	\$1,500
B	48-71 pages	\$2,000
C	72 or more pages	\$2,300

#### 4.06 – High School Yearbook

Supplemental earning is designed to compensate full-time professionals with teaching certification who work with the school yearbook and meet the requirements outlined in the yearbook agreement. Refer to the yearbook sponsor agreement and department guidelines for additional information. **The supplemental earning amount is up to \$3,000/year based on number of pages, payable after completion has been recorded. See table below. Refer to yearbook agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Category	HS Yearbook	Annual Amount
A	Fewer than 128 pages	\$1,500

B	129-250 pages	\$2,000
C	251 or more pages	\$3,000

#### 4.07 – Middle School Yearbook

Supplemental earning is designed to compensate full-time professionals with teaching certification who work with the school yearbook and meet the requirements outlined in the yearbook agreement. Refer to the yearbook sponsor agreement and department guidelines for additional information. **The supplemental earning amount is up to \$1,000/year based on publication of yearbook, payable after completion has been recorded. Refer to the middle school yearbook agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

#### 4.08 – High School Debate Coach

Supplemental earning is designed to compensate full-time professionals with teaching certification who meet the requirement outlined in the Debate Coach agreement. **The supplemental earning amount is up to \$4,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

High School Debate Coach	Amount
For 3-6 students competing	\$300
For 7-10 students competing	\$450
For more than 10 students competing	\$550

#### 4.09 – High School Debate Assistant Coach

Supplemental earning is designed to compensate full-time professionals with teaching certification who assist with debate responsibilities for campuses and meet the criteria for an HS Debate Assistant. **The supplemental earning amount is up to \$2,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

High School Debate Assistant Coach	Amount
For 6-10 students competing	\$200
For more than 10 students competing	\$312

#### 4.10 – Middle School Debate Coach

Supplemental earning is designed to compensate full-time professionals with teaching certification who meet the requirements outlined in the signed Debate Coach agreement. **The supplemental earning amount is up to \$4,500/year based on level of student participation outlined by the Student Activities Department, paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Middle School Debate Coach	Amount
For 3-6 students competing	\$300
For 7-10 students competing	\$450
For more than 10 students competing	\$550

#### 4.11 – Middle School Debate Assistant Coach

Supplemental earning is designed to compensate full-time professionals with teacher certification who assist with debate responsibilities for campuses and meet the criteria for a MS Debate Assistant. **The supplemental earning amount is up to \$2,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Middle School Debate Assistant Coach	Amount
6-10 students competing	\$200
More than 10 students competing	\$312

#### 4.12 – Elementary Debate Coach

Supplemental earning is designed to compensate full-time professionals with teaching certification who serve as the sponsor of a fifth-grade debate team and meet the requirements of the coach agreement outlined by the department. The elementary debate program provides fifth-grade students an opportunity to participate in debate workshops and tournaments, improving communications, researching, and critical thinking skills. **The supplemental earning amount is up to \$1,000/year based on level of student participation outlined by the Students Activities Department, paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Elementary Debate Coach	Amount
ES Debate (per event, up to 4 events)	\$250

#### 4.13 – High School Varsity Cheerleader Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as High School Varsity Cheerleader Sponsors and meet the requirements outlined in the Varsity Cheerleader sponsor agreement. **The supplemental earning amount is \$3,000/year paid over 12 months. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

#### 4.14 – High School Junior Varsity and Freshman Cheerleader Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as High School JV or Freshman Cheerleader Sponsor. **The supplemental earning amount is \$2,300/year paid over 12 months. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Sponsor Type	Amount
HS JV Sponsor (1 stipend/campus)	\$2,300
Freshman Sponsor (1 stipend/campus)	\$2,300

\*One coach cannot serve as both sponsors or receive both stipends.

#### 4.15 – Middle School Cheerleader Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the middle school cheer sponsor and meet the requirements outlined in the Middle School Cheerleader agreement. **The supplemental earning amount is up to \$2,250/ year as outlined on the table below and the level of student participation outlined by the Student Activities Department, paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

School with UIL Athletics	Amount
Dallas ISD Sponsored Cheer Camp	\$500
Dallas ISD Showdown	\$500
Dallas ISD Cheer Challenge	\$500
Attend at least 3 UIL Athletic Events	\$750

School without UIL Athletics	Amount
Dallas ISD Sponsored Cheer Camp	\$500
Dallas ISD Cheer Challenge	\$500
Dallas ISD Sponsored Spring Cheer Event	\$500

#### 4.16 – Elementary Cheer Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the elementary school cheer sponsor and meet the requirements outlined in the Elementary School Cheerleader agreement. **The supplemental earning amount is up to \$1,500/year based on level of student participation outlined by the Student Activities Department, paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Cheer Event	Amount
Dallas ISD Sponsored Cheer Camp	\$500
Dallas ISD Sponsored Fall Event	\$250
Cheer Challenge Competition	\$250
Dallas ISD Sponsored Spring Cheer Event	\$500

#### 4.17 – Campus Activity Coordinator

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serves as a campus activity coordinator. The campus activity coordinator documents student participation in all extracurricular and co-curricular activities and organizes the UIL academic competitions. **The supplemental earning amount is up to \$2,000 based on participation levels and meeting the criteria outlined by the Student Activities Department. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Campus Academic Competition Coordinator	Amount
Campus Activity Coordinator Participation in a district sponsored UIL Academic Meet	\$1,000
Campus Activity Coordinator Documenting a minimum of 50 percent of student participation	\$1,000

#### 4.18 – UIL Coach

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the UIL Coach. UIL coaches provide elementary, middle, and high school students with the opportunity to attend club meetings and practice for academic competitions throughout the school year. **The supplemental earning amount is paid at \$50 per event and per grade level for each contest coached for elementary and middle school UIL coaches. High school coaches receive \$100 per event and per competitive level: district, regional and state. Supplemental earnings are payable after each level has been completed and recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

#### 4.19 – Academic Competition Staff

Supplemental earning is designed to compensate full-time Dallas ISD employees for assisting with the functions required for academic competitions sponsored by the Student Activities Department, including but not limited to UIL. **The supplemental earning amount is paid at \$25/hour or flat rates as outlined by the Student Activities Department. Flat rates include: Contest Director - \$200 per event for contest event preparation and securing judges if applicable; Essay Grader - \$200 per competition; Contest Director + contest proctor/grader/essay grader - \$250 paid per event.**

#### 4.20 – Chess Competition Sponsor

Supplemental earning is designed to compensate full-time Dallas ISD professionals with a teaching certification for duties associated with Chess Competitions organized through the Student Activities Department. The stipend payment is based upon participation in Student Activities Department-sponsored events with the required minimum number of students in attendance at each event as determined by the department. Anything less than the required minimum number of students will be payable at 50% of the stipend amount per event. **The supplemental earning amount is up to \$3,000/year maximum per secondary campus and up to \$3,000/year maximum per elementary campus, based on tournament participation paid after each tournament has been completed and recorded as outlined by the Student Activities Department. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Chess	
Level	Amount
Elementary- Grade K-2 (Up to 1 coach)	\$1,500
Elementary – Grade 3-5 (Up to 1 coaches)	\$1,500
Secondary- Grade 6-12 Chess (Up to 2 coaches)	\$1,500

#### 4.21 – High School Spirit

Supplemental earning is designed to compensate full-time professionals with a teaching certification for duties associated with cheer competitions organized through the Student Activities Department and the UIL Spirit State Championship. **The supplemental earning amount is up to \$2,000/year based on the level of participation and advancement outlined by the Student Activities Department, paid per event. See table below. Refer to the stipend agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Spirit Event	Amount
Dallas ISD Cheer Showdown	\$500
Dallas ISD Cheer Challenge	\$500
UIL Spirit State Championship	\$1,000

#### 4.22 – Esports

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the coach of an esports team and meet the requirements of the coach agreement outlined by the department. The esports program provides students an opportunity to participate in competitive tournaments, including club and league competitions. With esports, students will improve skills ranging from critical thinking to collaboration and develop a sense of community and involvement at school. The stipend payment is based upon participation in Student Activities Department-sponsored events with the required minimum number of students in attendance at each event as determined by the department. Anything less than the required minimum number of students will be payable at 50% of the stipend amount per event. **The supplemental earning amount is up to \$2,000/year, based on tournament participation as outlined by the Student Activities Department paid after each season has been completed and recorded. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Esports	
Level	Amount
Elementary – Grade 4-5 (Up to 1 coach)	\$2,000/ per coach
Secondary – Grade 6-12 (Up to 2 coaches)	\$2,000/ per coach

\*The supplemental earning amount is up to \$4,000/year per secondary campus.

#### 4.23 – Link Crew/Where Everybody Belongs (WEB)

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as Link Crew/WEB Coordinator. The orientation and transition program provides mentoring and character development spanning an entire year at selected secondary schools. The goal is to help facilitate a smooth acclimation both socially and academically throughout the school year for sixth, seventh, and ninth graders. **The supplemental earning amount is up to \$7,500/year per campus based on freshman enrollments. The stipend is \$1,500 per sponsor, payable after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

Link/WEB Program Enrollment	Stipend Per Campus
1-299	2
300-499	3
500-699	4
700+	5

#### 4.24- Social Impact Challenge

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the sponsor of a Social Impact Challenge team and meet the requirements of the coach agreement outlined by the department. The program provides

students the opportunity to use a range of skills to make a difference in society by designing and implementing solutions to problem faced by communities. **The supplemental earning amount is up to \$1,000/year, paid at the completion of the project. Refer to sponsor agreement and department guidelines at [dallasisd.org/SAAgreements](http://dallasisd.org/SAAgreements) for more information.**

**GENERAL STUDENT ACTIVITIES SUPPLEMENTAL EARNINGS: 4.25 – 4.30**

**4.25 – Robotics Competition Sponsor**

Supplemental earning is designed to compensate Dallas ISD professional employees for duties associated with Robotics Competitions organized and outlined through the Computer Science & Technology Department. **The supplemental earning amount is up to \$4,250/year based on team qualification and participation paid per event.**

Robotics	Amount
Robotics Scrimmage	\$250
Robotics Festival (First Lego Explore)	Up to \$1,000
Robotics Qualifier	\$1,500
Robotics Regionals or State	\$1,500
Robotics Championship	\$1,000

**4.26 – Senior Sponsor**

Supplemental earning is designed to compensate high school senior sponsor/s for coordinating senior activities such as senior picnic, senior trip, etc. The stipend amount is based on total student enrollment\* (see table below). **The supplemental earning amount is variable and paid according to the chart below. It is based on student enrollment, paid in June and is contingent on the availability of campus funds. If more than one sponsor is selected, the total campus allocation is to be split between the sponsors.**

HS SENIOR SPONSOR	
CAMPUS ENROLLMENT*	AMOUNT PER CAMPUS
0-499	\$250
500-1,499	\$350
1,500-2,499	\$500
2,500-3,999	\$750
4,000+	\$1,000
If more than one sponsor, the stipend will be split.	
*Based upon official PEIMS data	

**4.27 – Senate Sponsor**

Supplemental earning is designed to compensate district high school teachers who serve as sponsor/s over senate activities such as Academic Affairs, Communications, Campus Life, Business Affairs, Finance, and Internal Development senate activities. To be eligible, the teacher is required to chaperone field trips to local and state capitol courts, teach about the government and judicial system, sponsor student council and junior Statesman of America clubs, and teach about political processes such as voter registration and presidential debates. **The supplemental earning amount is \$2,000/year (50% paid in December and 50% paid in June) and is contingent on the availability of campus funds. If more than one sponsor is selected, the total campus allocation is to be split between the sponsors unless official PEIMS enrollment exceeds 3,500 students. If the campus enrollment exceeds 3,500 students, two allocations per campus may be awarded.**

**4.28 – High School Mock Trial**

Supplemental earning is designed to compensate high school teachers who serve as Mock Trial Sponsors. These teachers are nominated by the campus Principal and direct Mock Trial extracurricular programs for high school students. For eligibility the sponsor must be an active, full-time teacher of the Dallas ISD, attend the District Mock Trial Orientation Luncheon at the beginning of the school year, attend the Mock Trial Clinic with their student team in November, retain an attorney as advisor to the student team, monitor student grades, compete in the Dallas ISD Mock Trial Competition in January, and submit agendas and sign in sheets of mock trial meetings to the social studies department. **The supplemental earning amount is \$3,800/year paid over 12 months. All documentation must be maintained by the employee, failure to provide requested documentation may result in the stipend being prorated or recovered.**

**4.29 – Student Voter Empowerment Clubs (SVEC) Sponsor**

Supplemental earning is designed to compensate full-time professional employees, who serve as the sponsor of the campus Student Voter Empowerment Club. The Student Voter Empowerment Club (SVEC) is a student-led program that provides high school students an opportunity to expand student knowledge of their role in the democratic process, increase student voter turnout, and cultivate a lifelong commitment to voting and civic engagement. To meet eligibility requirements, the sponsor will partner with March to the Polls and is responsible for recruiting and supporting students for SVEC enrolled at their campus. The sponsor must schedule and attend club meetings and provide any other resources necessary to make the club successful. The stipend amount will be prorated based upon participation and completion of documentation set by the Social Studies Department. **All documentation must be maintained by the employee, failure to provide requested documentation may result in the stipend being prorated or recovered. The supplemental earning amount is up to \$1,200/year (50% paid in January and 50% paid in June) based on participation outlined by the Social Studies Department. Refer to sponsor agreement and department guidelines for more information.**

#### 4.30 – Campus Stand-Alone Student Activity Programs

Supplemental earning is designed to compensate employees of the district who work campus-based activity programs not included under the umbrella of the official student activities program and who meet the following criteria and submission deadline set by the Compensation Department. **The supplemental earning amount is \$250/semester paid in December and June.**

1. Description of the club must be provided to and approved by the campus principal and executive director prior to club performing any work.
2. Description of the club must be provided to and approved by Compensation prior to any payout being made
3. The professional(s) in charge of the club and meeting times of the club
4. There must be a minimum of ten (10) kids participating in the club (attendance must exceed 75% for at least 10 kids)
5. The club must meet at least once a week after or before school hours (work cannot be performed during the teacher's work hours.

## DISTRICTWIDE PROGRAMS

### LEADERSHIP AND INSTRUCTIONAL DEVELOPMENT SUPPLEMENTAL EARNINGS: 5.00 – 5.09

#### 5.00 – Interim Stipend

Supplemental earning is designed to compensate employees who, in addition to their normal assignment, take on responsibilities outside of their typical scope of work in an existing assignment as approved by the Compensation Department. This supplemental earning must be requested and approved by the corresponding Executive Director prior to the first day of the supplemental assignment. The interim assignment should be at least 30 days and not exceed 60 days without additional approvals or a maximum of one consecutive year. If the interim assignment is for an Executive Director position, then Chief-Level approval is required. **The supplemental earning amount will be a percentage of the employees' annual salary, paid over 12 months, and prorated to actual number of days served in the interim assignment. The amount will be paid on top of the employee's current pay.**

#### 5.01 – Staff Development

Supplemental earning is designed to compensate professional staff for attending training tied to classroom learning and programs. Teachers will not be compensated for staff development for training affiliated with teacher certification, compliance, or regulatory reasons. Campus based professional development above and beyond contract hours may be compensated at the discretion of the principal or the School Leadership Division. Professional development that is a requirement of a grant or partnership may also be compensated. **The supplemental earning amount is \$25/hour professional duty rate and is only available for professional employees.**

#### 5.02 – Mandatory Staff Development Support Staff

If staff development falls outside of the normal contracted workday and attendance is mandatory, the support staff employee should clock in or remain clocked in for accurate reporting of total hours worked for the respective week. **Overtime guidelines apply.**

#### 5.03 – Staff Development Instructor

Supplemental earning is designed to compensate Staff Development instructors for preparing and presenting training directly tied to classroom learning and programs. **The supplemental earning amount is \$25/hour professional duty rate and is only available for professional employees. A flat rate of \$100/class or \$200/class with prep may be applied based on criteria as outlined by the Academic Services Department.**

#### **5.04 – Curriculum Writing**

Supplemental earning is designed to compensate professional employees who aid in the writing and development of instructional curriculum and assessments. ***The supplemental earning amount is \$25/hour professional duty rate and is only available for professional employees.***

#### **5.05 –Assessments of Course Performance (ACP) Summer Writing Item Development (Assessment Dept. Only)**

Supplemental earning is designed to compensate professional employees who aid in the writing and development of district ACP's and assessments for the Assessment Department. ***The supplemental earning amount is \$31/hour professional duty rate and is only available for employees approved by the Assessment Department.***

#### **5.06 – Academic Services Content Areas Curriculum Development Writers – Summer Development**

Supplemental earning is designed to compensate professional employees who aid in preparation for the following school year, including review and creation of scope and sequences and instructional calendars and who aid in writing and development of key instructional curriculum, providing instructional resources and best practices for content area teachers. ***The supplemental earning amount is \$1,500 per writer for each content unit. Each content area defines the unit for that content. (Max of up to 3 writers per course for each unit.)***

#### **5.07– Summer ACP Item Development (Assessment for Course Performance)**

Supplemental earning is designed to compensate professional employees who aid in the writing and development of ACP's and assessments for the Assessment Department. ***The supplemental earning amount is \$31/hour, only available for employees approved by the Assessment Department.***

#### **5.08 – Academic Services Content Areas Curriculum Development Writers**

Supplemental earning is designed to compensate professional employees who aid in writing and development of key instructional resources and best practices for content area teachers. ***The supplemental earning amount is \$1,100 per writer for each content unit. Each content area defines the unit for that content. (Max of up to 3 writers per course for each unit.)***

#### **5.09 – HB3 Reading Academy**

Supplemental earning is designed to compensate professional employees (teachers only) who complete the HB3 Reading Academy requirements. The stipend is in recognition of the additional time and commitment to professional growth and learning that must be dedicated to the Reading Academy. The stipend will be provided one time, during the year in which the employee participates in and successfully completes the Reading Academy. An employee may not earn this stipend multiple times. If an employee fails to complete the reading Academy due to resignation, retirement, or for failure to meet course requirements, they will not receive a proration of the stipend and any time incurred will be non-compensatory.

***For qualifying teachers who complete the English Language Arts and Reading (ELAR) or the Biliteracy Pathway the supplemental earning amount is \$1,400/year (100%) paid in June.***

***For qualifying teachers with a Science of Teaching Reading (STR)\* certification the supplemental earning amount of \$1,000/year (100%) paid in June.***

***\*The STR Pathway is a reduced course load of 42 hours***

### **OPERATIONS AND MAINTENANCE**

#### **FACILITIES SUPPLEMENTAL EARNINGS: 6.00 – 6.05**

#### **6.00 – Asbestos**

Supplemental earning is designed to compensate active employees for the hazards of removing asbestos and working in areas where asbestos products exist. It is necessary that employees working in these areas be asbestos certified in order to protect themselves, students and staff from the hazards associated with asbestos and its removal. The acceptance to work in hazardous areas is determined by the job classification and/or duties and responsibilities. Employees must have a valid, active asbestos certification. There are two levels of pay for the difference in duties and potential exposure. ***The supplemental earning amount is up to \$2,500/year as determined by the Operations Department.***

Description	Amount
Employees whom handle materials on a periodic basis	\$1,900
Employees whom handle materials on a frequent basis	\$2,500

**6.01 – Mechanic Certification**

Supplemental earning is designed to compensate for participation in the District’s certification of fleet operations mechanics. The certification program, Automotive Service Excellence (ASE), signifies that the mechanics certified through this program are skilled, knowledgeable, and up to date on current and new technology relating to the automotive industry. Each certified mechanic under this program is required to re-certify every five years regarding automotive technology and development. ***The supplemental earning amount is \$500/year for each ASE certification designation, maximum of eight (8), and paid over 12 months.***

**6.02 – Transportation Attendance Incentive**

Supplemental earning is designed to compensate full-time Transportation CDL Bus Drivers, MPV Bus Drivers and Bus Monitors that attain certified perfect attendance monthly. Eligibility for perfect attendance are employees with an official route assignment having no paid time off/chargeable absences/hours for any established workday from the first of the month through the end of the month excluding Jury Duty and Military Leave. ***The supplemental earning amount is \$50/month.***

**6.03 – Transportation Referral Incentive**

Supplemental earning is designed to compensate Dallas ISD employees that refer external candidates to the Transportation Department for full-time CDL driver positions. Eligibility for the incentive requires candidate to notify the Student Transportation recruiter of the driver referrer’s name during the interview and/or prior to their official start date. The newly hired CDL driver must reach forty-five drive days on assigned route based on the 185-work day calendar for the driver referrer to qualify for the payment. ***The supplemental earning amount is \$200/approved referral.***

**6.04 – Transportation Retention Incentive**

Supplemental earning is designed to compensate full-time Transportation CDL Bus Drivers that hold their passenger and school bus endorsements. Eligibility for the incentive require the employee be a full-time employee holding a CDL with P/S endorsement as of January 31,2025. The employee must be active at the time of pay out and have remained a transportation Bus Driver with no break in assignment or service. The employee must not be on an unapproved leave at the time of payout. ***The supplemental earning amount is \$800/year with 50% paid in December and 50% paid in May.***

**6.05 – Maintenance Operations Master Stipend**

Supplemental earning is designed to compensate employees who are appointed as the districts Master Plumber (1)/Master Electrician (1) to hold the Dallas ISD permit as determined by the Chief of Operations. ***The supplemental earnings amount is \$3,800/year paid over 12 months.***

**FOOD SERVICES SUPPLEMENTAL EARNINGS: 7.00 – 7.03**

**7.00 – Dual Cafeteria Supervisor**

Supplemental earning is designed to compensate active Cafeteria Supervisors in the Food Services Department for supervising another cafeteria that is not staffed with a regular supervisor. ***The supplemental earning amount is \$4,000/year paid over 12 months. The stipend will be prorated based on start date and end date. Employees working as the dual cafeteria supervisor during summer sessions will receive extra duty pay of \$23/day.***

**7.01 – Food Service Lead**

Supplemental earning is designed to compensate active employees in the Food Services Department to take on leadership responsibilities in the cafeteria that is not staffed with a regular supervisor. The employee is supervising a school of 300 or less students with one or two employees. The Food Services Cook/Assistant is paid additional compensation for the leadership role in the After-School Meal (ASM) program. The employees are given additional responsibility as the in-charge person of dining services in the evening at the school cafeteria. ***The supplemental earning amount is an additional \$0.50/hour paid as worked (this stipend does not mean a position/title change, staff remain in current position of Food Service Cook/Assistant).***

**7.02 – Training Supervisor**

Supplemental earning is designed to compensate active Cafeteria Supervisor in the Food Services Department to selected nutritional staff for providing training to a supervisor trainee at the campus. ***The supplemental earning amount is \$25/day, up to \$2,000 annually, paid in June.***

**7.03 – Meal Equivalency Stipend**

Supplemental earning is designed to compensate Cafeteria Supervisors who manage participation of a defined average daily basis Meal Equivalency (MEQ) during a defined assessment period. The employee must qualify each assessment period to receive the stipend. The Meal Equivalency Stipend cannot be combined with Dual Cafeteria Supervisor Stipend. To qualify the employee must be an active employee and remain as a Cafeteria Supervisor at the time of payout and must have worked a minimum of 60 serving days during the assessment period. Assessment Period 1 is from September – December and Assessment Period 2 is from January through April. **The supplemental earning amount is up to \$2,500/assessment period payments are made in March (Assessment Period 1) and July (Assessment Period 2). This stipend is contingent upon Food Services and Child Nutrition department approval and availability of funds.**

Tier	Meal Equivalent (MEQ)	Amount
Tier I	1,200 – 2,499 meal (MEQ) average daily basis	\$2,000
Tier II	2,500 meals (MEQ) or more average daily basis	\$2,500

\*The Tier I and Tier II cannot be combined.

**POLICE AND SECURITY SUPPLEMENTAL EARNINGS: 8.00 – 8.07**

**8.00 – Police and Security Command Level Supervisor**

Supplemental earning is designed to compensate command level staff for extra activities that require their supervisory presence at multiple district events on a 24/7 on call schedule. Eligible positions include the Assistant Chiefs, Deputy Chiefs, and Police Lieutenants. Command level staff must be sworn peace officers and approved by the Chief of Police to cover the event(s) in advance. Event coverage would be subject to review and adjustment based on police intelligence prior to the time of the event. A minimum of 5 events each semester is necessary to be eligible for the stipend. See chart below. **The supplemental earning amount is up to \$5,000/year (up to \$2,500 paid in 50% December and 50% May).**

COMMAND LEVEL SUPERVISOR	
EVENTS PER SEMESTER	AMOUNT
5-10 events	\$1,000/semester
11-20 events	\$2,000/semester
20+ events	\$2,500/semester

**8.01 – Night Shift Differential**

Supplemental earning is designed to compensate Police Officers and Sergeants that work shifts from 6:00 p.m. to 6:00 a.m. and Police Telecommunicators that work shifts from 2:00p.m. to 6:00a.m. The differential pay will be disbursed so long as the employee is on one of the designated shifts. If the Officer or Telecommunicator should change shifts, the supplemental earning will cease. **The supplemental earning is paid over 12 months. See table below.**

NIGHT SHIFT DIFFERENTIAL		
POSITION	SHIFT	AMOUNT
Police Officer	6:00p.m – 6:00a.m	\$2,600/YR
Police Sergeant	6:00p.m – 6:00a.m	\$2,900/YR
Telecommunicator	2:00p.m. – 10:00p.m	\$600/YR
Telecommunicator	10:00p.m – 6:00a.m	\$2,100/YR

**8.02 – Peace Officer Certification Stipend**

Supplemental earning is designed to compensate Police Officers and Police Telecommunicators based on the TCOLE certification they hold. See chart below. ***The supplemental earnings amount is up to \$7,200/year paid over 12 months.***

Position	Certification	Amount
Telecommunicator / Supervisor	Basic	\$1,000/YR
	Intermediate	\$1,500/YR
	Advanced	\$2,500/YR
	Master	\$5,000/YR
Police Officer / Sergeants / Lieutenant / Deputy Chief / Assistant Chief	Intermediate	\$2,800/YR
	Advanced	\$3,800/YR
	Master	\$7,200/YR

**8.03 – Field Training Officer Stipend**

Supplemental earning is designed to compensate Field Training Officers who meet the field training program eligibility criteria set by the Police Department. Eligible positions include the Police Sergeants, Police Officers and Security Officers (Public Safety Officers). ***The supplemental earning amount is \$35/day for Police Sergeants/Police Officers/Telecommunicators and \$22/day for Security Officers (Public Safety Officers).***

**8.04 – Critical Shortage Peace Officer Hiring Incentive**

Supplemental earning is designed to compensate newly hired Peace Officers into the district or employees transferred into the 8681.PEACE OFFICER.SCHOOL DISTRICT.SECU role. Any employee already serving in a full-time 8681.PEACE OFFICER.SCHOOL DISTRICT.SECU role with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$4,000, with 50% paid in November 2025 paycheck and 50% paid January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

**8.05 – Armed Security Officer Hiring Incentive**

Supplemental earning is designed to compensate newly hired Armed Security Officers, who have the TCOLE license or that transfer into the 8684.ARMED SECURITY OFFICER.N/A.SECU role. Any employee already serving in a full-time 8684.ARMED SECURITY OFFICER.N/A.SECU role with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount \$2,000 (paid 50% in December and 50% May). This incentive is contingent on Human Capital Management approval and the availability of funds.***

**8.06 – Commissioned Security Officer Hiring Incentive**

Supplemental earning is designed to compensate newly hired Commissioned Security Officers into the 8686.COMMISSIONED SECURITY OFFICER.N/A.SECU role, employee must have a Level III security license. Any employee already serving in a full-time 8686.COMMISSIONED SECURITY OFFICER.N/A.SECU role with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$2,000 (50% paid in December and 50% paid May). This incentive is contingent on Human Capital Management approval and the availability of funds.***

**8.07 – Commissioned Security Officer Stipend**

Supplemental earning is designed to compensate Commissioned Security Officers, in the job code 8686.COMMISSIONED SECURITY OFFICER.N/A.SECU that have their Level III security license and carry a gun on campus as part of House Bill 3 Section 10. Texas Education Code 37.081. ***The supplemental earning amount is \$5,000/year paid over 12 months.***

**HUMAN CAPITAL MANAGEMENT**

**RECRUITMENT (SIGNING) SUPPLEMENTAL EARNINGS: 9.00 – 9.12**

**9.00 – Critical Shortage Occupational and Physical Therapist Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District’s critical shortage objectives for Occupational and Physical Therapists. This incentive applies to new Dallas ISD employees who are hired into a full time 6935.OCCUPATIONAL THERAPIST.N/A.THER role and 6938.PHYSICAL THERAPIST.N/A.THER role after acquiring a degree or license from the appropriate licensing agency in the critical shortage area of Occupational or Physical Therapy; as well as any candidate or employee hired,

transferring, or promoted into the critical shortage areas listed above. Any employee already serving in a full-time Occupational or Physical Therapist position with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service This incentive is contingent on Human Capital Management approval and the availability of funds.***

#### **9.01 – Critical Shortage Speech Therapist Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Speech Therapists. This incentive applies to new Dallas ISD employees who are hired into a full-time 6940.SPEECH THERAPIST.N/A.TEAC position after acquiring a degree and license from the appropriate licensing agency in the critical shortage area of Speech Therapy; as well as any candidate or employee hired, transferred, or promoted into the critical shortage area listed above. Any employee already serving in a full-time Speech Therapist position with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000, with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

#### **9.02 – Critical Shortage Bilingual Teacher Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Bilingual Teachers. The Teacher must hold a valid Bilingual Certification or Permit recognized by The State Board for Educator Certification, be placed in a full-time classroom instructional assignment with a minimum of four (4) Bilingual classes and complete the entire hiring process for the 2025-2026 school year. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the Bilingual critical shortage area after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into a Bilingual critical shortage area. Any employee already serving in a full-time Bilingual teaching position with the district OR who received the incentive beginning in 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

#### **9.03 – Critical Shortage Science Teacher Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Science Teachers. The Teacher must hold a valid Science Certification, Permit, or District of Innovation exemption recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in Secondary Science. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Science after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Science. Any employee already serving in a full time Secondary Science teaching position with the district OR who received the incentive beginning in 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and on the availability of funds.***

#### **9.04 – Critical Shortage Math Teacher Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Math Teachers. The Teacher must hold a valid Math Certification, Permit, or District of Innovation exemption recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in Secondary Math. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Math after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Math. Any employee already serving in a full-time Secondary Math teaching position with the district OR who received the incentive beginning in 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and on the availability of funds.***

#### **9.05 – Critical Shortage CTE Teacher Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Career & Technology Education (CTE) Teachers, specifically for high school teachers in one of the following areas: Engineering, Health Science, Culinary Arts, A/V and Communications, Aviation, Automotive, Business Marketing and Finance, Mechatronics, Manufacturing, Construction, Law

and Public Safety and/or Information Technology. The Teacher must hold a valid CTE certification or state/local permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in one of the Career & Technology Education subjects listed above. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary CTE after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary CTE. Any employee already serving in a full-time Secondary CTE teaching position with the district OR who received the incentive beginning in 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

**9.06 – Critical Shortage Self-Contained Classroom Teacher Signing Incentive**

Supplemental earning is designed as a signing incentive to support the district's critical shortage objectives for teachers in Self-Contained Classroom. The Self-Contained Classroom Teachers must hold a valid SPED and Core Subject Certification, or a Special Education Specialist EC-12 certificate (or must demonstrate competency through the state's High Objective Uniform State Standard of Evaluation for elementary and secondary special education teachers) recognized by The State Board for Educator Certification. In addition, the teacher must be hired into a 6062 or 6067 position and be placed in a full-time classroom instructional assignment. This incentive applies to new Dallas ISD employees who are hired full-time as a teacher of record for the Self-Contained Classroom as well as any candidate or employee hired, transferred, or promoted into critical shortage areas listed above. Any employee already serving in a full-time Self-Contained Classroom with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000, with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

**9.07 – Critical Shortage for Languages Other Than English (LOTE) Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for secondary Languages Other Than English and American Sign Language teachers. The Teacher must hold a valid Languages Other Than English certificate, an American Sign Language Certificate or a Secondary foreign language teaching certificate in the appropriate language of their assignment or Permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in the appropriate foreign language area. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Languages Other Than English and American Sign Language after acquiring a degree and teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Languages Other Than English and American Sign Language. Any employee already serving in a full-time Languages Other Than English (LOTE) and American Sign Language Teaching position with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

**9.08 – Critical Shortage Deaf Education Teacher/Sign Language Interpreter Signing Incentive**

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Certified Teachers of the Deaf/Hard of Hearing and certified Sign Language Interpreters for the Deaf in the Regional Day School Program for the Deaf (RDSPD) in the job codes listed below. This incentive applies to new Dallas ISD employees who are hired into a full-time position listed below in the (RDSPD). Any employee already serving in a full-time position listed below with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000 with 50% paid on the employee's November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

Job Name
5640.TRANSLATOR.LANGUAGE.AIDE
5645.INTERPRETER.I.AIDE
5915.DEAF INTERPRETER.BILINGUAL.PARA
6063.TEACHER.SPEC ED/DEAF EDUCATION.TEAC
6310.TEACHER.ITINERANT.TEAC

**9.09 – Board Certified Behavior Analyst Hiring Incentive**

Supplemental earning is designed as a signing incentive to support the District’s Board-Certified Behavior Analyst (BCBA) in the special services department with additional compensation to attract and retain highly qualified staff. These positions are designed to deliver specialized educational services to meet the district’s obligation to serve students with disabilities. BCBAs provide behavioral support for children who demonstrate a wide range of behavioral difficulties and differences, provide behavioral consultation support, train teachers and staff to improve academic behavioral and social outcomes of children. BCBAs must hold a valid certification recognized by the Behavior Analyst Certification Board (BCBA) as well as a valid license as a Licensed Behavior Analyst through the Texas Department of Licensing and Regulation. This incentive applies to new Dallas ISD employees who are hired into a full-time 2712.BEHAVIOR ANALYST.BOARD CERTIFIED.ADMN as well as any candidate or employee hired, transferred, or promoted into the positions listed above. *The supplemental earning amount is \$5,000/year (50% paid in December and 50% paid in June).*

**9.10 – Critical Shortage New Nurse Hiring Incentive**

Supplemental earning is design to compensate full-time nurses hired to the district. The employee must hold a valid Nursing license. This incentive applies to full-time Dallas ISD employees who are hired, transferred, or promoted into a nursing position, for the 2025-2026 SY. Any employee already serving in a full-time Nursing position with the district OR who received the incentive for the 2024-2025 SY is NOT eligible for the incentive. *The supplemental earning amount is \$3,000 with 50% paid on the employee’s November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.*

**9.11 – Critical Shortage Special Education Inclusion Signing Incentive**

Supplemental earning is designed as a signing incentive to support the district’s critical shortage objectives for Inclusion teachers. The Special Education Inclusion Teacher must hold a valid SPED Certification recognized by The State Board for Educator Certification. In addition, the teacher must be hired into a 6060.TEACHER.SPEC ED.TEAC position. This incentive applies to new Dallas ISD employees who are hired into a full-time Inclusion Teacher as well as any candidate or employee hired, transferred, or promoted into critical shortage areas listed above. Any employee already serving in a Special Education Inclusion full-time position for the 2024-2025 SY is NOT eligible for the incentive. *The supplemental earning amount is \$3,000/year with 50% paid on the employee’s November 2025 paycheck and the remaining 50% paid on the January 2027 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.*

**9.12 – Visiting International Teacher Hiring Incentive**

Supplemental earning is design to compensate full-time Visiting International Educators/ Teachers (VIT) hired into the district 2025-2026 SY. The teacher must hold a valid VIT Certification. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment for the 2025-2026 SY after acquiring a degree and a teaching certification. Any employee already serving in a full-time teaching position with the district is NOT eligible for the incentive. *The supplemental earning amount is \$3,500 with paid on the employee’s first paycheck. This incentive is contingent on Human Capital Management approval and the availability of funds.*

**INSTRUCTIONAL**

**ACCELERATED LEARNING SUPPLEMENTAL EARNINGS: 10.00 – 10.02**

**10.00 – Advanced Placement Gifted and Talented (AP/GT) Manager**

Supplemental earning is designed to compensate active, full-time, professional employees who serve as the campus Advanced Placement/Gifted and Talented (AP/GT) Managers. They serve as the primary contact at each high school to collaborate with the District Advanced Academic Services Department regarding processes and systems for AP, PSAT, GT and Professional Development. The person assigned will be responsible for attending the District level AP/GT Manager meetings (see the AP/GT Manager Agreement for a complete list of responsibilities). All documentation must be maintained by the employee, failure to provide requested documentation may result in the stipend being recovered. *The supplemental earning amount is \$1,000/year (50% paid in December and 50% paid in June).*

**10.01 – Gifted and Talented (GT) Manager**

Supplemental earning is designed to compensate active full-time, professional employees who serve as the campus Gifted and Talented (GT) Managers. They serve as the primary contact at each middle school to collaborate with the District Advanced Academic Services Department regarding processes and systems for PSAT, GT and Professional Development. The person assigned will be responsible for attending the District level GT Manager meetings (see the GT Manager Agreement for a complete list of responsibilities). All documentation must be maintained by the employee, failure to provide requested documentation may result in the stipend being recovered. **The supplemental earning amount is \$500/year (50% paid in December and 50% paid in June).**

**10.02 – Advanced Placement Lead Teacher**

Supplemental earning is designed to compensate Advanced Placement teachers who serve as Advanced Placement Lead Teachers. Eligible teachers will be reviewed and approved by Advanced Academic Services. They work with Advanced Placement District Coordinators regarding AP Program processes and systems for the district’s AP Program. Additionally, selected AP Lead Teachers are responsible for facilitating professional development and professional learning community meetings. They will mentor teachers new to the AP Program, assist with districtwide AP Prep Sessions, and attend scheduled meetings with AP District Coordinators. (See the AP Lead Teacher Letter of Expectations for a complete list of responsibilities). The AP Lead Teacher must maintain all documentation. Failure to provide requested documentation could result in a reduced stipend. **The supplemental earning amount is \$2,000/year (paid in June).**

**ALTERNATIVE EDUCATION AND SUMMER PROGRAMS SUPPLEMENTAL EARNINGS: 11.00 – 11.06**

**11.00 – Compensatory Education Home Instruction (CEHI)**

Supplemental earning is designed to compensate employees for providing Compensatory Education Home Instruction (CEHI) to students in the Pregnancy Related Services (PRS) program. CEHI is the mandatory component districts offer in a PRS program. CEHI provides academic services to the student at home or hospital bedside when a valid medical necessity for confinement during the pregnancy prenatal or postpartum periods prevent the student from attending classes on a district campus. CEHI must consist of face-to-face instruction by a certified teacher of the district. The CEHI teacher must maintain a log to document the actual amount of prenatal and postpartum CEHI each student receives (only a Certified Substitute Teacher may sub for CEHI). **The supplemental earning amount is \$12.86/hour Certified Substitute Teacher and \$25/hour Dallas ISD Certified Teacher.**

**11.01 – Evening Academy (G.R.A.A.D. Department)**

Supplemental earning is designed to compensate employees who work with the Evening Academy Program through the Graduation, Recovery, Attendance/Advocacy and Dropout Intervention (G.R.A.A.D.) Department. **The supplemental earning amount is \$31/hour for Teachers and \$25/hour for Site Supervisors.**

**11.02 – Reconnection Center Facilitator**

Supplemental earning is designed to compensate Reconnection Center Facilitators during extended hours. During the extended day, the facilitator schedules students in coursework, progress monitors student academic work, performs maintenance of program data, participates in training, leads the parent and student orientation process, and schedules the Reconnection Center(s) staff meetings. **The supplemental earning amount is \$25/hour not to exceed \$2,000 during the instructional year per facilitator.**

**11.03 – Summer School Academic Sessions**

Supplemental earning is designed to compensate teachers and employees of the district who work Student Success Initiatives (5<sup>th</sup> and 8<sup>th</sup> grade), End of Course, and Summer Readiness and Credit Recovery for District Wide Summer School or Extended Learning Opportunities Enrichment. **The supplemental earning amounts are paid in June, July, and August.**

<b>DISTRICT WIDE SUMMER SCHOOL AND ENRICHMENT PROGRAMS</b>	
<b>HIGH SCHOOL</b>	
Principal	\$65.79/hour
Assistant Principal	\$49.34/hour
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$10.37/hour
<b>MIDDLE SCHOOL</b>	
Principal	\$52.63/hour

Assistant Principal	\$39.47/hour
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$10.37/hour
<b>ELEMENTARY SCHOOL</b>	
Principal	\$49.34/hour
Assistant Principal	\$36.18/hour
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$10.37/hour

- Substitute employees are not eligible to receive supplemental earnings during summer programming.
- Pay at summer school Principal rate cannot be submitted or paid for the time worked prior to end of the campus Principal contract. This applies to DWSS and SUMS submissions.

#### 11.04 – Approved Stand-Alone Summer Programs

Supplemental earning is designed to compensate teachers and employees of the district who work campus- based summer programs not included under the umbrella of the official district-wide summer school program and who meet the following criteria and submission deadline set by School Leadership. ***The supplemental earning amount is \$31/hour for professional employees and \$15/hour (with the exception of nutritional) for support employees off contract.***

1. A minimum of 30 students enrolled in the program.
2. Enrollment forms with parent signatures must be on file for review.
3. All contracts with outside vendors, partners or consultants have followed District protocol.
4. All volunteers have completed and received volunteer confirmation clearance using the District volunteer process.
5. An individual with an active Administration credential is on site 90% of the time of operation of the program.
6. An individual with current First Aid training is on the campus during the program.
7. An emergency response plan has been developed and available for review prior to the first day of the program.
8. Non-sport programs do not exclude students based on language proficiency, race, or gender.
9. Data driven research based program strategies designed to impact the achievement/opportunity gap.
10. Virtual/Distance program must adhere to the Dallas ISD Online Interaction Guidelines.

#### 11.05 – Non-Approved Campus and Department Based Summer Programs Excluded from 11.00 and 11.04

Supplemental earning is designed to compensate teachers and employees of the district who work campus or department-based summer programs not meeting the criteria of the Summer School Academic Sessions or the Campus Stand-Alone programs listed above. ***The supplemental earning amount is \$25/hour for professional duties and \$15/hour for support duties (with the exception of nutritional programs).***

### CAMPUS SUPPLEMENTAL EARNINGS: 12.00 – 12.24

#### 12.00 – Before and After School Programs

Supplemental earning is designed to compensate employees for work performed before and/or after the employee’s normal work hours for District approved enrichment activities. ***The supplemental earning amount is \$25/hour. Support employees should be coded SPS Secondary pay source, overtime guideline apply. This supplemental earning is contingent on availability of department or campus funds.***

#### 12.01 – After School Program (ABC and ETC Programs)

Supplemental earning is designed to compensate professional employees for work performed after the employee’s normal work hours for the district-sponsored afterschool programs, Adventures and Beyond (ABC) for Elementary Schools and the Elite Teen Club (ETC) for Middle Schools at selected campuses. Eligible employees working the ABC and ETC programs are expected to follow both the academic and enrichment curriculum provided during the afterschool programming hours. These programs are limited to select elementary and middle school campuses only. ***The supplemental earning amount is \$31/hour and is only available for professional employees.***

### **12.02– Class Coverage TA Full Day**

Supplemental earning is designed to compensate a Teacher Assistants that currently work in a Teacher Assistant job code for class coverage for four (4) hours or more. Employees with a Teacher Assistant certification but do not work in a Teacher Assistant job code do not qualify to perform class coverage as Teacher Assistant and are not eligible to receive class coverage payment. Other support positions should not be used for this supplemental duty. Teacher Assistants should not be used for extended period of class coverage, in such cases a substitute should be obtained. ***The supplemental earning amount is \$42.00/day coded CTAF.***

### **12.03 – Class Coverage TA Half Day**

Supplemental earning is designed to compensate a Teacher Assistant that currently work in a Teacher Assistant job code for class coverage for a minimum of 3 hours. Other support positions should not be used for this supplemental duty. Employees with a Teacher Assistant certification but do not work in a Teacher Assistant job code do not qualify to perform class coverage as Teacher Assistant and are not eligible to receive class coverage payment. Teacher Assistants should not be used for extended period of class coverage, in such cases a substitute should be obtained. ***The supplemental earning amount is \$21.00/day coded CTAH.***

**NOTE:** A Teacher Assistant may be used as Substitute Teacher only in an emergency need situation and should not exceed three (3) consecutive days. The time allotment includes covering for multiple teachers for lesser periods of time, when the total time in one school day is at least three (3) hours. No additional compensation is awarded for coverage less than three (3) hours. Campus administrators should utilize the CTAF and CTAH pay code, using the substitute line code for the absent teacher to identify this compensation.

Teacher assistants for Pre-Kindergarten should only be used to serve as a Substitute Teacher with supplemental earnings for the unit to which they are assigned. No Special Education Teacher Assistants are to be used as Substitutes for General Education classrooms. The appointed Executive Director of the Vertical Team should be notified on each occasion of the Administrator's intent to utilize a Teacher Assistant as a Substitute Teacher with the above noted compensation. Administrators should continue to make every effort to identify a Substitute Teacher available to cover the absent teacher.

### **12.04– Class Coverage Teacher**

Supplemental earning is designed to compensate classroom teachers for covering an extra class during their planning period. The teacher must stay past the contract hours to make up the planning period to be eligible for this supplemental pay. The Teacher must make up their planning period by clocking out at the end of their regular workday and clocking back in using the class coverage code. ***The supplemental earning amount is \$25/hour professional duty rate and is only available for professional employees.***

### **12.05 – Multi Grade Level**

Supplemental earning is designed to compensation elementary K-5<sup>th</sup> grade teachers who have more than one grade in a single classroom at the same time for instruction. Eligible teachers must have a minimum of 5 students in each grade level. The teacher must serve and be listed in PowerSchool as the teacher of record for all content areas and be responsible for grades and attendance for all students in the classroom. Any partner teaching or departmentalization structure will be prorated by teacher per content. Enrollment numbers will be verified twice a year, once in the fall semester (October 15, 2025) and once in the spring semester (April 15, 2026) for validation. Any partner teaching or departmentalization structure will be prorated by teacher per content. To be eligible to receive the stipend the teacher of record, must be present for a minimum of 80% of the instructional days per semester ***The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June). This stipend is contingent upon Human Capital Management and School Leadership approval.***

**Schools or grade levels that are structured multi-grade, including but not limited to Montessori, by design or program are not eligible for this stipend.**

### **12.06 – 25 or more**

Supplemental earning is designed to compensation elementary PreK4 - 4<sup>th</sup> grade teachers who have a class roster of 25 or more students. The teacher must serve and be listed in PowerSchool as the teacher of record of core content areas and be responsible for grades and attendance for all students in the classroom. Enrollment numbers will be verified twice a year, once in the fall semester (October 15, 2025) and once in the spring semester (April 15, 2026) for validation, final lists will be sent to the campus principals for verification. Any partner teaching or departmentalization structure will be prorated by teacher per content. ***To be eligible to receive the stipend the teacher of record, must be present for a minimum of 80% of the instructional days per semester. The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June). This stipend is contingent upon Human Capital Management and School Leadership approval.***

### 12.07– Testing Coordinator

Supplemental earning is designed to compensate campus test coordinators who are responsible for extra activities that require the organizing and implementation of the testing program. Those positions eligible to serve as test coordinators are outlined in district policy (EK Regulation) which states that test coordinators must have a teacher certification. Any exceptions to this requirement must be approved by the Evaluation and Assessment Department in conjunction with the School Leadership Department. Principals, Assistant Principals and Counselors may serve as the campus test coordinator, but these positions are not eligible to be compensated for the duty. All other eligible positions may be compensated. Special circumstances will be reviewed on an individual basis. Assistants helping with support duties do not need to be certified. ***The supplemental earning amount is paid according to the chart below and is contingent upon availability of campus funds.***

TESTING COORDINATOR	
POSITION	AMOUNT
Support Duties	SPS – Straight time or Overtime
Teacher Assistant Duties (TA)	SPS – Straight time or Overtime
Professional Duties	\$25/hour

### 12.08 – Graduation Duty

Supplemental earning is designed to compensate district employees who assist with specific functions necessary in holding district graduation ceremonies. ***The supplemental earning amount is \$25/hour for duties performed and is contingent upon availability of campus/department funds.***

### 12.09 – Graduation Duty (G.R.A.A.D. Department)

Supplemental earning is designed to compensate employees who assist the Graduation, Recovery, Attendance/Advocacy and Dropout Intervention (G.R.A.A.D) Department with staffing graduation ceremonies. ***The supplemental earning amount is paid at the rate of \$25/hour for professional duties.***

### 12.10 – After School and Saturday Tutoring

Supplemental earning is designed to compensate professional employees for tutoring students' before/after school and on Saturdays. ***The supplemental earning amount is the professional duty rate of \$25/hour and is only available for professional employees.***

### 12.11 – Tutoring by a Degreed and or Certified Substitute

Supplemental earning is designed to compensate a degreed and or certified Substitute tutoring students before and after school or on Saturday if a teacher is not available. Substitutes serving as the teacher of record in a long-term assignment for 11 or more days are eligible to tutor. ***The supplemental earning amount is \$16/hour.***

### 12.12 – HB 1416 and End of Course (EOC) Tutoring

Supplemental earning is designed to compensate professional employees for HB 1416. The HB 1416 program mandates students to receive 15-30 hours of supplemental instruction the following summer and/or school year. HB 1416 tutoring will be paid with district funds. To be eligible for HB 1416 tutoring, the professional employee will be required to tutor students needing HB 1416 hours, submit all required compliance documentation to the Office of Tutoring Services, and log hours in TutorTrack.

EOC tutoring will be paid with campus funds and is designed to compensate professional employees for tutoring students before/after schools and on Saturdays specifically for EOC exams (Algebra I, English I, English II, Biology, and U.S. History). Campuses will create an activity code for EOC tutoring. Campus Principals are responsible for ensuring tutoring being performed qualifies for EOC. All documentation must be maintained by the employee, failure to provide requested documentation may result in the supplemental earnings being recovered.

***The supplemental earning amount is the professional duty rate of \$31/hour and is only available for professional employees.***

### 12.13 – School Supply Stipend

Supplemental earning is designed as an incentive to assist Teachers, Speech Therapists, Speech Therapist Assistants, and Media Specialists (Librarians) with funds for supplies and materials. ***The supplemental earning amount is \$200/year paid in September. (Employees hired on or after January 1<sup>st</sup> will receive \$100.)***

### 12.14 – Opening Schools

Supplemental earning is designed to compensate employees who work outside of their calendar contract days performing duties associated with launching the new school year. This supplemental earning is only offered up to 10 working days prior to the first day of the employee's calendar contract date. Note: If the employee is a new hire, the employee is not eligible to begin work prior to the official report to work date on their assignment letter. ***The supplemental earning amount \$25/hour for duties as performed. This extra duty may not be performed during the school year.***

#### **12.15 – Closing Schools**

Supplemental earning is designed to compensate employees who work outside of their calendar contract days performing duties associated with wrapping up the current school year. This supplemental earning is only offered up to 10 working days following the last day of the employee's calendar contract date. Note: If the employee has resigned, been released, or otherwise terminated from the district, the employee is not eligible to perform supplemental duty past their effective separation. ***The supplemental earning amount is \$25/hour for duties as performed. This extra duty may not be performed during the school year.***

#### **12.16 – Textbook Duties**

Supplemental earning is designed to compensate employees during the school year who aid in the organization, inventory, issuing, and the return of campus textbooks outside of normal contract hours. ***The supplemental earning amount is \$25/hour.***

#### **12.17 – Transcript Clerk (off contract only)**

The supplemental earning is designed to compensate employees for preparing official copies of transcripts for students. ***The supplemental earning amount is \$25/hour for time worked after the calendar contract end date. Any days/hours worked during the school year (prior to the calendar contract end date) should be coded SPS and overtime guidelines apply. This supplemental earning is contingent on the availability of campus funds.***

#### **12.18 – Teacher Excellence Initiative Campus Expert Stipend**

The supplemental earning is designed to compensate employees for serving as the TEI subject matter expert campuses in Dallas ISD. The TEI Campus Expert is to complete all responsibilities as outlined by the TEI Department's Campus Expert guidelines and criteria prior to receiving the payout. ***The supplemental earning amount is \$500/year (50% paid in December and 50% paid in May)***

#### **12.19 – Early Learning Lead Specialist Stipend**

The supplemental earning is designed to compensate employees for serving as the Lead Instructional Specialist for the Early Learning Department. These specialists have a wide range of responsibilities to provide monitoring, training, technical assistance, and recommendations for the instruction of early learning students. ***The supplemental earning amount is \$3,000/year (50% paid in December and 50% paid in June).***

#### **12.20 – CTE CTSO Sponsor**

Supplemental earning is designed to compensate CTE teachers who serve as CTE sponsors. Eligible teachers must be in 6000.TEACHER, 6010.TEACHER.CATE, 6020.TEACHER.CATE CAREER PREP.TEACH, 6030.TEACHER.CATE PEL.TEAC, 6040.TEACHER.CATE FCSCP/AGSCI.TEAC, or 6100.TEACHER .CLUSTER LEAD TEAC job codes to be considered for this stipend. Supplemental earning is designed to compensate Career and Technical Education teacher sponsors for the additional time commitment related to organizing and managing a Career and Technical Student Organization (CTSOs) or other career-based student organization at the high school level. CTSO sponsors are required to provide co-curricular opportunities to support students and their CTE classroom experiences. ***The supplemental earning amount is up to \$1,000 based on participation and level of advancement. Please refer to sponsor agreement and department guidelines.***

#### **12.21 – CTE Lead Teacher**

Supplemental earning is designed to compensate CTE teachers who serve as CTE Lead Teachers. Eligible teachers must be in 6000.TEACHER , 6010.TEACHER.CATE, 6020.TEACHER.CATE CAREER PREP.TEAC, 6030.TEACHER.CATE PEL.TEAC, 6040.TEACHER.CATE FCSCP/AGSCI.TEAC, or 6100.TEACHER .CLUSTER LEAD TEAC job codes to be considered for this stipend. Teachers are required to lead, plan, and organize National Academy Foundation (NAF) academies, Career Institute Programs, and Comprehensive campus CTE programs at the high school level. Lead Teachers will work with campus CTE department teachers and campus leadership to ensure students are earning A-F industry-based certification in the CTE Programs of Study. Lead Teachers will also secure opportunities for student to explore and participate in career-related activities, plan and execute recruitment activities, as well as ensure proper program implementation for optimal CTE student experiences. CTE Lead Teachers must maintain all documentation. Failure to provide requested documentation could result in a reduced stipend. ***The supplemental earning amount is up to \$2,000 (50% paid in December and 50% paid in May.)***

### 12.22 – Campus Asset Manager

Supplemental earning is designed to compensate active full-time campus professional employees designated by the principal and meet the following criteria:

- Complete required Asset Management (TIPWeb-IT) software training to receive access to the database by September 1st of the first year of appointment.
- Serve as the primary Asset Management (TipWeb-IT) manager of student devices for their campus.
- Responsible for the daily maintenance and upkeep of the student device inventory in TipWeb.

The Campus Asset Manager stipend provides compensation for the increased importance of student device management. Secondary campuses with a student enrollment of more than 1,000 students are eligible to have two Campus Asset Managers that will receive the full stipend amount. School campuses with less than 1,000 students that have two Campus Asset Managers will split the stipend amount. **The supplemental earning amount is \$2,000/year paid over 12 months.**

### 12.23 – HB 1416 Coordinator

Supplemental earning is designed to compensate active full-time professional campus employees who serve as the campus coordinator for the HB 1416 program. To be eligible, the Campus HB 1416 Coordinator must collect documentation for use of federal funds, schedule students, contact parents of absent students, and support teachers around curriculum. **The supplemental earning amount is \$25/hour only available for professional employees.**

## COLLEGE READINESS SUPPLEMENTAL EARNINGS: 13.00 – 13.01

### 13.00 – AVID (Advancement via Individual Determination)

Supplemental earning is designed to compensate full-time professional employees who serve as the AVID Coordinator on campuses listed on the Dallas ISD AVID contract. To be eligible, coordinator must meet the following requirements. Attend a two hour AVID training once per month, gather and input critical data required by AVID Center such as certification, data reports, conduct monthly meetings with campus AVID site team; coordinate at least one AVID parent event per semester; schedule field trips to colleges and universities, and ensure the implementation of the AVID site plan. All documentation must be maintained by the employee. Failure to provide requested documentation may result in the stipend being recovered. **The supplemental earning amount is \$2,000/year (50% paid in December and 50% paid in June) and is contingent on the availability of campus funds.**

### 13.01 – Dual Credit

Supplemental earning is designed to compensate High School Teachers who deliver dual credit instruction in high need areas (English, Math, Science, Speech, Music, History, Government and Economics). Credentialed district staff provide campuses an opportunity for increased flexibility and enhanced student support. **The supplemental earning amount for teachers instructing in high need areas is \$750 per term/semester (Fall, Spring, Summer I and Summer II) to be paid in December, May, and August. All other dual credit high school teachers, whose courses do not fall within high needs areas, the supplement earning amount is \$600 per term/semester Fall, Spring, Summer I and Summer II) to be paid in December, May, and August.**

## CAMPUS LEADERSHIP SUPPLEMENTAL EARNINGS: 14.00 – 14.03

### 14.00 – Campus Size

Supplemental earning is designed to compensate District Principals for campus size based on the school's student enrollment submitted to PEIMS. **The supplemental earning amount is variable according to the chart below and is based on the official PEIMS data received during the 2024-2025 school year. Payment of stipends are to begin disbursement on the October 2025 paycheck. Amount is subject to Principal pay for performance rules and guidelines.**

Campus Level	Enrollment Size	Annual Stipend
Elementary School	900 or more	\$6,000
Middle School	1,000 or more	\$7,000
High School	2,000 or more	\$8,000
High School	3,400 or more	\$17,000

#### 14.01 – ED of 2 or More DSI Comprehensive High Schools

Supplemental earning is designed to compensate Executive Directors (EDEI) who evaluate and oversee the work of 2 or more DSI Comprehensive High Schools. ***The supplemental earning amount is \$15,000/year (50% paid in December and 50% paid in May).***

### MENTORSHIP SUPPLEMENTAL EARNINGS: 15.00 – 15.04

#### 15.00 –School Improvement

Supplemental earning is designed to compensate full-time professional employees who are assigned to coordinate the School Improvement program and who meet all the criteria as outlined by the department. ***All documentation must be maintained by the employee. Failure to provide requested documentation may result in the stipend being recovered. The supplemental earning amount is up to \$1,000/year (50% paid in December and 50% paid in June).***

#### 15.01 –School Improvement Campus Trainer

Supplemental earning is designed to compensate full-time professional employees that coordinate and conduct ongoing School Improvement professional development that supports academic excellence throughout the school year. ***All documentation must be maintained by the employee. Failure to provide requested documentation may result in the stipend being recovered. The supplemental earning amount is \$1,000/year (50% paid in December and 50% paid in June).***

#### 15.02 – Teacher Mentor Stipend

Supplemental earning is designed to compensate a teacher who will serve as a mentor to a new teacher in the profession with 0-2 years. The mentor will be assigned by the campus administrator and is required to have at least three years of teaching experience and be an accomplished educator as shown by the Teacher Excellence Initiative. The mentor will guide, assist, and support new teachers in areas such as planning, classroom management, classroom instruction, assessment, working with parents, and district policies. ***The supplemental earning amount is \$500/mentee (50% paid in December and 50% paid in June).***

#### 15.03 – AP Ally Stipend

Supplemental earning is designed to compensate high school teachers who will serve as an AP ally. Eligible teachers must be in a 6000.TEACHER.CTU.TEAC job code to be compensated for the additional time commitment to advocate for equitable access to AP course offerings, enrollment, teacher training, and other specific guidelines outlined by the Advanced Academic Services Department. All related documentation must be maintained by the employee. Failure to provide requested documentation may result in the stipend being recovered. ***The supplemental amount is \$1,000/year (paid in June).***

#### 15.04 – Multi-Tiered Systems of Support (MTSS) Lead Literacy Acceleration Specialist Stipend

Supplemental earning is designed to compensate full-time teachers, in job code 6774.ACCELERATION SPECIALIST.LITERACY.INSS for serving as the Lead MTSS Interventionist for the Multi-Tiered Systems Of Support Department. The leads are responsible for overseeing monitoring, training, technical assistance, student identification, placement, and delivering reading intervention to students requiring tier 3 support. ***The supplemental earning amount is \$2,500/year (50% paid in December and 50% paid in June).***

### BILINGUAL ESL SUPPLEMENTAL EARNINGS: 16.00 – 16.03

#### 16.00 – Bilingual Stipend

Supplemental earning is designed to compensate full-time, qualified personnel in key positions as outlined below: ***The supplemental earning amount is \$3,000 for professional support positions listed below and \$4,000 for certified bilingual teachers in the necessary job codes and valid certifications or permits. Details are provided in the table below. Both are paid over 9 months from December through August with proration based on contract start date.***

Bilingual, for the purpose of this stipend, means demonstrated language proficiency in both English and Spanish. To be eligible, the employee must be a full-time employee of the district, be bilingual as defined by the district, must have a valid certificate, probationary certificate, permit, or license in the discipline area on file with the district's Certification Department and must be working in the specified discipline area in a capacity as defined by the district. The employee must have a valid certification, permit, and or license as defined in the below. Professional support employees must take and pass the Language Testing International (LTI), Speaking ACTFL OPI 30-minute exam with a minimum advanced low level. In addition to these criteria, an employee must also complete the Professional Development requirements listed below to receive the stipend.

### Professional Development of Eligibility for Stipend

Bilingual Teachers and Professional Support employees must complete an annual 3.5 hours of professional development requirement as defined by the Dual Language ESL Department specific to the Bilingual stipend qualification. Please see the districts Cornerstone Platform for Professional and Digital Learning for specific dates/times of required course offerings. Returning employees who have not completed their professional development by November 1<sup>st</sup> will not be eligible for the Bilingual stipend for that school year. New hire employees will have until November 1<sup>st</sup> or 30 days from their hire date to complete the professional development requirement to be eligible for the Bilingual stipend. Please contact the Dual Language ESL Department for more information. See Appendix F.

DUAL LANGUAGE ESL CONTACT INFORMATION	
Dual Language ESL Department	<a href="mailto:BilingualESL@dallasisd.org">BilingualESL@dallasisd.org</a>

### Certification of Eligibility for Stipend

A District Certification Specialist along with the Dual Language ESL Department certifies the employee's eligibility to receive the stipend. All required paperwork, credentials, and exams required for eligibility to receive the stipend are the sole responsibility of the employee seeking the stipend. All required documentation for the stipend must be on file with the District's Certification Office and completion of required professional development before the stipend will be awarded. If bilingual certification is not effective/ valid on November 1<sup>st</sup>, the payout of the stipend will begin based on the certificate eligibility date (as documented by TEA). The employee must be assigned to an eligible job code (1 FTE) and must Follow EHBE regulation. See Appendix F.

CERTIFICATION CONTACT INFORMATION	
Certification Department	<a href="mailto:certification@dallasisd.org">certification@dallasisd.org</a>

Teacher Job Positions (\$4,000)		Special Education Job Positions (\$4,000)		Certified Professional Job Positions (\$3,000)		Professional Job Positions (\$3,000)	
60FO	Bilingual Teacher	6060	Special Education Teacher	6870	Counselor	6890	Psychologist
61FO	Bilingual Teacher 5-6	6061	Special Education Teacher Adaptive PE	6880	Educational Diagnostician	6935	Occupational Therapist
60KB	Bilingual Teacher Pre-K	6062	Special Education Teacher Centralized Unit	6785	Media Specialist	6938	Physical Therapist
60HB	Bilingual Teacher Secondary Dual Language*	6063	Special Education Teacher Deaf Ed	6310	Itinerant Teacher	6910	Social Worker
6156	Teacher Leader Intern	6064	Special Education Teacher Hospital/Homebound	6110	Dyslexia Teacher	6940	Speech Therapist
60PO	Newcomer Teacher**	6065	Special Education Teacher Itinerant Vision	6786	Literacy Specialist	6945	Speech Therapist Assistant
6180	Title Bilingual Teacher	6066	Special Education Teacher Itinerant	6774	Acceleration Specialist	6750	Nurse
						2713	Mental/Behavioral Health Clinician

<p>Teacher must hold a valid bilingual certification or permit and must follow EHBE regulation and complete PD requirements. Only fulltime FTE's are eligible.</p> <p><b>*Secondary Dual Language teachers as identified by the Dual Language Department</b></p> <p><b>**60PO teachers may only qualify for either the ESL or Bilingual stipend, not both.</b></p>	<p>Teacher must hold a valid SPED and a valid bilingual certification or permit and complete PD requirements. Only fulltime FTE's are eligible.</p>	<p>Certified professionals must hold both a valid license and a bilingual certification or permit and complete PD requirements. Only fulltime FTE's are eligible</p>	<p>Professionals must hold a valid license or certification and pass the language proficiency exam offered by Language Testing International (LTI) and complete PD requirements. Only fulltime FTE's are eligible.</p>
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**16.01 – Language Proficiency Assessment Committee (LPAC)**

Supplemental earning is designed to compensate employees who coordinate the activities of the LPAC and complete *all* duties and responsibilities as assigned in the district LPAC Manual and stipend agreement form within established deadlines. ***The supplemental earning amount is based on the total English learner population at the campus as of the Fall PEIMS snapshot. The amount is up to \$1,600/year (50% paid in December and 50% paid in June) as determined by the Dual Language ESL Department.***

**16.02 – English as a Second Language (ESL) Stipend**

Supplemental earning is designed to compensate teachers who serve as an:

- ESL newcomer teacher for Elementary School, Middle School, or High School. The teacher must be coded as a 60H0.TEACHER.ESOL.TEAC or 60P0.TEACHER.NEWCOMER.TEAC\*, hold a valid certification in ESL and ELAR or Generalist, and teach a full course-load of ESL/ESOL courses as determined by the Dual Language ESL Department.
- Elementary ESL teachers in grades PreK-6th at elementary campuses in a 60KE/60W0/61W0/61X0\*\* job code who hold a valid Generalist and ESL certification. The teachers must hold the valid certifications and teach a core content area at the Elementary level. To be eligible, the employee must be a full-time employee of the district, be ESL certified as defined by the district, must have a valid certificate, probationary certificate, permit, or license in the discipline area on file with the district's Certification Department and must be working in the specified discipline area in a capacity as defined by the district.

***The supplemental earning amount is \$2,000/year (50% paid in December and 50% paid in May).***

\*60PO teachers may only qualify for either the ESL or Bilingual stipend, as determined by the Dual Language Department, not both.

\*\*Bilingual certified teachers in 60W0/61W0/61X0 job codes may qualify for the ESL stipend but NOT the bilingual stipend.

**16.03 – Dallas International Academy Stipend**

Supplemental earning is designed to compensate full-time active employees in a 60H0 job code who are serving at the Dallas International Academy at Thomas Jefferson High School as ESL content certified teachers. To be eligible, the employee must be a full-time employee of the district, must have a valid ESL supplemental teaching certificate, probationary certificate, permit, AND valid content area specific certification on file with the district's Certification Department. The Dallas International Academy stipend will ensure Newcomer students participating in the program at Thomas Jefferson High School will receive instruction that simultaneously focuses on content and language mastery. Eligible employees must complete an annual 3.5 hours of required professional development to be completed by November 1, 2025, to ensure teachers are highly trained around best practices for meeting the diverse needs of Newcomer students. ***The supplemental earning amount is \$4,000 (50% in December and 50% in May) with proration based on contract start date.***

**16.04 – ESL Certification Incentive**

Supplemental earning is designed to compensate full-time teachers who become ESL certified during the 2025-2026 school year and meet the listed requirements. To qualify for the incentive, teachers must:

- Be a current core content elementary classroom teacher in grades PreK-5th/6th or a Secondary English Language Arts Reading classroom teacher who does not hold an ESL certification/endorsement.
- Attend a Dallas ISD in-person ESL Certification Preparation session hosted by the Dual Language ESL Department.
- Pass the TExES 154 ESL certification exam.
- Add the certification to your Texas Teaching License through SBEC.
- Submit their SBEC certification and proof of PD attendance to [bilingualesl@dallasisd.org](mailto:bilingualesl@dallasisd.org) within the established timelines as determined by the Dual Language ESL Department.
- ESL Certification must have been obtained during the 2025-2026 SY.
- As a bilingual certification encompasses an ESL certification, current bilingual certified teachers are not eligible for this incentive.

***The supplemental earning amount is \$500 to be paid as one-time incentive, upon completion of all criteria by December 1, 2025, for a January 2026 payout or by May 1, 2026, for a June 2026 payout.***

### **SPECIAL EDUCATION SUPPLEMENTAL EARNINGS: 17.00 – 17.07**

#### **17.00 – Level Interpreters for the Deaf**

Supplemental earning is designed to compensate sign language interpreters during any school-related activity where a deaf student, staff or parent is to participate. The sign language interpreter could be any staff member in the Deaf Education Program of Dallas ISD. If these services are provided during the regular school year, then each person would be paid according to their hourly rate; overtime may apply. Eligible Job Codes: 5915 Certified Bilingual Sign Language Interpreter, 5915 Certified Sign Language Interpreter, 5645 Interpreter I Sign Language, 5640 Interpreter II Sign Language, 6063 Deaf Education Teacher, 6310 Deaf Education Itinerant Teacher or any qualified personnel as described above. If services are performed during non-school hours, the below pay scale is used. ***The supplemental amount is \$25-\$26 per hour plus an hour travel time per event for qualified professional employees, as determined by the department.***

- Non-Certified \$25/hr.
- Board for Evaluation of Interpreters (BEI) Level 1 or Beginner equivalent - \$27 per hr.
- BEI Level II or Advanced \$29/hr.
- BEI Level III or Master, Registry Interpreter of Deaf (RID) or teacher - \$30/hr.

#### **17.01 – Special Olympics Coach**

Supplemental earning is designed to compensate Adapted Physical Education Teachers to serve as Special Olympics Coaches for multiple sports. Eligible Job Codes: 6061 Teacher-Sp. Ed./Adapted PE-Teacher. ***The supplemental earning amount is \$3,000/year paid over 12 months, as determined by the department.***

The following are a list of activities that are performed by the Adapted Physical Education team:

- Any after-school activities (practices, classifications, competitions) which includes weekends involving the following Special Olympics sports: Bowling, Basketball, Track, and Volleyball.
- State games which could be an overnight event depending upon the location, held from Thursday-Sunday.
- Afterschool training for all eligible teachers and paraprofessionals participating in local, area and/or state competitions for Bowling, Basketball, Track, Volleyball and Motor Activities Training Program.
- Attend annual conferences and maintain required trainings to continue required Special Olympics certification. Complete and maintain any paperwork required for students to participate in any and all instructional activities and competition which include entry forms, bus transportation, athlete scoring data, field trip proposals and athlete medical forms.

#### **17.02 – Special Education Evaluation/Assessment (SEDE/SESE)**

Supplemental earnings are designed to compensate members of the district's evaluators team, including but not limited to (diagnostician/LSSP) or instructional/related service evaluators for conducting special education evaluations/assessments. This supplemental pay is to assist the district in meeting state and federally mandated timelines during peak work periods or during staff shortages. Supplemental earnings should be used for after-hours evaluation only for backlogged cases that have been approved by the special education department. The staff must hold a valid Texas certification or licensure. ***The supplemental earning amount will be variable by type and duration and fall within the ranges below, as determined by the Special Services department:***

### **EVALUATION/ASSESSMENT CHART 17.02**

Evaluation Type	Range	Explanation for Use of Range
6880 Diagnostician/ 6890 LSSP/2713 Licensed Behavioral Health Clinician/ Mental Health Clinician (LSSP licensure)/6776 Evaluation Coach/6310 Dyslexia Lead Evaluator (LSSP licensure / Diagnostician certification)	\$300-\$700	The scope of the evaluation, such as the complexity of the case; the areas of suspected disability that must be addressed; monolingual or bilingual assessments needed; the coordination needed to include all evaluators to address all suspected disabilities including instructional and related services.
6940 Speech Therapist/6935 Occupational Therapist/6938 Physical Therapist, 2720 Coordinator (music therapist certification), 6066 Itinerant Assistive Technology Teacher (special education certification), 6776 Individual Evaluation Coach (LSSP licensure or Diagnostician certification), 2520 Supervisors (LSSP or SLP licensure, or Diagnostician certification)6930 Orientation & Mobility Therapist/6061 Adapted Physical Education/6065 Itinerant Vision	\$300-\$550	The scope of the evaluation, such as whether it is monolingual or bilingual; the areas of speech, occupational, physical, vision, orientation & mobility, adapted physical education concerns involved; whether the case is primary speech or secondary and the coordination needed to collaborate on the case completion.

#### 17.03 – ESY/Compensatory Therapy Supplemental (SEDF)

Supplemental earning is designed to pay for therapy services that are provided as part of an ARD-determined need for ESY services, as part of a TEA decision or compensatory services determined in the ARD process but not fulfilled during the regular school day or during the COVID-19 timeframe. 6935 Occupational Therapist, 6950 Occupational Therapy Assistant, 6938 Physical Therapist, 6948 Physical Therapist Assistant, 6940 Speech Therapist, and/or 6945 Speech Therapist Assistant, 6930 Orientation & Mobility Therapist, and/or 6065 Vision Teachers, provide these services after regular school days and during the summer schedule. ***The supplemental earning amount is \$50/hour paid as worked as determined by the department.***

#### 17.04 – Supervisor of Interns and Assistants Stipend

Supplemental earning is designed to compensate licensed professionals/therapists, who leverage their credentials to mentor interns, practicum students, and assistants. Eligible employees shall actively engage in guiding professional activities, providing vigilant oversight to guarantee student welfare and the seamless execution of services. Eligible employees must spend at least 20% of work time performing supervisor duties of interns, practicum students, and assistants. Eligible Job Codes: 2520.SUPERVISOR II.SPED.ADMN (Individual Evaluation/ Speech) ; 6890.PSYCHOLOGIST.LICENSED SPECIAL SCHOOL.PSYL, 6940.THERAPIST.SPEECH.TEAC, 6938.THERAPIST.PHYSICAL.THER, and 6935.THERAPIST.OCCUPATIONAL.THER.

***The supplemental earning amount is 5% of the employee's annual salary paid over 12 months, eligibility is determined by the Special Education department.***

Speech Therapist Supervisory Duties may include:

- Required supervision of licensed Speech-Language Pathology Assistant
- Required supervision of licensed Speech-Language Pathology Interns
- Required supervision of university graduate practicum students
- Required supervision of speech therapy services for SHARS documentation
- Meeting Child Find obligations regarding the identification, evaluation, and therapy services for students
- Maintaining all TEA compliance, mentoring, implementation of evidence-based therapy strategies, ARD representation, and co-appraisals of campus-based speech staff

Occupational or Physical Therapist supervisory duties may include:

- Serve as the PRIMARY supervisor of at least one (1) Certified Occupational Therapy Assistant (COTA) or at least one (1) Licensed Physical Therapist Assistant
- Required supervision of occupational or physical therapist interns

- Required supervision of occupational or physical therapy services for SHARS documentation
- Meeting Child Find obligations regarding the identification, evaluation, and therapy services for students
- Maintaining all TEA compliance, mentoring, implementation of evidence-based therapy strategies, and ARD representation

Licensed Specialist in School Psychology and Evaluation supervisor duties may include:

- Required supervision of licensed LSSP Interns
- Serve as the field-based site supervisor for Licensed Specialist in School Psychology Interns or practicum students by providing required supervision hours to meet university standards
- Meet child find obligations regarding identification, evaluation, and counseling services for students;
- Maintain all TEA compliance, mentoring, implementation of evidence-based strategies, and ARD representation; and
- Evaluate LSSP Intern performance regarding specified training objectives of the university program / field-based site and complete required university documentation.

#### **17.05 – Licensed Special School Psychologist Stipend**

Supplemental earning is designed to compensate, qualified personnel in key positions. Eligible employees must be active in 6890.PSYCHOLOGIST.LICENSED SPECIAL SCHOOL.PSYL position at the time of payout. Employees must maintain all valid certifications, licenses, or permits required for the position to be eligible. ***The supplemental earning amount is up to \$12,000/year for fully credentialed LSSPs and \$5,000/yr for LSSP interns (50% paid in December and 50% paid in June). This stipend is contingent on Human Capital Management approval and the availability of funds.***

#### **17.06 – Speech Language Pathologist Stipend**

Supplemental earning is designed to compensate, qualified personnel in key positions. Eligible employees must be active in 6940.SPEECH THERAPIST.N/A.TEAC position at the time of payout. Employees must maintain all valid certifications, licenses, or permits required for the position to be eligible. ***The supplemental earning amount is \$10,000/year (50% paid in December and 50% paid in June). This stipend is contingent on Human Capital Management approval and the availability of funds.***

#### **17.07 – Deaf and Hard of Hearing (DHH) Teacher**

Supplemental earning is designed to compensate full-time certified teachers of the deaf or hard of hearing (TOD). TODs are certified and formally trained to deliver specialized instruction and services to students who are deaf or hard of hearing in their chosen mode of communication (sign language, verbal/auditory, sim com-sign language/verbal/auditory together), from birth-22. TODs will serve the district and members of the district's Dallas ISD Regional Day School Program for the Deaf Shared Service Agreement in order to meet the district's obligation under IDEA, Texas Deaf Child's Bill of Rights, Texas Education Code (TEC), §§30.081-30.087. Eligible job codes: 6310 Teacher, Deaf Education Itinerant, 6063 Teacher, Deaf Education, 6775 Instructional Specialist, Deaf Education, 6775 Deaf-Blind Specialist, Deaf Education. ***The supplemental earning amount is \$3,500/year (50% paid in December and 50% June).***

#### **17.08 – Over the Ratio**

Supplemental earning is designed to compensate active teachers who serve in a 6062.TEACHER.SPEC ED/CENTRALIZED UNIT.TEAC job code and are providing specialized services in a self-contained classroom with above-ratio student enrollment. Eligible teachers must hold a valid SPED and Core Subject Certification (or must demonstrate competency through the state's High Objective Uniform State Standard of Evaluation for elementary and secondary special education teachers) recognized by The State Board for Educator Certification and be placed in a full-time classroom. The teacher must serve and be listed in PowerSchool as the teacher of record for all content areas and be responsible for grades and attendance for all students in the classroom. Enrollment numbers will be verified twice a year, once in the fall semester (October 15, 2025) and once in the spring semester (April 15, 2026) for validation, final lists will be sent to the campus principals for verification. ***The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June). Please refer to the Special Education Department for the ratio guidelines.***

#### **17.09 – Dyslexia Certification Incentive**

Supplemental earning is designed to compensate full-time active employees in key identified positions in Dyslexia Services, who become SPED certified during the 2025-2026 school year and meet the listed requirements. To qualify for the incentive, employee:

- Must be in a 6110.TEACHER.DYSLEXIA.TEAC, 6310.TEACHER.ITINERANT.TEAC, or 2520.SUPERVISOR II.DYSLEXIA.ADMN full-time job code.
- Complete pre-approval form before registering for the exam to confirm eligibility.
- Successfully pass the TExES Special Education Supplemental (163) exam.
- After passing the TExES Special Education Supplemental (163) exam, submit the required documents.
- Submit test results, certification card, proof of payment, and signed pre-approval form to Dyslexia Services for approval verification.

**The supplemental earning amount is \$500 to be paid as one-time incentive, upon completion of all criteria by December 1, 2025, for a January 2026 payout or by May 1, 2026, for a June 2026 payout.**

**17.10 – Special Services Referral Incentive**

Supplemental earning is designed to compensate Dallas ISD employees that refer external candidates to the Special Education Department for full-time 6940.SPEECH THERAPIST.N/A.TEAC or 6890.PSYCHOLOGIST.LICENSED SPECIAL SCHOOL.PSYL positions. Eligibility for the incentive requires candidate to identify the referrer’s name in the questionnaire when completing their employment application prior to their official start date. The newly hired employee must reach ninety days of employment to qualify for the payment. **The supplemental earning amount is \$1,000/approved referral.**

**STRATEGIC CAMPUS SUPPLEMENTAL EARNINGS: 18.00 – 18.04**

**18.00 – ACE and HPC Graduate**

Supplemental earning is designed to compensate employees who serve on campuses identified as an ACE Grad or a HPC Grad campus during the 2025-2026 school year. Teachers must be in a TEI eligible position to receive the stipend. The employee must be active at the campus at the time of payout to receive payment. **The supplemental earning amount is up to \$9,000/year as outlined in the below table (50% paid in December and 50% paid in May). See Appendix C for a list of schools.**

ACE and HPC Graduate		
	ACE Graduate	HPC Graduate
Campus Administration	Amount	Amount
Principal	\$7,500	\$2,250
Assistant Principal/Principal Resident	\$6,750	N/A
Student and Academic Program Coordinator	\$6,000	N/A
Counselor	\$5,000	N/A
Teacher	Amount	Amount
Progressing I/II	\$2,000	N/A
Proficient I	\$2,000	\$2,000
Proficient II or TIA Recognized	\$6,000	\$3,000
Proficient III or TIA Exemplary	\$7,500	\$3,750
Exemplary I/II, Master or TIA Master	\$9,000	\$4,500

\*Teacher eligible for the greater of stipend earned by valid effectiveness level or TIA Designation.

**18.01– District Support Initiative (PTE/SSS/SSHS) Campuses**

Supplemental earning is designed to compensate employees who serve at campuses identified as one of the three District Support Initiatives, Pathway to Excellence (PTE), Strategic Support School (SSS), or Strategically Staffed High School (SSHS). Teachers must be in a TEI eligible position and have a valid effectiveness level to receive the stipend. Core content teachers must teach core content 50% or more of all total assigned periods (i.e. high school teachers teach 6 out of 8, a minimum of 3 periods must be core content to be eligible for the core teacher stipend). Principals and Assistant Principals must have a valid effectiveness level of Proficient I or higher to be eligible for the stipend. The employee must be active at the campus at the time of payout to receive payment. **The supplemental earning amount is up to \$12,000/year as outlined in the table below (50% paid in December and 50% paid in May). The teacher must serve and be listed in PowerSchool as the teacher of record on October 15, 2025, and April 15, 2026, at the time of verification. See Appendix D for a list of schools.**

**Pathway to Excellence / Strategic Support School / Strategically Staffed High School**

Campus Administration	Amount		
Principal (Proficient I +)	\$12,000		
Assistant Principal (Proficient I +)	\$6,000		
Teacher	PTE Core Content	SSS/SSHS Core Content	PTE/SSS/SSHS Non-Core Content
Progressing, Novice, New Hire, or No Level	N/A	N/A	N/A
Proficient I	\$8,000	\$6,000	\$4,000
Proficient II or TIA Recognized	\$10,000	\$8,000	\$6,000
Proficient III or TIA Exemplary	\$11,000	\$9,000	\$7,500
Exemplary I/II, Master or TIA Master	\$12,000	\$10,000	\$9,000

\*Teacher eligible for the greater of stipend earned by valid effectiveness level or TIA Designation.

**18.02 – Saturday Spark Sessions**

Supplemental earning designed to compensate classroom Teachers at Pathways to Excellence (PTE) campuses that work various Saturdays through the school to provide enrichment opportunities and additional academic activities for students. ***The supplemental earning is \$350/day, maximum 5 Saturdays throughout the school year.***

**18.03 – Read and Conquer Stipend**

Supplemental Earning is designed to compensate full-time professional employees at campuses identified as Pathway to Excellence, who serve as the Read and Conquer book club sponsor. The sponsors will manage and facilitate a mixed grade level group of 5 students in grades 3-5/6 for a book club that has a specifically selected set of books provided by the district for a competition event. To meet eligibility requirements, the sponsor and the team will have a designated start date and competition date and must attend the competition outlined by the School Leadership Department. ***The supplemental earning amount is \$500/year paid upon completion in June***

**18.04 – Reset Coordinator Stipend**

Supplemental earning is designed to compensate Campus Reset Coordinators (2750.RESET CENTER COORDINATOR.N/A.ADMN) for extra responsibilities associated with the redesigned Reset Centers. The additional responsibilities include but are not limited to being expected to regularly be available for before/after school conferences with parents and students; and attending mandatory night/weekend training sessions as required by the Campus Administrator or District Leadership. ***The supplemental earning amount is up to \$3,000/year paid upon successful completion of required trainings (50% paid in December and 50% paid in June).***

**18.05 – Retirement Service Award Incentive**

The supplemental earning is designed to compensate staff that have already elected to retire at the end of the school year. Staff may choose to continue providing services to the District, rather than utilizing their local unused PTO. The unused days at the date of separation/retirement will qualify for the Retirement Service Award (RSA) incentive to be paid at a variable per diem amount. The supplemental earning amount is varied and depends on the total amount of local days being incentivized by retiring employees. This incentive is contingent on Human Capital Management approval and the availability of funds. See DEC(REGULATION). ***The supplemental earning is paid in July.***

**GENERAL SUPPLEMENTAL EARNINGS: 19.00 – 19.06**

**19.00 – Stipend**

Supplemental earning is designed to compensate employees who have performed duties or taken on additional responsibilities or assignments due to special district need which has been pre-approved and is not defined in this handbook. It is not meant to circumvent the process of obtaining approval for the creation of a new stipend. It should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary

amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will be determined on a case by case basis and will be distributed as approved by the appropriate levels.***

#### **19.01 – Professional Extra Duty Flat Rate**

Supplemental earning is designed to compensate professional employees who have performed duties in association with a flat rate extra duty which has been pre-approved for creation. It is not meant to circumvent the process of obtaining approval for the creation of a new flat rate extra duty. It should not be used as a way to compensate employees for an extra duty or stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will be determined on a case by case basis and will be distributed as approved by the appropriate levels.***

#### **19.02 – Professional Extra Duty Hourly**

Supplemental earning is designated to compensate professional employees who have been pre-approved to perform duties undefined in this handbook at the district approved rates. This should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is \$25/hour for professional duties unless defined otherwise through a board approved grant or donation agreement.***

#### **19.03 – Support Extra Duty Hourly (off contract)**

Supplemental earning is designated to compensate support employees who have been pre-approved to perform duties undefined in this handbook at the district approved rates. This should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is \$25/hour for support duties unless defined otherwise through a board approved grant or donation agreement. All extra duty worked during the contract assignment are compensated following overtime guidelines and coded SPS – Secondary Pay Source.***

#### **19.04 –TEA Academy Stipend**

Supplemental earning is designed to compensate employees who have performed duties in association with the Texas Education Agency (TEA) Achievement Academies. Employees eligible for this stipend should have completed the required Academy and signed a verification form accepting the stipend. Information regarding the academies can be found on the TEA website at <http://tea.texas.gov/Curriculum/Academies/>. Employee listings are provided the TEA and payment is facilitated through the Compensation Department. This stipend is no meant to circumvent the process of obtaining approval for the creation of a new stipend, and should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement at stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is determined by the Texas Education Agency.***

#### **19.05 – Donations**

Supplemental earning is designed to compensate employees who are eligible for an undefined stipend as part of a donation from an external source. This stipend is no meant to circumvent the process of obtaining approval for the creation of a new stipend, and should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement at stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will vary.***

#### **19.06 – Leadership Initiated**

Supplemental earning designed to compensate select district employees at the determination of Executive Leadership (Chiefs Level and above). This supplemental earning is not meant to circumvent the process of obtaining approval for the creation of a new stipend. It should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts to employees. All requests must be reviewed and approved by the Compensation Department and HCM Leadership. ***The supplemental earning amount varies and is dependent upon availability of appropriate funding.***

**NOTE: The element codes of STIP, SUPL and SUPF are to be used only by the Compensation and Payroll Departments who will keep records of all authorized payments that do not have a designated earning element. The submitting department is responsible for maintaining detailed records for each submission.**

**SUBSTITUTES PAY SCHEDULE: 20.00**

**20.00 – Substitutes**

Supplemental earning is designed to compensate the various positions of substitutes for performance of duties as outlined by the Substitute Office. *The supplemental earning amount is variable according to the chart below and is based on position as well as consideration for number of continuous days served in the same assignment.*

SUBSTITUTE CATEGORY	CODE	AMOUNT PER DAY	
Teacher Assistant	SUBI	\$88	
Teacher Non-Degreed	SUBI	\$110	
Teacher Degreed	SUBI	\$115	
Teacher Certified	SUBI	\$120	
Teacher Bilingual – Vacancy*	SUBI	\$170	
Teacher Retired Dallas ISD*	SUBI	\$130	
Teacher Self Contained Classroom**	SUBI	\$125	
Nurse	SUBI	\$260	
Counselor	SUBI	\$270	
Assistant Principal	SUBI	\$289.36	
Principal	SUBI	\$384.50	
Executive Director (Schools)	TBD**	\$500	
Central Staff Non-Degreed****	SUBS	\$95	
Central Staff Degreed****	SUBS	\$110	
CONTINUOUS DAY ASSIGNMENT*** (See Glossary)			
SUBSTITUTE CATEGORY	1-10 Days	11-30 Days	31+ Days
Teacher Degreed	\$115	\$120	\$125
Teacher Certified	\$120	\$125	\$234.60
Teacher Certified (Not in content area)	\$120	\$125	\$130
Retired Dallas ISD Teacher*	\$130	\$130	\$234.60
Self Contained Classroom**	\$125	\$125	\$234.60

Substitutes will be compensated an additional \$5.00 for service on Mondays and \$10.00 for service on Fridays if serving in a teaching capacity only.

Substitutes will be compensated an additional \$10.00 for a full day of service at a Pathway to Excellence Campus (PTE). (see Appendix D for Campuses).

\* An active certification must be maintained to qualify for the Retired Dallas ISD Teacher rate

\* Rate applies to a bilingual vacancy when a substitute is selected by Campus Principal for the position and substitute has attempted the BTLPT exam or Bilingual Supplemental exam.

\*\* An active certification must be maintained to qualify for the Special Education Teacher rate. (Must be serving in a 6062 Specialized unit Teacher FTE-this does not include Special Education Inclusion)

\*\*\* Must have an active teacher certification with SBEC or an active out-of-state teacher certification to qualify for any certified rates.

**SUBI** = Substitute Code used for 1-10 days continuous day assignments

**SUBI/SUBR** = Substitute Code use for 11-30 days continuous day assignments

**SUBI/SUBR** = Substitute Code use for 31+ days continuous day assignments

\*\*Substitutes are only eligible to receive continuous pay if serving in a long-term teaching assignment at the same school, with the same students with uninterrupted absences. (Please note – districtwide holiday breaks or any school closings shall not interrupt continuous day pay.)

\*\*Campuses are responsible for entering the difference in pay for substitutes serving in a long-term assignment at PTE campuses.

\*\*\*\*Central Staff Substitutes are not eligible for an increase for continuous days nor additional compensation for working on Monday and Friday.

\*\*\*\*Central Staff Substitutes should be used for no more than 60 days.

## APPENDIX A

For all Middle School athletic stipends, the stipend is contingent upon adherence to the program requirements established by the Vertical Team High School Athletic Coordinator and the High School Head Coaches of all respective sports. Should a Middle School Athletic Coordinator, Head Coach, or Assistant Coach not follow the Vertical Team Athletic Program Requirements, in collaboration with the Middle School Principal, that coach will be removed from coaching that sport and would subsequently not be eligible to receive the stipend for that sport, and/or may result in the stipend being prorated or recovered.

The Vertical High School Team Athletic Department will establish in writing their Athletic Program Requirements for all sports and share with the Middle School Athletic Department annually by August 1<sup>st</sup>. Middle School Football Head Coaches and Assistant Coaches will have in writing from the Vertical Team Head Football Coach expectations for Summer Workouts (based on UIL established date) and duties on Varsity Football game nights and up to 4 hours on the day following the varsity football game, which may include Saturday or Sunday. Middle schools that are having Saturday morning football practices are exempt from weekend duties at the high school.

Middle School Volleyball Head Coaches and Assistant Coaches will have in writing from the Vertical Team Head Volleyball Coach expectations for Summer Workouts (based on UIL established date).

All Middle School Basketball Teams will participate in the annual Dallas ISD Holiday Tournament, which will require practices during the allowable UIL holiday rules.

Middle Schools that field both a 7th grade team and an 8th grade team for football will be allocated one head coach stipend and two assistant coach stipends per number of teams. For example, a MS with both a 7th and 8th grade team will have one head coach, two 8th grade assistants, and two 7th grade assistant coach stipends, for a total of five coaches.

Middle Schools that do not field both a 7th grade team and an 8th grade team for football will only be allowed one head coach and one assistant coach stipend.

Middle Schools that field a 7th grade team and an 8th grade team for volleyball, basketball, and soccer will be allocated one head coach stipend and one assistant coach stipend per number of teams. For example, a middle school with one 7th grade team and one 8th grade team will have a total of one head coach and two assistant coaches.

Middle Schools that do not field both a 7th grade team and an 8th grade team for volleyball, basketball, and soccer will only be allowed one head coach with no assistant. Middle Schools that do not field both a 7th grade team and an 8th grade team for baseball and softball will be allocated one head coach and one assistant coach.

MS COACH ALLOCATIONS									
SPORT	Head Coach	1 Combined Team		1 - 7th and 1 - 8th		2 - 7th and 1 - 8th		2 - 7th and 2 - 8th	
		# of Assistants	Total # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.
Football	1	1	2	4	5	6	7	8	9
Volleyball	1	0	1	2	3	3	4	4	5
Basketball	1	0	1	2	3	3	4	4	5
Baseball	1	1	2	2	3	3	4	4	5
Softball	1	1	2	2	3	3	4	4	5
Soccer	1	0	1	2	3	3	4	4	5

## APPENDIX A

High Schools that field 9th grade, JV, and Varsity teams with participation numbers at 99 or below will be allocated 10 assistant coach stipends (including the 2 coordinators); 100 - 135 will be allocated up to 12 assistant coach stipends (including the 2 coordinators); 136 plus will be determined on a school-by-school basis. High Schools that only field a JV team and a Varsity team for football will only be allowed a maximum of 8 Assistant Coach stipends (including the 2 coordinators). Should a program lose a team due to eligibility or disciplinary reasons, the appropriate number of stipend allocations will be adjusted, and stipends will be reduced to the appropriate allotment from that date forward and cannot be reissued until the following season.

High Schools that field 9th grade, JV, and Varsity teams for volleyball, basketball, baseball, soccer, and softball will be allocated one head coach stipend, one varsity assistant stipend, and one assistant coach stipend per number of sub-varsity teams. High Schools that only field one JV team and a Varsity team for volleyball, basketball, and soccer will only be allowed one head coach and one assistant coach stipend. Baseball and softball that only field one JV team and a Varsity team will be allocated one head coach and one assistant coach stipend. High Schools that only field a Varsity team for volleyball, basketball, and soccer will only be allowed one head coach and no assistant coaches. High Schools that only field a Varsity team for baseball and softball will only be allowed one head coach and one assistant coach.

HS COACH ALLOCATIONS									
SPORT	Head Coach	1 Varsity Team		1 Varsity + 1 JV		1 Varsity + 1 JV + 9th		1 Varsity +1 JV + Multiple 9th/Sub-Varsity	
		# of Assistants	Total # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.	# of Assistants	TOTAL # of Coaches 1 HC + # of allowable Asst.
<b>Football</b> <99 students	1	6	7	8	9	10	11	TBD	TBD
<b>Football</b> 100-135 students	1	6	7	8	9	12	13		
<b>Football</b> 136+ students	1	6	7	8	9	TBD	TBD		
<b>Basketball</b>	1	0	1	2	3	4 (Includes 1 Varsity Assistant)	5		
<b>Volleyball</b>	1	0	1	1	2	4 (Includes 1 Varsity Assistant)	5		
<b>Baseball</b>	1	1	2	2	3	4	5		
<b>Softball</b>	1	1	2	2	3	4	5		
<b>Soccer</b>	1	1	2	2	3	4 (Includes 1 Varsity Assistant)	5		

Note: These are STIPEND Allocations, NOT FTE Allocations.

### MINIMUM NUMBER TO GENERATE ADDITIONAL MIDDLE SCHOOL AND SUB-VARSITY TEAMS

Middle School and HS Sub-Varsity Teams must reach these minimum number of participants to receive approval for an additional team and additional coach stipend allocations.

SPORT	HS students	MS students
<b>Football</b>	20	18
<b>Basketball</b>	8	8
<b>Volleyball</b>	10	10
<b>Baseball</b>	12	12
<b>Softball</b>	12	12
<b>Soccer</b>	15	15

Should a program lose a team due to eligibility or disciplinary reasons, the appropriate number of stipend allocations will be adjusted, and stipends will be reduced to the appropriate allotment from that date forward and cannot be reissued until the following season.

## APPENDIX B

<b>1.1 Athletic Department Event Positions</b>					
<b>FOOTBALL - VARSITY ONLY</b>					
<b>POSITION</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>3 GAMES</b>	<b>4 GAMES</b>	<b>TOURNAMENT</b>
Manager	\$30/hour	\$30/hour			
Clerk	\$80	\$160			
Ticket Seller	\$60	\$120			
Ticket Taker	\$60	\$120			
Hand Wand	\$60	\$120			
Gate	\$60	\$120			
Announcer	\$100	\$200			
Scoreboard Operator	\$60	\$120			
40/25 Send Play Clock Operator	\$60	\$120			
Chain Crew	\$60	\$120			
<b>FOOTBALL - JUNIOR VARSITY/ FRESHMAN/ MIDDLE SCHOOL</b>					
<b>POSITION</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>3 GAMES</b>	<b>4 GAMES</b>	<b>TOURNAMENT</b>
Manager	\$30/hour	\$30/hour			
Clerk	\$60	\$120			
Ticket Seller	\$45	\$75			
Ticket Taker	\$45	\$75			
Hand Wand	\$45	\$75			
Gate	\$45	\$75			
Scoreboard Operator	\$40	\$80			
40/25 Send Play Clock Operator	\$40	\$80			
<b>BASKETBALL/ VOLLEYBALL - VARSITY/ JUNIOR VARSITY/ FRESHMAN</b>					
<b>POSITION</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>3 GAMES</b>	<b>4 GAMES</b>	<b>TOURNAMENT</b>
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$60	\$100	\$140	\$180	\$220/day
Call Center					\$165/day
Floor Supervisor					\$165/day
Ticket Seller	\$45	\$75	\$105	\$135	\$165/day
Ticket Taker	\$45	\$75	\$105	\$135	\$165/day
Hand Wand	\$45	\$75	\$105	\$135	\$165/day
Gate	\$45	\$75	\$105	\$135	\$165/day
Announcer (Varsity Only)	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$40	\$80	\$120	\$160	\$200/day
Scorebook (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day
Libero Tracker (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day
Lines Judge (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day

## APPENDIX B

1.2 Athletic Department Event Positions					
BASKETBALL/ VOLLEYBALL - MIDDLE SCHOOL					
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30 /hour	\$30/hour	\$30/hour
Clerk	\$40	\$60	\$80	\$100	\$120 /day
Ticket Seller	\$30	\$45	\$60	\$75	\$90/day
Ticket Taker	\$30	\$45	\$60	\$75	\$90/day
Hand Wand	\$30	\$45	\$60	\$75	\$90/day
Gate	\$30	\$45	\$60	\$75	\$90/day
Scoreboard Operator	\$20	\$40	\$60	\$80	\$100/day
SOCCER - VARSITY/ JUNIOR VARSITY/ FRESHMAN					
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$60	\$100	\$140	\$180	\$220/day
Ticket Seller	\$45	\$75	\$105	\$135	\$165/day
Ticket Taker	\$45	\$75	\$105	\$135	\$165/day
Hand Wand	\$45	\$75	\$105	\$135	\$165/day
Gate	\$45	\$75	\$105	\$135	\$165/day
Announcer	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$40	\$80	\$120	\$160	\$200/day
SOCCER - MIDDLE SCHOOL					
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$40	\$60	\$80	\$100	\$120/day
Ticket Seller	\$30	\$45	\$60	\$75	\$90/day
Ticket Taker	\$30	\$45	\$60	\$75	\$90/day
Hand Wand	\$30	\$45	\$60	\$75	\$90/day
Gate	\$30	\$45	\$60	\$75	\$90/day
Announcer (Playoffs)	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$20	\$40	\$60	\$80	\$100/day
BASEBALL/ SOFTBALL - VARSITY/ JUNIOR VARSITY/ FRESHMAN					
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$60	\$100	\$140	\$180	\$220/day
Ticket Seller	\$45	\$75	\$105	\$135	\$165/day
Ticket Taker	\$45	\$75	\$105	\$135	\$165/day
Hand Wand	\$45	\$75	\$105	\$135	\$165/day
Gate	\$45	\$75	\$105	\$135	\$165/day
Announcer	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$40	\$80	\$120	\$160	\$200/day
Scorebook	\$40	\$80	\$120	\$160	\$200/day
Pitch Counter (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day
BASEBALL/ SOFTBALL - MIDDLE SCHOOL					

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$60	\$100	\$140	\$180	\$220/day
Ticket Seller	\$45	\$75	\$105	\$135	\$165/day
Ticket Taker	\$45	\$75	\$105	\$135	\$165/day
Hand Wand	\$45	\$75	\$105	\$135	\$165/day
Gate	\$45	\$75	\$105	\$135	\$165/day
Announcer	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$40	\$80	\$120	\$160	\$200/day

### 1.3 ATHLETIC EVENT POSITIONS - TOURNAMENT/ MEET/ SPECIAL EVENTS

POSTION	CROSS-COUNTRY	GOLF	WRESTLING	SWIMMING	TENNIS
Director	\$125/day	\$125/day	\$125/day	\$125/day	\$125/day
Official	\$100/day			\$100/day	
Announcer	\$100/day			\$100/day	
Worker	\$50/day		\$50/day	\$50/day	
Ticket Seller			\$120/day	\$90/day	
Ticket Taker			\$120/day	\$90/day	
Hand Wand			\$120/day	\$90/day	

### 1.4 ATHLETIC EVENT POSITIONS - TOURNAMENT/ MEET/ SPECIAL EVENTS

#### TRACK AND FIELD

POSITION	TRACK & FIELD	POSITION	TRACK & FIELD
Timing System Director	\$300/meet	Result/ Award	\$75/day
Meet Director	\$125/day (\$75/day MS)	Certified USATF Referee	\$100/day
HYTEK (Scoring System)	\$125/day (\$75/day MS)	Certified USATF Official (Various)	\$50/day
FINISHLYNX (Timing System)	\$125/day (\$75/day MS)	Weight Implement Inspector	\$50/day
Scoreboard Operator - Regionals	\$100/day	Stadium Manager	\$30/hour
Starter	\$125/day	Clerk	\$80 half day/ \$160 full day
Announcer	\$150/day	Ticket Seller	\$60 half day/ \$120 full day
Field Event Head Official	\$75/day	Ticket Taker	\$60 half day/ \$120 full day
Back-Up Starter	\$75/day	Hand Wand	\$60 half day/ \$120 full day
Start Clerk	\$75/day	Gate	\$60 half day/ \$120 full day
Finish Clerk	\$75/day		
Clerk of Course/ Hip# Check- in	\$75/day		

**APPENDIX B**

**1.5 ATHLETIC EVENT POSITIONS - CAMPUS SITES**

**BASKETBALL/ VOLLEYBALL - VARSITY/ JUNIOR VARSITY/ FRESHMAN (DISTRICT ONLY)**

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Gym Manager	\$60	\$100	\$140	\$180	
Ticket Seller	\$45	\$75	\$105	\$135	
Ticket Taker	\$45	\$75	\$105	\$135	
Hand Wand	\$45	\$75	\$105	\$135	
Gate	\$45	\$75	\$105	\$135	
Scoreboard Operator	\$40	\$80	\$120	\$160	
Scorebook (Varsity Only)	\$40	\$80	\$120	\$160	
Libero Tracker (Varsity Only)	\$40	\$80	\$120	\$160	
Line Judge (Varsity Only)	\$40	\$80	\$120	\$160	

**BASKETBALL/ VOLLEYBALL - MIDDLE SCHOOL (DISTRICT ONLY)**

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Gym Manager	\$40	\$60	\$80	\$100	
Scoreboard Operator	\$20	\$40	\$60	\$80	

**BASEBALL/ SOFTBALL - VARSITY/ JV (DISTRICT ONLY)**

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Field Manager	\$60	\$100	\$140	\$180	
Ticket Seller	\$45	\$75	\$105	\$135	
Ticket Taker	\$45	\$75	\$105	\$135	
Hand Wand	\$45	\$75	\$105	\$135	
Gate	\$45	\$75	\$105	\$135	
Scorebook	\$40	\$80	\$120	\$160	

**1.6 ATHLETIC DEPARTMENT AUDIO AND VIDEO POSITIONS**

**FOOTBALL - VARSITY**

POSITION	1 GAME				
Per Crew Member	\$80				

Director	\$100				
FOOTBALL - MIDDLE SCHOOL					
POSITION		2 GAMES			
Per Crew Member		\$60			
Director		\$75			
BASKETBALL - VARSITY					
POSITION	1 GAME	2 GAMES			
Per Crew Member	\$60	\$100			
Director	\$75	\$125			
BASKETBALL - MIDDLE SCHOOL					
POSITION		2 GAMES		4 GAMES	
Per Crew Member		\$60		\$80	
Director		\$75		\$100	

TOURNAMENTS					
POSITION			4 GAMES	6 GAMES	8 GAMES
Per Crew Member			\$160	\$240	\$320
Director			\$200	\$300	\$400

## APPENDIX C

<b>2025-2026 ACE &amp; HPC GRAD Campus Roster</b>
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Org	Campus Name	Level	Notes
55	RUSK MIDDLE SCHOOL	MS	ACE Grad
110	BLANTON ELEMENTARY	ES	ACE Grad
117	BURLESON ELEMENTARY	ES	ACE Grad
118	ALBERT C BLACK JR STEAM ACADEMY	ES	ACE Grad
122	CARR ELEMENTARY	ES	ACE Grad
128	DR MARTIN LUTHER KING JR ARTS ACADEMY	ES	ACE Grad
139	DUNBAR ELEMENTARY	ES	ACE Grad
159	HOTCHKISS ELEMENTARY	ES	ACE Grad
163	CEDAR CREST ELEMENTARY SCHOOL	ES	ACE Grad
181	MAPLE LAWN ELEMENTARY	ES	ACE Grad
216	TITCHE ELEMENTARY	ES	ACE Grad
218	TRUETT ELEMENTARY	ES	ACE Grad
236	COCHRAN ELEMENTARY	ES	ACE Grad
266	DOUGLASS ELEMENTARY	ES	ACE Grad
281	CHAVEZ ELEMENTARY	ES	ACE Grad
301	WILMER HUTCHINS ELEMENTARY SCHOOL	ES	ACE Grad
312	EDDIE BERNICE JOHNSON STEM ACADEMY	ES	ACE Grad
7	THOMAS JEFFERSON HIGH SCHOOL	HS	HPC Grad
24	NORTH DALLAS HIGH SCHOOL	HS	HPC Grad
28	EMMETT CONRAD HIGH SCHOOL	HS	HPC Grad
42	JUDGE LOUIS A. BEDFORD, JR. LAW ACADEMY	MS	HPC Grad
43	T W BROWNE MIDDLE SCHOOL	MS	HPC Grad
51	JOHN LEWIS SOCIAL JUSTICE ACADEMY AT OLIVER WENDELL HOLMES	MS	HPC Grad
79	FRANCISCO PANCHO MEDRANO JUNIOR HIGH	MS	HPC Grad
108	BAYLES ELEMENTARY	ES	HPC Grad
116	BURNET ELEMENTARY	ES	HPC Grad
121	CARPENTER ELEMENTARY	ES	HPC Grad
129	CONNER ELEMENTARY	ES	HPC Grad
141	JILL STONE ELEMENTARY SCHOOL AT VICKERY MEADOW	ES	HPC Grad
155	C A TATUM JR ELEMENTARY	ES	HPC Grad
173	JESUS MOROLES EXPRESSIVE ARTS VANGUARD	ES	HPC Grad
176	JACK LOWE, SR ELEMENTARY	ES	HPC Grad
178	H I HOLLAND ELEMENTARY SCHOOL AT LISBON	ES	HPC Grad
183	THOMAS L MARSALIS ELEMENTARY STEAM ACADEMY	ES	HPC Grad
188	MOUNT AUBURN STEAM ACADEMY	ES	HPC Grad
192	PEELER ELEMENTARY	ES	HPC Grad
201	RICE ELEMENTARY	ES	HPC Grad
207	SAN JACINTO ELEMENTARY	ES	HPC Grad
211	STEVENS PARK ELEMENTARY	ES	HPC Grad
215	OTTO M. FRIDIA ELEMENTARY SCHOOL	ES	HPC Grad
225	WEBSTER ELEMENTARY	ES	HPC Grad
235	ALEXANDER ELEMENTARY	ES	HPC Grad
240	FRANK GUZICK ELEMENTARY	ES	HPC Grad
260	DEZAVALA ELEMENTARY	ES	HPC Grad
263	STARKS ELEMENTARY	ES	HPC Grad
264	MCNAIR ELEMENTARY	ES	HPC Grad
265	MARTINEZ ELEMENTARY	ES	HPC Grad
278	LEONIDES CIGARROA ELEMENTARY	ES	HPC Grad
284	PERSONALIZED LEARNING ACADEMY AT HIGHLAND MEADOWS	ES	HPC Grad
285	N W HARLLEE EARLY CHILDHOOD CENTER	ES	HPC Grad
354	ROYCE WEST LEADERSHIP ACADEMY	MS	HPC Grad

## APPENDIX D

### 2025-2026 District Support Initiative (DSI) Campus Roster

Org	Campus Name	Level	Notes
101	J Q ADAMS ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
107	JOSE JOE MAY ELEMENTARY SCHOOL	ES	PATHWAY TO EXCELLENCE (PTE)
114	BRYAN ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
142	ERVIN ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
158	HOOE ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
182	MARCUS LEADERSHIP ACADEMY	ES	PATHWAY TO EXCELLENCE (PTE)
271	SALDIVAR ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
286	LEE MCSHAN JR ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
307	H S THOMPSON ELEMENTARY	ES	PATHWAY TO EXCELLENCE (PTE)
45	E B COMSTOCK MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
46	YOUNG MEN'S LEADERSHIP ACADEMY AT FRED F FLORENCE MS	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
52	PIEDMONT GLOBAL ACADEMY	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
54	MARSH MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
60	STOREY MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
62	BILLY E DADE MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
68	RAUL S QUINTANILLA SR MIDDLE SCHOOL STEAM ACADEMY	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
69	SEAGOVILLE MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
72	DR FREDERICK DOUGLASS TODD SR. MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
76	H W LANG MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
83	SAM TASBY MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
100	ZAN WESLEY HOLMES JR MIDDLE SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
103	GABE P ALLEN NEW TECH ACADEMY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
109	BLAIR ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
115	HARRELL BUDD ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
133	JORDAN ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
166	KIEST ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
167	KLEBERG ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
175	U LEE ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
180	MACON ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
185	MILLER ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
202	ROBERTS ELEMENTARY SCHOOL	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
208	SEAGOVILLE ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
219	TURNER ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
237	RUNYON ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
244	SEAGOVILLE NORTH ELEMENTARY SCHOOL	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
250	YOUNG ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
276	CUELLAR ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
283	MEDRANO ELEMENTARY	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
303	THELMA E P RICHARDSON ELEMENTARY SCHOOL	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
305	EBBY HALLIDAY ELEMENTARY SCHOOL	ES	STRATEGIC SUPPORT SCHOOLS (SSS)
372	WEST DALLAS JUNIOR HIGH SCHOOL	MS	STRATEGIC SUPPORT SCHOOLS (SSS)
8	J F KIMBALL HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
9	LINCOLN HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
12	DR L G PINKSTON SR HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
13	FRANKLIN D ROOSEVELT HIGH SCHOOL OF INNOVATION	HS	STRATEGICALLY STAFFED HS (SSHS)
14	SAMUELL HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
16	SOUTH OAK CLIFF HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
17	H GRADY SPRUCE HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
23	D W CARTER HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
25	SKYLINE HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
32	JAMES MADISON HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
380	WILMER HUTCHINS HIGH SCHOOL	HS	STRATEGICALLY STAFFED HS (SSHS)
388	DR FREDERICK D HAYNES III GLOBAL PREPARATORY ACADEMY AT PAUL QUINN COLLEGE	MS	STRATEGICALLY STAFFED HS (SSHS)

# APPENDIX E

Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
5	Mathematics KN	1579	SHELTERED WORLD CULTURE 6 Advanced	2550	MATHEMATICS 8	7053	MATH APPLICATION & STUDY SKLS
6	Social Studies KN	1580	SHELTERED TX STUDIES 7 Advanced	2551	MATHEMATICS 8 DUAL LANGUAGE	7054	MATH APPLICATIONS & STUDY SKILLS 7
7	Science/Health KN	1581	SHELTERED US STUDIES 8 Advanced	2555	ALGEBRA I Advanced (GRD 08 ONLY)	7056	MATH APPLICATIONS & STUDY SKILLS 8
26	Social Studies EC	1582	SHELTERED SCIENCE 6 Advanced	2556	ALGEBRA I Advanced DL (GRD 8)	7064	SOCIAL STUDIES APPLICATION & STUDY
27	Span Lang Arts/Read KN	1583	SHELTERED SCIENCE 7 Advanced	2559	ALGEBRA II INTERNATIONAL SCHOLARS	7100	RECONNECTION (period 0)
28	Eng Lang Arts/Read KN	1589	US HISTORY-R SEM 2	2562	GEOMETRY INTERNATIONAL SCHOLARS	7101	RECONNECTION (period 1)
29	Social Studies PK	1601	BIOLOGY-R SEM 2	2599	ALGEBRA I Advanced HS	7102	RECONNECTION (period 2)
30	Mathematics EC	1603	ALGEBRA I-R SEM 2	2600	ALGEBRA I	7103	RECONNECTION (period 3)
31	Mathematics PK	1605	ENGLISH I-R SEM 2	2602	ALGEBRA I sem 2	7104	RECONNECTION (period 4)
32	Science/Health EC	1606	INTRO RENEW ENERGY HSC	2604	SHELTERED ALGEBRA I	7105	RECONNECTION (period 5)
33	Science/Health PK	1609	ENGLISH II-R SEM 2	2606	SHELTERED ALGEBRA I sem 2	7106	RECONNECTION (period 6)
57	Language and Comm PK	1614	DL EMERGENT LIT-READING PK	2610	ALGEBRA I DUAL LANGUAGE	7107	RECONNECTION (period 7)
60	Emergent Lit-Reading PK	1615	DL EMERGENT LIT-WRITING PK	2613	SHELTERED ALGEBRA II	7108	RECONNECTION (period 8)
61	Emergent Lit-Writing PK	1616	DL LANGUAGE AND COMM PK	2614	SHELTERED PRECALCULUS	7120	RECONNECTION (sem period 0)
86	Span Lang Arts/Read DL KN	1617	DL MATHEMATICS PK	2615	STATISTICS	7121	RECONNECTION (sem period 1)
87	Span Lang Arts/Read DL 1	1618	DL SCIENCE/HEALTH PK	2616	ALGEBRAIC REASONING	7122	RECONNECTION (sem period 2)
105	Mathematics 1	1619	DL SOCIAL STUDIES PK	2619	STATISTICS (DC) SEM 1	7123	RECONNECTION (sem period 3)
106	Social Studies 1	1620	DL FINE ARTS PK	2620	STATISTICS (DC) SEM 2	7124	RECONNECTION (sem period 4)
107	Science/Health 1	1623	DL MATHEMATICS KN	2630	GEOMETRY	7125	RECONNECTION (sem period 5)
127	Span Lang Arts/Read 1	1624	DL SCIENCE/HEALTH KN	2632	GEOMETRY sem 2	7126	RECONNECTION (sem period 6)
128	Eng Lang Arts/Read 1	1625	DL SOCIAL STUDIES KN	2633	SHELTERED GEOMETRY	7127	RECONNECTION (sem period 7)
205	Mathematics 2	1626	DL MATHEMATICS 1	2635	SHELTERED GEOMETRY sem 2	7128	RECONNECTION (sem period 8)
206	Social Studies 2	1627	DL SCIENCE/HEALTH 1	2636	GEOMETRY DUAL LANGUAGE	7261	POLITICAL SCIENCE I
207	Science/Health 2	1628	DL SOCIAL STUDIES 1	2639	INDEP STUDY MATH 1 MFTI (DC) SEM 1	7262	POLITICAL SCIENCE II
227	Span Lang Arts/Read 2	1629	DL ENG LANG ARTS/READ 2	2640	INDEP STUDY MATH 1 MFTI (DC) SEM 2	7597	INDEPENDENT STUDY ENG BRIT LIT (DC)
228	Eng Lang Arts/Read 2	1630	DL MATHEMATICS 2	2658	ALGEBRA I Advanced HS sem 1	7598	INDEPT STU ENG - WLD LIT (DC)
305	Mathematics 3	1631	DL SCIENCE/HEALTH 2	2659	ALGEBRA I Advanced HS sem 2	7599	INDEPENDENT STUDIES ENG (DEPT APPRO
306	Social Studies 3	1632	DL SOCIAL STUDIES 2	2660	GEOMETRY Advanced	7600	INDEPENDENT STUDIES ENG (DEPT APPRO
307	Science/Health 3	1633	DL ENG LANG ARTS/READ 3	2662	GEOMETRY Advanced sem 2	8981	MTHD AC & PER SUC YRb
327	Span Lang Arts/Read 3	1634	DL MATHEMATICS 3	2665	IB MATH ANALYSIS APPROACH SLB	8982	SHELTERED MATH 6 Advanced
328	Eng Lang Arts/Read 3	1635	DL SCIENCE/HEALTH 3	2667	IB MATH ANALYSIS APPROACH SLD	8983	SHELTERED MATH 7 Advanced
405	Mathematics 4	1636	DL SOCIAL STUDIES 3	2673	IB MATH APPL/INTERPRETATIONS SLB	9008	SHELTERED WORLD CULTURE 6
406	Social Studies 4	1637	DL ENG LANG ARTS/READ 4	2675	IB MATH APPL/INTERPRETATIONS SLD	9101	FUNCTIONAL COMMUNICATION SKILLS 7
407	Science/Health 4	1638	DL MATHEMATICS 4	2719	ALGEBRA II Advanced DL	9102	FUNCTIONAL COMMUNICATION SKILLS 8
427	Span Lang Arts/Read 4	1639	DL SCIENCE/HEALTH 4	2720	ALGEBRA II	9106	FUNCTIONAL TEXAS STUDIES 7
428	Eng Lang Arts/Read 4	1640	DL SOCIAL STUDIES 4	2722	ALGEBRA II sem 2	9108	BASIC HEALTH AND GROOMING
505	Mathematics 5	1641	DL ENG LANG ARTS/READ 5	2723	ADVANCED QUANT REASONING (DC) SEM 1	9126	FUNCTIONAL U S STUDIES 8
506	Social Studies 5	1642	DL MATHEMATICS 5	2724	ADVANCED QUANT REASONING (DC) SEM 2	9128	BASIC HEALTH AND GROOMING
507	Science/Health 5	1643	DL SCIENCE/HEALTH 5	2727	ADVANCED QUANTITATIVE REASONING	9162	FUNCTIONAL READING LANGUAGE ARTS
509	Science Lab 5	1644	DL SOCIAL STUDIES 5	2729	ADVANCED QUANTITATIVE REASON (sem 2)	9163	FUNCTIONAL ACADEMICS MATH 7
525	Writing 5	1645	DL READING LANGUAGE ARTS 6	2730	ALGEBRA II Advanced	9164	FUNCTIONAL ACADEMICS MATH 8
527	Span Lang Arts/Read 5	1646	DL READING LANG ARTS 6 ADVANCED	2731	ALGEBRA II Advanced sem 1	9200	FUNCTIONAL ENGLISH I
528	Eng Lang Arts/Read 5	1680	SHELTERED PERSONAL FINANCIAL LIT	2732	ALGEBRA II Advanced sem 2	9201	FUNCTIONAL ENGLISH II
605	Mathematics 6	1681	MODIFIED PERSONAL FINANCIAL LIT	2738	ALGEBRA II ONRAMPS	9202	FUNCTIONAL ENGLISH III
606	Social Studies 6	1682	FUNCTIONAL PERSONAL FINANCIAL LIT	2840	PRE-CALCULUS	9203	FUNCTIONAL ENGLISH IV
607	Science/Health 6	1701	PRE-CALCULUS ONRAMPS	2842	PRE-CALCULUS sem 2	9208	FUNCTIONAL BIOLOGY
972	Eng Lang Arts/Read DL-2	1702	ENGLISH III ONRAMPS	2845	PRE-CALCULUS Advanced	9209	FUNCTIONAL INT PHY/CHEM
974	Eng Lang Arts/Read DL-4	1703	US HISTORY ONRAMPS	2846	PRE-CALCULUS Advanced S1	9210	FUNCTIONAL CHEMISTRY
975	Eng Lang Arts/Read DL-5	1891	ADVANCED BROADCAST JOURNALIST I	2847	PRE-CALCULUS Advanced S2	9211	FUNCTIONAL PHYSICS
1000	READING LANGUAGE ARTS 7	1893	ADV BROADCAST JOURNALIST I sem 2	2850	PRE-CALCULUS DUAL CREDIT (SEM 1)	9212	FUNCTIONAL WORLD HISTORY
1001	READING LANG ARTS 6 Advanced DL	1896	ADV BROADCAST JOURNALIST II sem 2	2851	PRE-CALCULUS DUAL CREDIT SEM 2	9213	FUNCTIONAL WORLD GEOGRAPHY
1005	READING LANGUAGE ARTS 7 Advanced	1900	JOURNALISM I	2897	ADVANCED PLACEMENT CALCULUS BC	9214	FUNCTIONAL US HISTORY
1007	READING LANG ARTS 8 Advanced DL	1902	JOURNALISM I sem 2	2900	ADVANCED PLACEMENT CALCULUS AB	9217	DAILY LIVING SKILLS II
1010	CREATIVE WRITING 7	1910	ADVANCED JOURNALISM NEWSPAPER I	2901	ADV PLACEMENT CALCULUS AB sem 1	9218	DAILY LIVING SKILLS III
1015	READING MASTERY 7	1915	ADVANCED JOURNALISM YEARBOOK I	2902	ADV PLACEMENT CALCULUS AB sem 2	9219	DAILY LIVING SKILLS IV
1034	Dyslexia Middle School (Spring)	1917	ADV JOURNALISM YEARBOOK I sem 2	2919	IND STUDY MATH FIRST TIME SEM 2	9221	DAILY LIVING SKILLS 1
1047	READING LANG ARTS ESL INTERMEDIATE	1923	ADVANCED JOURNALISM NEWSPAPER II	2921	IND STUDY MATH SEC TIME SEM 2	9237	FUNCTIONAL ALGEBRA I
1048	READING 7 ESL BEG/INT	1926	ADVANCED JOURNALISM YEARBOOK II	2923	IND STUDY MATH THIRD TIME SEM 2	9238	FUNCTIONAL GEOMETRY
1049	READING LANG ARTS 8 ESL INTERMEDIAT	1928	ADV JOURNALISM YEARBOOK II sem 2	2926	INDEPENDENT STUDY MATH3 PCAL (DC)	9239	FUNCTIONAL MATH MODELS
1060	READING 8 ESL BEG/INT	1930	SPEECH 7	2928	ADVANCED PLACEMENT STATISTICS	9240	FUNCTIONAL ALG II
1074	READING LANG ARTS 6 ESL BEGINNER	1931	SPEECH 7	2934	MATHEMATICAL MODELS WITH APPLICATIO	9296	FUNCTIONAL ENV SYSTEMS
1075	READING LANG ARTS 7 ESL BEGINNING	1935	SPEECH 8	2936	MATH MODELS WITH APPLICATION sem 2	9301	FUNCTIONAL ASTRONOMY
1076	READING LANG ARTS 8 ESL BEGINNER	1936	SPEECH 8	2942	INDEPENDENT STUDY MATH 2 DC SEM 2	9309	AQUATIC SCIENCE MODIFIED
1100	READING LANGUAGE ARTS 8	1943	COMMUNICATION APPLICATIONS (DUAL CR	2943	INDEPENDENT ST MATH 3 CAL I DC	9314	ENVIRONMENTAL SYSTEMS MODIFIED sem2
1102	READING LANGUAGE ARTS 8 Advanced	1944	COMMUNICATION APPLICATIONS	2944	INDEPENDENT STUDY MATH CAL BUS DC	9315	EARTH SYSTEMS SCIENCE FUNCTIONAL
1106	CREATIVE WRITING	1945	PUBLIC SPEAKING I	2949	COLLEGE ENTRANCE ASSESSMENT PREP S2	9316	FUNCTIONAL AQUATIC SCIENCE
1107	LITERARY GENRES	1950	PUBLIC SPEAKING II	2970	PHYSICS HSC Advanced DL	9317	Functional Earth Systems Science
1108	DEBATE I MS	1960	PUBLIC SPEAKING III DC	2973	PHYSICS HSC Advanced	9377	COMMUNICATIONS APPLICATIONS FUNCTIO
1109	JOURNALISM MS	1961	CONTEMPORARY MEDIA	2976	PHYSICS HSC Advanced SH	9390	FUNDAMENTALS OF READING I
1115	READING MSTRY 8	1962	DEBATE I	2982	AQUATIC SCIENCE FUNCb	9391	FUNDAMENTALS OF READING II
1134	SPLZD TOPICS IN SOI 2 (DC) ONRAMPS CHEM	1963	DEBATE II	2984	AQUATIC SCIENCE MODb	9392	FUNDAMENTALS OF READING III
1143	AP AFRICAN AMERICAN STUDIES	1964	DEBATE III	3000	ASTRONOMY DL	9415	FUNC OCCUP PREP II
1159	STATISTICS DL	1965	ADVANCED JOURNALISM NEWSPAPER III	3008	SCIENCE 7 Advanced	9416	FUNC OCCUP PREP III

Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
1161	SCRID I DCa	1968	ADVANCED JOURNALISM YEARBOOK III	3010	SCIENCE 7	9417	FUNCC OCCUP PREP IV
1162	SCRID I DCb	1975	PHOTOJOURNALISM	3012	SHELTERED SCIENCE 7	9451	PHOENIX PROGRAM
1163	SCRID II DCa	1976	PHOTOJOURNALISM	3014	SCIENCE 8	9453	TEXAS STUDIES 7 MODIFIED
1164	SCRID II DCb	2000	TEXAS STUDIES 7	3016	SHELTERED SCIENCE 8	9456	U S STUDIES 8 MODIFIED
1165	SCRID III DCa	2002	TX STUDIES 7 Advanced	3018	SCIENCE 8 DUAL LANGUAGE	9476	FUNCTIONAL ECONOMICS
1166	SCRID III DCb	2050	U S STUDIES 8	3019	SCIENCE 6 DUAL LANGUAGE	9480	AFRICAN AMERICAN STUDIES MSHC
1167	SPECIALIZED TOPICS IN SCIENCE Ia DC	2052	U S STUDIES 8 Advanced DL	3020	SCIENCE 6 Advanced DL	9481	MEXICAN AMERICAN STUDIES MSHC
1168	SPECIALIZED TOPICS IN SCIENCE Ib DC	2055	U S STUDIES 8 Advanced	3021	SCIENCE 7 DUAL LANGUAGE	9576	MATH MODELS MODIFIED
1169	SPECIALIZED TOPICS IN SCIENCE IIa DC	2070	SHELTERED TEXAS STUDIES 7	3025	ENVIRONMENTALSTUDIES7DALLASENVUSACA	9620	FUNDAMENTALS OF SCIENCE 7
1170	SHELTERED READING LANG ARTS 7	2071	SHELTERED U S STUDIES 8	3079	IB GLOBAL POLITICS HLD	9621	FUNDAMENTALS OF SCIENCE 8
1171	SPECIALIZED TOPICS IN SCIENCE IIb DC	2095	SHELTERED WORLD HISTORY STUDIES	3081	IB GLOBAL POLITICS SLB	9628	ENVIRONMENTAL SYSTEMS MODIFIED
1172	SPECIALIZED TOPICS IN SCIENCE IIIa DC	2097	SHELT WORLD HISTORY STUDIES sem 2	3083	IB GLOBAL POLITICS SLD	9636	PHYSICS MODIFIED
1173	SPECIALIZED TOPICS IN SCIENCE IIIb DC	2100	WORLD HISTORY Advanced DL	3107	EARTH SYSTEMS SCIENCE	9638	CHEMISTRY MODIFIED
1180	SHELTERED READING LANGUAGE ARTS 8	2101	WORLD HISTORY ADVANCED PLACEMENT	3115	ADVANCED PLACEMENT ENVIRONMENTAL SC	9701	FUNCTIONAL RLA 7
1183	ADV QUANTITATIVE REASONING MOD	2103	WORLD HISTORY ADV PLACEMENT sem 2	3117	ADV PLACEMENT ENVIRON SCIENCE sem 2	9705	READ LA 7 BASIC
1200	ENGLISH I	2105	WORLD HISTORY STUDIES	3125	ASTRONOMY	9708	MATH 7 BASIC
1202	ENGLISH I sem 2	2107	WORLD HISTORY STUDIES sem 2	3128	ENVIRONMENTAL SYSTEMS	9711	READING 7 BASIC
1211	ENGLISH I Advanced	2110	WORLD HISTORY STUDIES Advanced	3130	ENVIRONMENTAL SYSTEMS sem 2	9735	READING LANGUAGE ARTS 8 BASIC
1213	ENGLISH I Advanced SEM 2	2112	WORLD HISTORY STUDIES Advanced sem 2	3131	ENVIRONMENTAL SYSTEMS DC	9739	READING 8 BASIC
1224	READING I	2115	SHELTERED WORLD GEOGRAPHY STUDIES	3132	AQUATIC SCIENCE	9744	MATH 8 BASIC
1226	READING I (sem 2)	2117	SHELT WORLD GEOGRAPHY STUDIES sem 2	3140	SHELTERED BIOLOGY	9751	ENGLISH I MODIFIED
1227	COLLEGE READINESS & STUDY SKILLS	2120	WORLD GEOGRAPHY STUDIES	3142	SHELTERED BIOLOGY sem 2	9753	ENGLISH II MODIFIED
1228	RESEARCH AND TECHNICAL WRITING	2122	WORLD GEOGRAPHY STUDIES sem 2	3149	BIOLOGY TAKEN IN MID SCH-OUT OF DIS	9755	ENGLISH III MODIFIED
1229	READING II	2124	WORLD GEOGRAPHY Advanced DL	3150	BIOLOGY	9757	ENGLISH IV MODIFIED
1231	READING II (sem 2)	2125	WORLD GEOGRAPHY STUDIES Advanced	3152	BIOLOGY sem 2	9759	READING BASIC
1235	READING III	2126	WORLD GEOGRAPHY STUDIES Advanced sem1	3153	BIOLOGY DUAL LANGUAGE	9761	WORLD GEOGRAPHY MODIFIED
1260	ENGLISH STUDENTS INTERRUPTED EDUCATIO	2127	WORLD GEOG STUDIES Advanced sem 2	3160	ENVTL SYSTEMS DUAL LANGUAGE	9762	WORLD GEOGRAPHY MODIFIED (sem 2)
1261	READ STUDENTS INTERRUPTED ED	2149	IB HISTORY OF THE AMERICAS HLB	3161	ENV SYS (DC) 1	9770	READING BASIC (sem 2)
1262	READING I ESOL BEG/INT	2151	IB HISTORY OF THE AMERICAS HLD	3162	ENV SYS (DC) 2	9777	READING BASIC II
1263	PRACTICAL WRITING ESOL	2307	UNITED STATES GOVERNMENT	3172	IB BIOLOGY SLB	9778	READING BASIC III
1264	ENGLISH II ESOL BEG/INT	2308	SHELTERED GOVERNMENT	3174	IB BIOLOGY SLD	9779	UNITED STATES GOVERNMENT MODIFIED
1265	READING II ESOL	2312	ADVANCED PLACEMENT U S GOVERNMENT	3176	IB BIOLOGY HLB	9785	ALGEBRA I MODIFIED
1266	ENGLISH I ESOL INTERMEDIATE	2313	AP COMPARATIVE GOVERNMENT AND POLIT	3178	IB BIOLOGY HLD	9786	ALGEBRA II MODIFIED
1280	SHELTERED ENGLISH I	2314	U S GOVERNMENT - DUAL CREDIT	3190	BIOLOGY Advanced	9787	GEOMETRY MODIFIED
1282	SHELTERED ENGLISH I sem 2	2315	SHELTERED UNITED STATES HISTORY STU	3192	BIOLOGY Advanced sem 2	9789	INTEGRATED PHYSICS/CHEM MOD
1283	SHELTERED ENGLISH II	2317	SHELT UNITED STATES HISTORY ST sem2	3193	BIOLOGY INTERNATIONAL SCHOLARS	9795	BIOLOGY MODIFIED
1285	SHELTERED ENGLISH II sem 2	2320	UNITED STATES HISTORY STUDIES	3200	ADVANCED PLACEMENT BIOLOGY	9801	GEOMETRY MODIFIED (sem 2)
1300	ENGLISH II	2322	UNITED STATES HISTORY STUDIES 2	3210	CHEMISTRY Advanced	9802	ECONOMICS MODIFIED
1302	ENGLISH II sem 2	2327	SOCIAL STUDIES APPLI & STU sem 2	3212	CHEMISTRY Advanced sem 2	9817	FUNCTIONAL U S GOV
1303	ENGLISH II Advanced	2328	UNITED STATES HISTORY (DC) sem 1	3213	CHEMISTRY INTERNATIONAL SCHOLARS	9831	WORLD HISTORY MODIFIED
1304	ENGLISH II Advanced sem 1	2329	UNITED STATES HISTORY (DC) sem 2	3216	CHEMISTRY DUAL LANGUAGE	9833	WORLD HISTORY MODIFIED 2
1305	ENGLISH II Advanced sem 2	2348	FINANCIAL LITERACY	3217	SHELTERED CHEMISTRY	9834	US HISTORY MODIFIED
1339	ENGLISH FOR MATH ESL (sem 2)	2349	SHELTERED ECONOMICS	3219	SHELTERED CHEMISTRY (sem 2)	9836	US HISTORY MODIFIED 2
1360	SHELTERED ENGLISH III	2351	ECONOMICS	3220	CHEMISTRY	9881	WORLD CULTURES 6 Advanced DL
1362	SHELTERED ENGLISH III sem 2	2352	ECONOMICS SEM (DC)	3222	CHEMISTRY sem 2	9887	TEXAS STUDIES 7 Advanced DL
1365	SHELTERED ENGLISH IV	2356	ADVANCED PLACEMENT ECONOMICS MICRO	3229	SHELTERED AQUATIC SCIENCE	9888	MATHEMATICS 6 Advanced DL
1367	SHELTERED ENGLISH IV sem 2	2357	ADVANCED PLACEMENT ECONOMICS MACRO	3230	SHELTERED PHYSICS	9889	MATHEMATICS 6 DUAL LANGUAGE
1370	ENGLISH I ESOL BEGINNER	2363	SPECIAL TOPICS IN SOCIAL STUDIES	3231	SHELTERED ENVIRONMENTAL SYSTEMS	9890	MATHEMATICS 6 Advanced
1372	ENGLISH I ESL BEGINNER sem 2	2364	SPECIAL TOPICS 2	3235	ADVANCED PLACEMENT CHEMISTRY	9891	WORLD CULTURES 6 DUAL LANG
1396	READING II/ESL 2 INTERMEDIATE	2366	SOCIAL STUDIES ADVANCED STUDIES 2	3245	PHYSICS Advanced	9892	READING LANGUAGE ARTS 6 DUAL LANG
1397	READING III/ESL	2370	ADV STUDIES IN SOCIAL STUDIES 3 DC	3246	PHYSICS Advanced sem 1	9893	SPEECH 6
1400	ENGLISH III	2371	ADV STUDIES IN SOCIAL STUDIES 4 DC	3247	PHYSICS Advanced sem 2	9895	SCIENCE 6 Advanced
1402	ENGLISH III sem 2	2372	SPECTOPICS IN SOCIAL STUDIES 4 DC	3260	PHYSICS	9896	WORLD CULTURES Advanced 6
1420	ENGLISH IIIa (DC)	2373	SOCIAL STUDIES ADV STUDIES (DC) 1	3262	PHYSICS sem 2	9897	SCIENCE 7 APPLICATION & STUDY SKILL
1421	ENGLISH IIIb (DC)	2376	AFRICAN AMERICAN STUDIES SEM2	3264	PHYSICS Advanced DL	9898	SCIENCE 8 APPLICATION / STUDY SKILL
1430	IB LANGUAGE STUDIES A: LITERATURE HLB	2378	ETHNIC STUDIES-MEXICAN AMERICAN: SEM 2	3276	INTEGRATED PHYSICS AND CHEMISTRY	9900	READING LANGUAGE ARTS 6
1432	IB LANGUAGE STUDIES A: LITERATURE HLD	2379	AFRICAN AMERICAN STUDIES	3280	SHELTERED INTEGRATED PHYSICS & CHEM	9904	READING LANGUAGE ARTS 6 Advanced
1434	IB LANG STUDIES LANG & LIT HLB	2380	ETHNIC STUDIES-MEXICAN AMERICAN	3294	Geol-Earth Sci for Non-Sci Major I (DC)	9905	Mathematics 6
1436	IB LANG STUDIES LANG & LIT HLD	2381	ETHNIC STUDIES MEXICAN AMERICAN DL	3295	Geol-Earth Sci for Non-Sci Major II (DC)	9906	SCIENCE 6
1447	ENGLISH I INTERNATIONAL SCHOLARS	2414	IB PSYCHOLOGY SLB	3296	EARTH SYSTEMS SCIENCE DCa	9907	WORLD CULTURES 6
1450	ENGLISH I INTERNATIONAL SCHOLARS	2416	IB PSYCHOLOGY SLD	3298	BIOLOGY 2406 ENVIRON SYSTEMS (DC)	9908	SHELTERED SOCIAL STUDIES 6
1463	IB THEORY OF KNOWLEDGE A	2418	IB PSYCHOLOGY HLB	3301	IB PHYSICS SLB	9910	SHELTERED SCIENCE 6
1500	ENGLISH IV	2420	IB PSYCHOLOGY HLD	3303	IB PHYSICS SLD	9912	SHELTERED READING LANGUAGE ARTS 6
1502	ENGLISH IV sem 2	2430	INTRODUCTION TO PSYCHOLOGY - DUAL C	3309	IB ENVIRONMENTAL SYS & SOC SLB	9913	SHELTERED MATH 6
1505	ADV PLACEMENT LITERATURE AND COMPOS	2435	ADVANCED PLACEMENT PSYCHOLOGY	6238	SPECIAL TOPICS IN SCI 1 ONRAMPS GEOSCIENCES	9916	SOCIAL STUDIES APPLICATION & STUDY
1507	AP LITERATURE & COMPOSITION sem 2	2436	PSYCHOLOGY	6251	COLLEGE PREP ENGLISH LANG ARTS	9918	READING LANG ARTS ESL INTERMEDIATE
1515	ADV PLACEMENT LANGUAGE AND COMPOSIT	2437	SOCIOLOGY	6252	COLLEGE PREP MATH TX COL BRDG	9920	READING 6 ESL BEG/INT
1525	ELA APPLICATIONS STUDY SKILLS	2438	INTRODUCTION TO SOCIOLOGY - DUAL CR	6550	SPECIALIZED TOPICS IN SCIENCE 1	9925	MATH APPLICATIONS & STUDY SKILLS 6
1532	CREATIVE IMAGINATIVE WRITING	2443	RESEARCH METHODS: CULTURAL STUDIES (DC) SEM	6553	SPECIALIZED TOPICS IN SCIENCE 2	9937	SCIENCE 6 APPLICATION & STUDY SKILL
1533	PRACTICAL WRITING SKILLS	2450	ADVANCED PLACEMENT UNITED STATES HI	6556	SPECIALIZED TOPICS IN SCIENCE 3	9940	ENVIRONMENTAL STUDIES, GRD 6 (DESA
1535	CREATIVE IMAGINATIVE WRITING	2452	ADV PLACEMENT U S HISTORY sem 2	6618	STRATEGIC LEARNING FOR HS MATH	9943	READING MASTERY 6
1540	HUMANITIES 2 SEM 2	2455	ADVANCED PLACEMENT EUROPEAN HISTORY	6619	ALGEBRA II DUAL LANGUAGE	9960	READING LANGUAGE ARTS 6 BASIC
1543	HUMANITIES 1ST TT DC	2460	AP HUMAN GEOGRAPHY	6620	GEOMETRY Advanced GRADE 8	9962	FUNCTIONAL READING LANGUAGE ARTS 6
1544	INDEP STUDY IN ENGLISH 2TT DC	2462	AP HUMAN GEOGRAPHY sem 2	6896	AP PHYSICS 1	9963	READING 6 BASIC
1548	ANALYSIS OF VISUAL MEDIA	2495	US HISTORY STUDIES 1877 Advanced	6901	AP PHYSICS 2	9965	FUNCTIONAL COMMUNICATIONS SKILLS 6
1549	HUMANITIES	2500	MATHEMATICS 7	6907	AP PHYSICS C: MECHANICS	9966	MATHEMATICS 6 BASIC
1550	HUMANITIES	2503	MATH 7 Advanced DL	6910	AP PHYSICS C: E AND M	9968	FUNCTIONAL ACADEMICS MATHEMATICS 6
1552	ORAL INTERPRETATION I	2505	MATHEMATICS 7 Advanced	6917	AP Pre-Calculus	9977	FUNDAMENTALS OF SCIENCE 6
1554	LITERARY GENRES	2520	SHELTERED MATHEMATICS 7	7037	MATH APPLICATION & STUDY SKLS sem 2	9995	WORLD CULTURES 6 MODIFIED
1555	ORAL INTERPRETATION III	2525	SHELTERED MATHEMATICS 8	7051	APPLICATION AND STUDY SKILLS MS	9998	FUNCTIONAL WORLD CULTURES 6
1559	LITERARY GENRES FY	2549	GEOMETRY FOR 8TH GRADERS				

This is not intended to be an exhaustive list of all core courses, and may be revised an amended by the School Leadership Department and Human Capital Management Department as necessary to support student needs.

**Non-Core Content Courses**

Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
41	Homeroom EC	4596	8TH GRADE GIRLS' ATHLETICS	7398	CONSTRUCTION TECHNOLOGY II	8423	VARSITY JAZZ ENSEMBLE II
56	Social Emotional Dev PK	4597	8TH GRADE GIRLS' ATHLETICS	7401	ELECTRICAL TECHNOLOGY I	8424	VARSITY JAZZ ENSEMBLE III
58	Physical Development PK	4669	PEER COACHING PARTNER PE	7403	ELECTRICAL TECHNOLOGY II	8425	VARSITY JAZZ ENSEMBLE IV
59	Fine Arts PK	4670	PE EQ ATHLETICS LOCL CREDIT FULL YR	7404	HVAC & REFRIGERATION TECHNOLOGY I	8426	NON-VARSITY JAZZ ENSEMBLE II
62	Homeroom PK	4673	PE EQ ATHLETICS LOCAL SPRING SEM	7405	HVAC & REFRIGERATION TECHNOLOGY II	8427	NON-VARSITY JAZZ ENSEMBLE III
508	Elem Computer 5	4674	CHEERLEADER-LOCAL CREDIT	7406	PLUMBING TECHNOLOGY I	8428	NON-VARSITY JAZZ ENSEMBLE IV
700	Art KN	4675	CHEERLEADER-LOCAL CREDIT	7407	PLUMBING TECHNOLOGY II	8429	VARSITY STRINGS IV
701	Art 1	4676	DRILL TEAM-LOCAL CREDIT	7412	PRINCIPLES OF EDUCATION & TRAINING	8432	NON-VARSITY STRINGS II
702	Art 2	4677	DRILL TEAM-LOCAL CREDIT	7413	HUMAN GROWTH & DEVELOPMENT	8433	VARSITY STRINGS II
703	Art 3	4704	MS OFF-CAMPUS PHYSICAL ED-7 SEM 2	7414	INSTRUCTIONAL PRACTICES	8434	VARSITY STRINGS III
704	Art 4	4706	MS OFF-CAMPUS PHYSICAL ED-8 SEM2	7415	PRACTICUM IN EDUCATION & TRAINING	8438	NON-VARSITY STRINGS III
705	Art 5	4723	JROTC (LET I)	7416	MONEY MATTERS	8439	NON-VARSITY STRINGS IV
706	Art 6	4726	JROTC LET II	7417	BANKING AND FINANCIAL SERVICES	8444	CHAMBER ENSEMBLE II
710	Music KN	4728	NJROTC 1	7418	SECURITIES AND INVESTMENTS	8445	CHAMBER ENSEMBLE III
711	Music 1	4729	JROTC LET III	7419	INSURANCE OPERATIONS	8446	CHAMBER ENSEMBLE IV
712	Music 2	4732	JROTC LET IV	7420	ACCOUNTING I	8447	VARSITY DANCE ENSEMBLE II
713	Music 3	4733	JROTC DRILL TEAM (LOCAL CREDIT)	7421	ACCOUNTING II	8448	VARSITY DANCE ENSEMBLE III
714	Music 4	4738	NAVY JROTC	7422	FINANCIAL ANALYSIS	8449	VARSITY DANCE ENSEMBLE IV
715	Music 5	4739	MCJROTC 1	7426	PRINCIPLES OF HEALTH SCIENCE	8454	NON-VARSITY DANCE ENSEMBLE II
716	Music 6	4741	NAVY JROTC	7427	MEDICAL TERMINOLOGY	8455	NON-VARSITY DANCE ENSEMBLE III
720	Theatre Arts KN	4744	NAVY JROTC	7429	HEALTH SCIENCE THEORY	8456	NON-VARSITY DANCE ENSEMBLE IV
721	Theatre Arts 1	4745	LEARNING CADET CORPS 6 (full yr)	7433	DENTAL ASSIST I PRACTICUM 1	8457	STUDIO ART III
722	Theatre Arts 2	4747	MARINE CORPS JROTC II	7435	PRACTICUM IN HEALTH SCIENCE I	8468	CHOIR VARSITY MIXED III
723	Theatre Arts 3	4748	MARINE CORPS JROTC III	7436	CLIN MED ASST PRACT I	8469	CHOIR VARSITY MIXED IV
724	Theatre Arts 4	4749	MARINE CORPS JROTC IV	7437	MEDICAL LAB PRACT I	8474	HANDBELLS VARSITY II
725	Theatre Arts 5	4750	LEADERSHIP CADET CORPS 7	7439	Practicum in Exercise Science I	8479	HANDBELLS VARSITY III
726	Theatre Arts 6	4751	LEADERSHIP CADET CORPS 8	7442	DENTAL ASST II PRACTICUM 2	8484	HANDBELLS VARSITY IV
734	Band/Orchestra 4	4752	MS PEER COACHING PARTNER PE	7446	CLIN MED ASST PRACT II	8497	MS DANCE 1
735	Band/Orchestra 5	4779	JROTC (LET I) (sem 2)	7448	MEDICAL LAB II PRACT II	8498	MS DANCE 1 (sem)
750	Dance KN	4824	PE EQ OFF-CAMPUS BOYS I SPRING	7455	ANATOMY & PHYSIOLOGY	8499	MS DANCE 2
751	Dance 1	4828	PE EQ OFF CAMPUS BOYS II SPRING	7463	PRIN OF ART, A/V TECH & COMM (MS)	8501	MS DANCE 3
752	Dance 2	4840	PE EQ BOYS ATHLETICS I SPRING	7464	PROFESSIONAL COMMUNICATIONS (MS)	8503	MS THEATRE 1 GRADE 6
753	Dance 3	4842	PE EQ GIRLS ATHLETICS 1 SPRING	7465	PRIN OF BUSINESS, MKRTING & FINANCE (MS)	8504	MS THEATRE 1 GRADE 6 (sem)
754	Dance 4	4844	PE EQ BOYS ATHLETICS 2 SPRING	7466	TOUCH SYSTEM DATA ENTRY MS (sem)	8505	MS THEATRE 1
755	Dance 5	4846	PE EQ GIRLS ATHLETICS 2 SPRING	7467	LIFETIME NUTRITION & WELLNESS (MS)	8506	MS THEATRE 1 (sem)
800	Physical Education KN	4847	PE EQ BOYS ATHLETICS 3 FALL	7468	PRIN OF INFORMATION TECHNOLOGY (MS)	8507	MS THEATRE 2
801	Physical Education 1	4848	PE EQ BOYS ATHLETICS 3 SPRING	7469	PRIN APPLIED ENGINEERING (MS)	8509	MS THEATRE 3
802	Physical Education 2	4850	PE EQ GIRLS ATHLETICS 3 SPRING	7474	BUSINESS INF MGT I (SEM 2)	8511	MS CHOIR GRADE 6
803	Physical Education 3	4851	PE EQ BOYS ATHLETICS 4 FALL	7477	COMPUTER MAINTENANCE	8512	MS MODERN BAND 1
804	Physical Education 4	4852	PE EQ BOYS ATHLETICS 4 SPRING	7499	PRACTICUM IN BUSINESS MANAGEMENT II	8513	MS CHOIR VARSITY MIXED 2
805	Physical Education 5	4854	PE EQ GIRLS ATHLETICS 4 SPRING	7531	PRACTICUM IN PHARMACY TECH II	8514	MS CHOIR VARSITY TREBLE 2
860	Piano KN	4856	PE EQUIVALENT DIRLL TEAM II sem 2	7560	ADVERTISING (DC)	8515	MS CHOIR N-VARSITY TREBLE 2
861	Piano 1	4861	PE SUBSTITUTION CHEERLEADING SPRING	7566	GLOBAL BUSINESS (DC)	8516	MS CHOIR VARSITY TENOR/BASS 2
862	Piano 2	4865	PE SUBSTITUTION DRILL TEAM SPRING	7572	VIRTUAL BUSINESS (DC)	8517	MS CHOIR NON VARSITY TENOR/BASS 2
863	Piano 3	4877	INTRODUCTION TO ROBOTICS	7574	ADVANCED PLANT & SOIL SCIENCE	8518	MS VARSITY VOCAL ENSEMBLE 1
864	Piano 4	4879	INTRODUCTION TO PROGRAMMING	7575	ADV ENERGY & NATURAL RESOURCES TECH	8519	MS PIANO 1
865	Piano 5	4977	ADVANCED ROBOTICS MS	7576	PRACTICUM IN PATIENT CARE TECH II	8520	MS VARSITY BAND 1
881	Strings 1	4978	ADVANCED ROBOTICS II MS	7578	ENGINEERING DESIGN & PROBLEM SOLVIN	8521	MS NON VARSITY BAND 1
882	Strings 2	5072	CHILD DEVELOPMENT DUAL CREDIT SEM 2	7581	SMALL ANIMAL MANAGEMENT	8522	MS WOODWIND
883	Strings 3	5233	PRACT IN ANIMATION EXT I DCa	7584	LAW ENFORCEMENT I (DC) SEM 1	8523	MS BRASS
884	Strings 4	5238	PRINCOF CONST DL	7585	LAW ENFORCEMENT I (DC) SEM 2	8524	MS PERCUSSION
885	Strings 5	5241	WEB GAME DEVELOPMENT DCa	7606	PEER ASSISTANCE AND LEADERSHIP I	8525	MS JAZZ ENSEMBLE 1
886	Strings 6	5242	WEB GAME DEVELOPMENT DCb	7608	PEER ASSISTANCE AND LEADERSHIP II	8526	MS VARSITY ORCHESTRA 1
894	Band 4	5243	MOBILE APPLICATION DEVELOPMENT DCa	7609	PEER ASSISTANCE AND LEADER (sem 2)	8527	MS NON VARSITY ORCHESTRA 1
895	Band 5	5246	DIGITAL COMM IN 21ST CENTURY DCa	7611	PATHOPHYSIOLOGY (DC) SEM 2	8528	MS STRINGS
896	Band 6	5247	DIGITAL COMM IN 21ST CENTURY DCb	7616	FINANCIAL MATH (DC) SEM 1	8529	MS CHAMBER ENSEMBLE 1
960	Homeroom/Conduct KN	5249	COMPUTER SCIENCE II DC	7630	GT INTERDISCIPLINARY SEMINAR 7	8530	MS ART I STUDIO
961	Homeroom/Conduct 1	5250	COMP SCI III WECM DCa	7631	GT INTERDISCIPLINARY SEMINAR 8	8531	MS ART II STUDIO
962	Homeroom 2	5251	DIGITAL DESIGN & MEDIA PROD DCa	7634	LIFETIME NUTRITION AND WELLNESS (DC)	8532	MS ART III STUDIO
963	Homeroom 3	5263	GAME PROG AND DESIGN DCb	7635	ACADEMIC DECATHALON	8533	MS ART I FOUNDATION
964	Homeroom 4	5264	INDEP STUDY IN TECH APPS 1TT DCa	7636	PRINT IMAGINE TECH II (DC) 1	8534	MS ART II FOUNDATION (sem)
965	Homeroom 5	5265	INDEP STUDY IN TECH APPS 2TT DCa	7646	PRINT IMAGING TECH II (DC) SEM 2	8535	MS ART III FOUNDATION (sem)
966	Homeroom 6	5266	INDEP STUDY IN TECH APPS 2TT DCb	7654	AUDIO/VIDEO PRODUCTION I (DC) SEM 1	8536	STUDIO ART IV
1065	ESL LANGUAGE SUPPORT	5517	EXTENDED PRACT IN MARKETING DC 1b	7670	MEDICAL MICROBIOLOGY	8542	DESIGN STUDIO IV
1135	ADVANCED PROGRAMMING - GAME DESIGN	5638	DEBATE/MOCK TRIAL/CRIMINAL	7671	LEGAL RESEARCH & WRITING	8543	PHOTOGRAPHY STUDIO IV
1136	INTRODUCTION TO DRONES MS	5640	DEBATE/MOCK TRIAL/CRIMINAL	7673	SOLID STATE ELECTRONICS (DC) 1	8544	MODERN BAND VARSITY III
1138	PRACTICUM IN TRANSPORTATION SYSTEMS II	5642	DEBATE GRADE 6	7674	SOLID STATE ELECTRONICS (DC) 2	8545	MODERN BAND VARSITY IV
1139	MASONRY TECHNOLOGY I	5826	COLLEGE TRANSITION	7675	PRINCIPLES OF BMF DC SEM 1	8546	MODERN BAND NON VARSITY II
1140	MASONRY TECHNOLOGY II	5827	COLLEGE TRANSITION (DC) 2	7676	PRINCIPLES OF BMF DC SEM 2	8547	MODERN BAND NON VARSITY III
1145	DANCE PRODUCTION I	6077	LATE ARRIVAL SEM	7689	ADVANCED CULINARY ARTS	8548	MODERN BAND NON VARSITY IV
1146	DANCE PRODUCTION II	6078	LATE ARRIVAL YR	7691	EXTENDED PRACTICUM A/V PRODUCTION	8549	PIANO FORTE II
1148	MS DANCE ENTREPRENEURSHIP SEM	6148	Entrepreneurship I	7693	ARCHITECTURAL DESIGN I DC sem 2	8550	PIANO FORTE III
1149	MS DANCE FOUNDATIONS	6149	ENTREPRENEURSHIP II	7694	PRACTICUM IN MARKETING (DC) sem 1	8551	PIANO FORTE

**Non-Core Content Courses**

Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
1152	MYP SPANISH I	6152	HVAC & Refrigeration Technology I (DC) 1	7706	PRINCIPLES OF LAW MIDDLE SCHOOL	8552	CHOIR VARSITY TREBLE II
1153	MYP SPANISH III	6153	HVAC & Refrigeration Technology I (DC) 2	7707	PRINC EDUCATION & TRAINING MS	8553	CHOIR VARSITY TREBLE III
1154	MYP FRENCH I	6157	Building Maint Tech II 2PER (DC) TM+	7712	AC/DC ELECTRONICS (DC) 1	8554	CHOIR VARSITY TREBLE IV
1160	PORTUGUESE III Advanced	6159	Digital Electronics (DC) TM+	7714	MEDICAL INTERVENTIONS PLTW1	8555	CHOIR VARSITY MIXED II
1174	PERSONAL FINANCIAL LIT AND ECON	6160	Practicum in Business Mgt I 2PER (DC) 1	7715	BIOMEDICAL INNOVATION PLTW1	8556	VARSIY VOCAL ENSEMBLE II
1175	PRINCIPLES OF ARCHITECTURE CONST	6161	Practicum in Business Mgt I 2PER (DC) 2	7716	PRIN OF BIOMEDICAL SCIENCE PLTW2	8557	VARSIY VOCAL ENSEMBLE III
1181	COMPUTER MAINTENANCE DC2	6163	Principles of Manufacturing (DC) TM+	7717	HUMAN BODY SYSTEMS PLTW2	8558	VARSIY VOCAL ENSEMBLE IV
1271	Dyslexia High School (Spring)	6164	ADVANCED VIDEO GAME PROGRAMMING	7718	AEROSPACE ENGINEERING PLTW1	8559	CHOIR NON VARSITY TENOR BASS II
1569	PRACTICUM IN INFORMATION TECHNOLOGY DC	6167	GENERAL EMPLOYABILITY SKILLS	7719	ENGINEERING & ARCHITEC PLTW1	8560	CHOIR NON VARSITY TENOR BASS III
1572	FIBER ARTS STUDIO II	6171	MATHEMATICS MEDICAL PROFESSIONALS	7720	COMP INTEGRATED MANUFACT PLTW1	8561	CHOIR NON VARSITY TENOR BASS IV
1573	FIBER ARTS STUDIO III	6180	Prac in IT I 2PER (DC) 1	7721	DIGITAL ELECTRONICS PLTW1	8562	CHOIR VARSITY TENOR/BASS II
1575	ART APPRECIATION	6181	Prac in IT I 2PER (DC) 2	7722	ENGINEERING DESIGN & DEV PLTW1	8563	CHOIR VARSITY TENOR BASS III
1576	MIME TROUPE 1	6182	Robotics I (DC) TM+	7723	ENGINEERING SCIENCE PLTW2	8564	CHOIR VARSITY TENOR BASS IV
1577	PK MUSIC	6183	CAREER PREPARATION I (DC) 1 TM+	7725	INTRO TO ENGINEERING DESIGN PLTW2	8565	CHOIR NON VARSITY TREBLE II
1578	PK ART	6184	CAREER PREPARATION I (DC) 2 TM+	7727	BUSINESS INFO MANAGEMENT (DC) sem 1	8566	CHOIR NON VARSITY TREBLE III
1588	MIME TROUPE 2	6186	CONSTRUCTION TECHNOLOGY II (DC) 2	7728	BUSINESS INFO MANAGEMENT (DC) SEM 2	8567	CHOIR NON VARSITY TREBLE IV
1589	MIME TROUPE 3	6189	ELECTRICAL TECHNOLOGY I (DC) TM+	7737	TOUCH DATA ENTRY (DC) 1	8568	STAGE DIRECTING
1591	STAGE COMBAT 1	6190	ELECTRICAL TECHNOLOGY II (DC) 1 TM+	7748	PRACTICUM AUD VID (DC) 2	8569	MS VARSITY BAND 2
1592	THEATRICAL MAKE UP 2	6194	PLUMBING TECHNOLOGY II (DC) 1 TM+	7751	DIGITAL AUDIO TECHNOLOGY II	8570	MS NON-VARSITY BAND 2
1594	PATH COLLEGE CAREER II MS	6195	PLUMBING TECHNOLOGY II (DC) 2 TM+	7752	DIGITAL AUDIO TECHNOLOGY I	8571	MS NON-VARSITY BAND 0
1595	INTRO TO C# PROGRAMMING DC2	6196	BUSINESS ENGLISH (DC) TM+	7753	ANIMATION I & LAB (DC) 1	8572	MS JAZZ ENSEMBLE 2
1596	ADVANCED CLOUD COMPUTING	6197	BUSINESS LAW (DC) TM+	7756	ANIMATION II & LAB (DC) 1	8573	MS VARSITY ORCH 2
1597	IND STUD EV/EMERG TECH 1 DCb	6200	PUBLIC MANAGEMENT & ADMIN (DC) TM+	7761	A/V PROD I & LAB	8574	MS VARSITY ORCHESTRA 0
1611	PORTUGUESE IV	6204	CORRECTIONAL SERVICES (DC) 2	7764	AUDIO/VIDEO PRODUCTION II & LAB	8575	MS NON-VARSITY ORCHESTRA 2
1612	FLES FRENCH GR 3	6214	ENGINEERING DESIGN PRESENTAT I (DC) TM+	7781	BUSINESS MANAGEMENT (DC) SEM 1	8576	MS NON-VARSITY ORCHESTRA 0
1613	FLES FRENCH GR 4	6218	ENGINEERING DES & PROB SOLVING (DC) TM+	7782	BUSINESS MANAGEMENT (DC) SEM 2	8577	MS CHAMBER ENSEMBLE 2
1621	DL PHYSICAL DEVELOPMENT PK	6221	ENGINEERING SCI (DC) TM+	7784	HUMAN RESOURCES MANAGEMENT (DC)	8578	MS CHAMBER ENSEMBLE 3
1622	DL SOCIAL EMOTIONAL DEV PK	6222	PIPE FITTING TECHNOLOGY I (DC) 1	7789	PHARMACOLOGY (DC) 1	8579	MS MODERN BAND 2
1650	FLES FRENCH GR 5	6223	PIPE FITTING TECHNOLOGY I (DC) 2	7791	STUDENT CLUBS 6-8	8580	MS MODERN BAND 3
1677	CAREER AND COLLEGE EXPLOR 1ST TT	6227	PARENTING-SCH LAGED PARENTS II (DC) TM+	7796	HEALTH SCIENCE THEORY & CLINICAL	8582	MS CHOIR NON VARSITY TENOR/BASS 3
1691	BARBERING I	6230	EMERGENCY MED TECH BASIC (DC) 2 TM+	7798	EXTENDED PRACTICUM HEALTH SCIENCE	8583	MS CHOIR VARSITY TREBLE 3
1705	SCIENTIFIC RESEARCH & DESIGN ONRAMPS	6233	Practicum in Exercise Science II	7800	OFFICE ASSISTANT	8584	MS CHOIR N VARSITY TREBLE 3
1706	MS ART 1 GR 6 - ES	6235	Engineering Essentials PLTW	7801	OFFICE ASSISTANT	8585	MS CHOIR VARSITY TENOR/BASS 3
1716	MS MUSIC 1 GR 6 - ES	6236	Practicum in Entrepreneurship	7803	INTRODUCTION TO CULINARY ARTS	8586	MS VARSITY VOCAL ENSEMBLE 2
2492	MS SUB NONVARSITY BAND LEV 0	6241	STAT & BUSINESS DECISION MAKING 1a DC	7805	COMPUTER MAINTENANCE & LAB (DC) 1	8587	MS PIANO 2
2493	MS SUB NONVARSITY BAND LEV 1	6243	Environmental Sustainability PLTW	7806	COMPUTER MAINTENANCE & LAB (DC) 2	8588	MS PIANO 3
2494	MS SUB NONVARSITY BAND LEV 2	6245	Practicum in Entrep-1st Time Taken	7807	OFFICE ASSISTANT (sem 2)	8589	APPLIED MUSIC II VOCAL TECH
2496	PATH COLLEGE CAREER I MS	6250	DL TO LOTE SPAN CONNECT	7811	NETWORKING & NETWORKING LAB	8590	APPLIED MUSIC III VOCAL TECH
2497	VIDEO GAME PROGRAMMING	6500	IB VISUAL ARTS SLB	7813	DIGITAL MEDIA (DC) 2	8593	APPLIED MUSIC II OPERA
2507	APPLIED NUTRITION AND DIETETICS	6502	IB VISUAL ART HLB	7819	EXT PRAC LAW PUB SAFETY CORR SECURI	8594	APPLIED MUSIC III OPERA
2510	COMPUTER AIDED DRAFTING FOR ARCH	6504	IB FILM SLB	7820	STUDENT LEADERSHIP TRAINING (LOCAL)	8595	APPLIED MUSIC IV OPERA
2511	ENTREPRENEURSHIP II	6506	IB FILM HLB	7821	STUDENT LEADER	8596	APPLIED MUSIC JAZZ PIANO I
2512	SPORTS & ENTERTAINMENT MARKET II	6508	IB MUSIC STUDIES SLB	7822	STUDENT LEADER sem 1	8601	APPLIED MUSIC I CONDUCTING
2513	FUNDAMENTALS OF REAL ESTATE	6510	IB MUSIC STUDIES HLB	7823	STUDENT LEADER sem 2	8609	MUSIC COMPOSITION I
2514	RETAIL MANAGEMENT	6533	FLES CHINESE GR K	7824	INTRODUCTION TO WELDING	8611	MUSIC COMPOSITION II
2515	MARKETING	6534	FLES CHINESE GR 1	7825	STUDENT LEADERSHIP TRAINING 7-8	8615	WORLD MUS ENS II MEISTERSINGERS
2516	FOUNDATIONS OF RESTAURANT MANAGEMENT	6535	FLES CHINESE GR 2	7826	COLLEGE TRANSITION (DC) 1	8616	WORLD MUS ENS III MEISTERSINGERS
2518	FOUNDATIONS OF USER EXPERIENCE	6536	FLES CHINESE GR 3	7831	PATH TO COLLEGE CAREER 1	8617	WORLD MUS ENS IV MEISTERSINGERS
2522	ADV USER EXPERIENCE DESIGN	6537	FLES CHINESE GR 4	7832	PATH TO COLLEGE CAREER 2	8618	GUITAR STYLES & TECHNIQUES I
2523	ADV LEGAL SKILLS & PROFESSIONS	6539	ADVANCED SPANISH LITERATURE	7833	PATH TO COLLEGE 3	8619	GUITAR STYLES & TECHNIQUES II
2524	DIMENSIONS OF DIPLOMACY	6540	BUILDING MAINTENANCE TECH I	7834	PATH TO COLLEGE 4	8624	GUITAR STYLES & TECHNIQUES III
2527	COMPUTER SCIENCE I LOTE	6542	FLES CHINESE GR 5	7838	MTHD AC & PER SUC YR	8625	GUITAR STYLES & TECHNIQUES IV
2530	TECHNOLOGY APPLICATIONS	6559	Audio/ Video Production I	7842	EARLY RELEASE SEM	8631	GUITAR ENSEMBLE I
2533	INTRODUCTION TO TECH APPLICATIO	6560	ADVANCED ROBOTICS MS III	7843	EARLY RELEASE YR	8632	GUITAR ENSEMBLE II
2553	EXPLORING ENGINEERING 6	6567	Vet Med Applications Lab	7845	EXTENDED PRACTICUM MARKETING	8633	GUITAR ENSEMBLE III
2554	EXPLORING ENGINEERING 7	6571	LIFETIME REC OUTDOOR PURSUITS	7846	SOCIAL MEDIA MARKETING	8638	GUITAR ENSEMBLE IV
2557	EXPLORING ENGINEERING 8	6572	SKILL BASED LIFE ACTIVITIES	7847	ROBOTICS II	8639	MUSIC & MEDIA COM I
2568	TECH APPS EM TECH 1TT DC	6573	LIFETIME FIT WELLNESS PURSUITS	7850	AUTOMOTIVE BASICS	8641	MUSIC & MEDIA COM II
2569	WEB DESIGN DCa	6575	HEALTH I	7854	INTRODUCTION TO AIRCRAFT TECHNOLOGY	8679	POP ENSEMBLE II
2571	CONSTRUCTION TECHNOLOGY I DL	6583	Health I DC	7857	BASIC COLLISION REPAIR REFINISH	8684	POP ENSEMBLE III
2572	HVAC & REFRIGERATION TECH I DL	6584	Lifetime Fit and Wellness Pursuits DC	7860	PRACTICUM IN TRANSPORT SYS	8685	POP ENSEMBLE IV
2680	3D MODELING AND ANIMATION DCa	6589	Skilled-Based Lifetime Activities b	7863	ADVISORY FOR HIGH SCHOOL	8694	MARIACHI I
2682	DIGITAL COMM IN 21ST CENTURY	6607	Foundations of User Experience (DC)a	7864	ADVISORY FOR HIGH SCHOOL	8698	MARIACHI II
2683	WEB GAME DEVELOPMENT	6624	ADVANCED PROGRAMMING	7865	ADVISORY FOR HIGH SCHOOL	8699	MARIACHI III
2684	COMPUTER SCIENCE FUNDAMENTALS MSHC	6649	Energy and Natural Resource Tec Lab	7867	ADVISORY 6TH GRADE	8701	MARIACHI IV
2685	COMPUTER SCIENCE I	6700	Partner Physical Education	7868	ADVISORY	8703	JAZZ IMPROV I
2686	DIGITAL DESIGN & MEDIA PROD	6701	Partner Physical Education II	7869	ADVISORY	8707	BIG BAND II
2687	COMPUTER SCIENCE I DCa	6702	Func Lifetime Fit and Well Pursuits	7881	ANIMATION (DC) 1	8708	BIG BAND III
2688	COMPUTER SCIENCE I DCb	6703	Func Skill Based Life Activities	7883	ANATOMY AND PHYSIOLOGY (DC) 1	8709	BIG BAND IV
2689	MOBILE APPLICATION DEVELOPMENT	6706	Practicum in Education and Training II	7884	ANATOMY AND PHYSIOLOGY (DC) 2	8711	MODERN BAND VARSITY II
2690	FUNDAMENTALS OF COMPUTER SCIENCE	6913	ADVANCED PLACEMENT SEMINAR	7886	ADVISORY FOR HIGH SCHOOL	8748	THEATRE MANAGEMENT I
2691	GAME PROG AND DESIGN	6914	ADVANCED PLACEMENT RESEARCH	7891	ACCOUNTING I (DC) 1	8749	THEATRE MANAGEMENT II
2692	DIGITAL ART AND ANIMATION	6937	ANIMATION II SEM 2 (DC)	7892	ACCOUNTING I (DC) 2	8752	THEATRE MANAGEMENT III
2694	AP COMP SCI PRINCIPLES	6950	INTRO TO UNMANNED AERIAL VEHICLE	7893	ACCOUNTING II (DC) 1	8754	DESIGN THEATRE II
2697	AP COMPUTER SCIENCE A-MATH	6973	Your Health In The Real World	7894	ACCOUNTING II (DC) 2	8764	DESIGN THEATRE III

**Non-Core Content Courses**

Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
2703	AP COMP SCI PRINCIPLES LOTE	6974	PRINCIPLES OF HEALTH SCIENCE (DC)	7897	INTERNETWORKING TECH I (DC) 1	8765	MAKEUP THEATRE
2704	COMPUTER SCIENCE III	6977	PRACTICUM IN HEALTH SCIENCE 1b (DC)	7898	INTERNETWORKING TECH I (DC) 2	8766	COSTUME CONSTRUCTION I (SEM)
2705	FUNCTIONAL COMPUTER LIT	6983	HEALTH SCIENCE THEORY SEM 2 (DC)	7899	INTERNETWORKING TECH II (DC) 1	8767	COSTUME CONSTRUCTION II
2706	COMPUTER LITERACY BASIC	6986	ADVISORY ECHS1b GR11	7900	INTERNETWORKING TECH II (DC) 2	8770	LIGHT SOUND I
2708	CYBERSECURITY CAPSTONE	6988	ADVISORY ECHS2b GR12	7903	NETWORKING (DC) 1	8771	LIGHT SOUND II
2710	FOUNDATIONS OF CYBERSECURITY	6989	PROJECT BASED RESEARCH III DC	7908	PRACARCH DESIGN (DC) 2	8773	STAGE CONSTRUCTION I
2711	3D MODELING AND ANIMATION	7012	EXTENDED CAREER PREPARATION I	7917	ADVANCED MARKETING (DC) 1	8774	STAGE CONSTRUCTION II
2715	INDEP STUDY IN TECH APPS 1TTa	7013	EXTENDED CAREER PREPARATION II	7918	ADVANCED MARKETING (DC) 2	8775	STAGE CONSTRUCTION III
2716	INDEP STUDY IN TECH APPS 1TTb	7017	GREENHOUSE OPERATIONS & PROD	7919	WORLD HEALTH RESEARCH (DC) 1	8776	COSTUME CONSTRUCTION III
2717	WEB DESIGN	7021	PRINCIPLES OF CONSTRUCTION	7924	LAW ENFORCEMENT II (DC) 1	8777	JAZZ DANCE I
2718	INDEP STUDY IN TECH APPS 2TT	7022	PRACTICUM IN CONSTRUCTION TECH	7925	LAW ENFORCEMENT II (DC) 2	8778	JAZZ DANCE II
2736	COMPUTER SCIENCE Advanced	7023	PRINCIPLES OF ARCHITECTURE	7936	INSTRUCTIONAL PRACTICES (DC) 1	8780	COMPOSITION IMPROVISATION II
2739	DIGITAL FORENSICS	7038	GT MENTORSHIP IND STUDIES 1	7937	INSTRUCTIONAL PRACTICES (DC) 2	8782	COMPOSITION IMPROVISATION IV
2740	WEB COMMUNICATIONS	7040	GT MENTORSHIP IND STUDIES 1 (sem 2)	7944	FINANCIAL MATHEMATICS	8783	MODERN CONTEMPORARY I
2741	INDEP STUDY IN EVO/EM TECH I	7041	GT MENTORSHIP IND STUDIES 2	7946	PROJ-BASED RESEARCH (DC) 1	8784	MODERN CONTEMPORARY II
2742	PRACTICUM IN FLORAL DESIGN I	7043	GT MENTORSHIP IND STUDIES 2 (sem 2)	7949	VIDEO GAME DESIGN (DC) 2	8785	MODERN CONTEMPORARY III
2743	PRACTICUM IN HORTICULTURE I	7049	GT MENTORSHIP IND STUDIES 4 (sem 2)	7952	HUMAN GROWTH & DEVELOP (DC) 1	8786	MODERN CONTEMPORARY IV
2744	PRACTICUM IN AGRICULTURE MECHANICS I	7061	FASHION DESIGN II & LAB	7953	HUMAN GROWTH & DEVELOP (DC) 2	8790	DANCE WELLNESS KINES
2745	PRACTICUM IN VETERINARY MEDICINE I	7067	MYP DESIGN AND ENRICHMENT 7 sem	7956	COMPUTER MAINTENANCE (DC) 1	8792	HISTORY OF DANCE I
2746	PRACTICUM IN PATIENT CARE TECH I	7069	MYP DESIGN AND ENRICHMENT 8 sem	7960	EXTENDED PRACTICUM IN MARKETING 2	8793	CLASSICAL BALLET I
2747	PRACTICUM IN PHARMACY TECH I	7071	VIDEO GAME DESIGN	7962	COSMETOLOGY I & LAB	8794	CLASSICAL BALLET II
2748	AVIATION GROUND SCHOOL	7072	PRACTICUM IN ANIMATION	7963	COSMETOLOGY II & LAB	8795	CLASSICAL BALLET III
3007	PATH COLLEGE CAREER I DCa	7075	GRAPHIC DESIGN ILLUS I & LAB (DC) 1	7964	COURT SYSTEMS AND PRACTICES (DC) 1	8796	CLASSICAL BALLET IV
3112	INTRODUCTION TO AEROSPACE AND AVIATION	7076	GRAPHIC DESIGN ILLUS I & LAB (DC) 2	7965	COURT SYSTEMS AND PRACTICES (DC) 2	8797	MS VARSITY BAND 0
3113	SCIENTIFIC RESEARCH & DESIGN IIa (DC)	7077	GRAPHIC DESIGN ILLU II & LAB (DC) 1	7966	FAMILY AND COMMUNITY SVCS (DC) 1	8835	MUSIC APPRECIAT I dual credit sem 1
3114	SCIENTIFIC RESEARCH & DESIGN IIb (DC)	7080	SCH NEWSPAPER-MDL SCH YRS (RDG DEPT)	7972	INTERMEDIATE CADD (DC) 1	8837	MUSIC APPRECIAT I dual credit sem 2
3440	HEALTH EDUCATION 8	7083	GRAPH DESIGN ILLUS I & LAB	7973	INTERMEDIATE CADD (DC) 2	8845	THEATRE I (DC) 1
3453	PORTUGUESE II	7085	PRECOLLEGE PREPARATION	7975	BLUEPRINT RDG FOR MA (DC) 2	8853	THEATRE I (DC) 2
3480	KOREAN I - MS	7088	PRECOLLEGE PREPARATION	7977	INTRO C# PROG (DC) 2	8865	ACTING I METHODS SEM 1
3481	KOREAN II - MS	7094	AVID 7	7982	BASIC FLUID PWR (DC) 1	8869	ACTING II METHODS SEM 2
3493	IB LANGUAGE B MOD LANG FREN SLB	7095	AVID 8	7983	BASIC FLUID PWR (DC) 2	8875	ACTING III METHODS SEM 2
3495	IB LANGUAGE B MOD LANG FREN SLD	7096	AVID I	7988	PRIN ARTS AUDIO VIDEO TECH (DC) TM+	8877	ACTING IV METHODS SEM 2
3500	SPECIAL TOPICS IN LOTE TM+	7097	AVID II	7990	PRINT IMAGING TECH I (DC) TM+	8878	DANCE APPRECIATION DUAL CREDIT SEM1
3520	FRENCH II MS	7098	AVID III	7993	BUSINESS INFO MANAGEMENT (DC) TM+	8881	MS BEGINNING TRUMPET
3527	GERMAN I MS	7099	AVID IV	7995	MONEY MATTERS (DC) TM+	8883	MS BEGINNING CLARINET
3528	GERMAN II MS	7151	PRINCIPLES BUS, MKG, AND FINANCE	7996	PRINCIPLES OF INFO TECH (DC) TM+	8888	MS BEGINNING EUPH-TUBA
3536	PORTUGUESE 1	7154	BUSINESS INF MGT I	7997	PRINC LAW & PUB SAFETY (DC) TM+	8889	MS BEGINNING TROMBONE
3540	DISCOVERING LANGUAGES	7155	Business Inf Mgt II	8034	THEATRE I	8893	MS BEGINNING SAXOPHONE
3541	DISCOVERING LANGUAGES (SEM)	7157	BUSINESS LAW	8035	THEATRE II	8894	MS BEGINNING FLUTE
3543	SPAN HERITAGE SPKRS FUNDAMENTALS	7158	GLOBAL BUSINESS	8036	THEATRE III	8897	MS BEGINNING FRENCH HORN
3544	SPAN HERITAGE SPKRS ADVANCED	7159	HUMAN RESOURCES MGT	8037	THEATRE IV	8898	ACTING I METHODS sem 2
3545	SPANISH 7 DUAL LANGUAGE	7160	VIRTUAL BUSINESS	8038	THEATRE TECH I	8911	EXTND PRAC-CONSTRUCT TECH-DC (1ST TIME)
3546	SPANISH 8 DUAL LANGUAGE	7161	BUSINESS MANAGEMENT	8039	THEATRE TECH II	8918	DRAWING STUDIO II (DC) 1
3548	SPANISH III Advanced MS	7163	PRACTICUM BUS MGT I	8066	THEATRE TECH III	8960	IB DANCE I LEVEL III SLB
3557	SPANISH III INTERNATIONAL SCHOLARS	7166	ADVERTISING	8067	THEATRE TECH IV	8962	IB DANCE II LEVEL IV HLB
3560	SPANISH II INTERNATIONAL SCHOLARS	7167	FASHION MARKETING	8068	THEATRE PRODUCTION ENSEMBLE I	8963	WORLD DANCE DC
3563	SPANISH I INTERNATIONAL SCHOLARS	7168	ENTREPRENEURSHIP	8069	THEATRE PRODUCTION ENSEMBLE II	8964	DANCE COMPOSITION DC
3577	SPANISH I MS	7171	SPORTS ENT MKG	8074	THEATRE PRODUCTION ENSEMBLE III	8965	BEGINNING JAZZ DANCE 1 DC
3579	SPANISH II MS	7172	ADVANCED MARKETING	8075	THEATRE PRODUCTION ENSEMBLE IV	8984	VIDEO GAME PROGRAMMING DC
3590	AMERICAN SIGN LANGUAGE I	7173	PRACTICUM IN MARKETING	8076	THEATRE & MEDIA COMMUNICATIONS I	8985	AVID EXCEL 7
3594	AMERICAN SIGN LANGUAGE II (sem 2)	7177	BIOTECHNOLOGY I	8077	THEATRE & MEDIA COMMUNICATIONS II	8986	AVID EXCEL 8
3595	AMERICAN SIGN LANGUAGE II	7181	AC/DC ELECTRONICS	8078	MUSICAL THEATRE PRACTICUM I	8987	DANCE APPRECIATION & MEX AMER STUDIES
3596	AMERICAN SIGN LANGUAGE III	7183	ROBOTICS I	8079	MUSICAL THEATRE PRACTICUM II	9016	COMPUTER TECH PRACT II DC 1
3598	AMERICAN SIGN LANGUAGE IV	7185	SCIENTIFIC RESEARCH AND DESIGN	8147	PLAYWRITING I	9019	COMPUTER TECH PRACT II DC 2
3610	FRENCH I	7201	ENERGY POWER TRANS SYS (AIR TECH)	8152	PLAYWRITING II	9090	SELF MANAGEMENT OF LEARNING 9-12
3613	MYP FRENCH II 8	7204	ENERGY POWER TRANS SYS (COLLISION)	8153	COSTUME CONSTRUCTION	9091	PARTNER BAND
3625	FRENCH II	7207	AIRCRAFT AIRFRAME TECHNOLOGY	8159	DANCE ARTS I	9093	FUNC EMPLOYABILITY SKILLS
3637	FRENCH III Advanced	7208	AIRCRAFT POWERPLANT TECHNOLOGY	8160	DANCE ARTS II	9205	COGNITIVE SKILLS DEVELOPMENT II
3645	FRENCH III 1 (DC) sem 1	7209	AUTO TECH I: MAINTENANCE LT REPAIR	8161	DANCE ARTS III	9206	COGNITIVE SKILLS DEVELOPMENT III
3654	ADV PLACEMENT FRENCH	7211	AUTO TECH II: AUTOMOTIVE SERVICE	8162	DANCE ARTS IV	9207	COGNITIVE SKILLS DEVELOPMENT IV
3656	ADV PLACMT FRENCH IV LANG (sem 2)	7213	COLLISION REPAIR	8163	VARSITY DANCE ENSEMBLE I	9220	PHYSICAL EDUCATION BASIC
3675	GERMAN I	7214	PAINT AND REFINISHING	8164	NON-VARSITY DANCE ENSEMBLE I	9226	VOCATIONAL ACADEMICS II
3681	IB LANGUAGE B MOD LANG SPAN SLB	7228	CAREER PREPARATION I (2 credits)	8169	CHOIR-VARSITY MIXED I	9227	VOCATIONAL ACADEMICS III
3683	IB LANGUAGE B MOD LANG SPAN SLD	7232	CAREER PREPARATION PRACTICE A	8170	CHOIR-VARSITY TREBLE I	9228	VOCATIONAL ACADEMICS IV
3687	IB LANGUAGE B MOD LANG SPAN HLD	7233	CAREER PREPARATION PRACTICE B	8171	CHOIR NON-VARSITY TREBLE I	9229	WORK BASED LEARNING I
3690	GERMAN II	7234	CAREER PREPARATION PRACTICE C	8172	CHOIR-VARSITY TENOR-BASS I	9230	WORK BASED LEARNING II
3692	GERMAN II sem 2	7235	CAREER PREPARATION PRACTICE D	8173	CHOIR NON-VARSITY TENOR/BASS I	9231	WORK BASED LEARNING III
3694	GERMAN II - DUAL CREDIT sem 1	7237	PROJECT-BASED RESEARCH	8174	VARSITY-VOCAL ENSEMBLE I	9232	WORK BASED LEARNING IV
3695	GERMAN II - DUAL CREDIT sem 2	7238	PRINCIPAL AGRICULT FOOD & NATL RESOUR	8175	PIANO FORTE I	9246	FUNCTIONAL HEALTH ED
3702	GERMAN III Advanced	7245	ENERGY & NATURAL RESOURCES TECH	8176	MUSIC APPRECIATION I	9310	FUNCTIONAL PRINCIPLES TECH
3704	GERMAN III Advanced sem 2	7247	FLORAL DESIGN	8177	MUSIC APPRECIATION II	9327	NAVIGATING LIFE HEARING LOSS
3731	GERMAN I - CI	7249	HORTICULTURAL SCIENCE	8179	MUSIC THEORY LEVEL I	9328	MAKING CONNECTIONS I SEM
3732	GERMAN II - CI	7250	AGRICULTURAL MECHANICS & METAL TECH	8180	MUSIC THEORY Advanced	9329	MAKING CONNECTIONS II SEM
3733	SPANISH I - CI	7251	AGRI STRUCTURES DESIGN FABRICATION	8181	AP MUSIC THEORY	9330	MAKING CONNECTIONS III SEM
3734	SPANISH II - CI	7254	PRACTICUM AG FOOD & NATL RESOURCE I	8182	MUSIC PRODUCTION LEVEL I	9331	MAKING CONNECTIONS IV SEM

**Non-Core Content Courses**

Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
3740	SPAN HERITAGE SPEAK FOR CAREERS	7256	PRACTICUM AG FOOD NATRL RESOURCE II	8183	MUSIC PRODUCTION LEVEL II	9339	INVESTIGATE AND EXPLORE I
3770	ITALIAN I	7264	PLANNING AND GOVERNANCE	8188	MUSIC BUSINESS LEVEL I	9340	INVESTIGATE AND EXPLORE II
3775	ITALIAN II	7270	PRINCIPLES HOSPITALITY AND TOURISM	8189	MUSIC BUSINESS LEVEL II	9341	INVESTIGATE AND EXPLORE III
3780	ITALIAN III Advanced	7271	HOTEL MANAGEMENT	8190	MODERN BAND NON-VARISTY I	9342	INVESTIGATE AND EXPLORE IV
3783	ITALIAN IV	7273	TRAVEL AND TOURISM MGT	8191	MODERN BAND VARSITY I	9343	INVESTIGATE AND EXPLORE V
3790	JAPANESE I	7276	CULINARY ARTS	8193	HANDBELLS VARSITY I	9367	VOCATIONAL ACADEMICS IV (sem 2)
3801	KOREAN III	7278	PRAC IN CULINARY ARTS	8195	VARSITY WINDS & PERC I (SPRING)	9414	FUNC OCCUP PREP I
3802	KOREAN I	7281	PRAC IN CULINARY ARTS II	8199	NON-VAR WINDS / PERC I (SPRING)	9477	ECONOMICS DL
3803	KOREAN II	7284	HOSPITALITY SERVICES	8200	INTERMEDIATE WINDS & PERCUSSION I	9484	COMPUTER SCIENCE II LOTE
3804	KOREAN IV	7286	PRACTICUM HOSPITALITY TOURISM	8201	VARSITY JAZZ ENSEMBLE I	9487	MANUFACTURING ENGINEERING TECH II
3849	CHINESE II MS	7291	PRINCIPLES OF HUMAN SERVICES	8202	NON VARSITY JAZZ ENSEMBLE I	9643	SOCIAL SKILLS DEVELOPMENT GR 6
3854	CHINESE I MS	7292	INTERPERSONAL STUDIES	8203	VARSITY STRINGS I	9644	SOCIAL SKILLS DEVELOPMENT GR 7
3866	SPANISH DL 6TH GRADERS	7295	COUNSELING & MENTAL HEALTH	8204	NON-VARSITY STRINGS I	9645	SOCIAL SKILLS DEVELOPMENT GR 8
3888	MYP SPANISH II 8	7299	FAMILY & COMMUNITY SERVICES	8205	CHAMBER ENSEMBLE I	9646	SOCIAL SKILLS DEVELOPMENT GR 9
3890	SPANISH I	7301	PRACTICUM IN HUMAN SERVICES I	8206	AP DRAWING STUDIO	9647	SOCIAL SKILLS DEVELOPMENT GR 10
3892	SPANISH I sem 2	7303	INTRODUCTION TO COSMETOLOGY	8209	AP ART HISTORY	9648	SOCIAL SKILLS DEVELOPMENT GR 11
3895	MYP SPANISH I 6	7307	PARENTING FOR SCHOOLAGED PARENTS I	8238	AP 3D DESIGN STUDIO	9649	SOCIAL SKILLS DEVELOPMENT GR 12
3896	MYP SPANISH I 7	7309	PRINCIPLES OF INFO TECHNOLOGY	8282	AP 2D DESIGN STUDIO	9668	MS ACADEMIC COMPETITION COURSE 6
3925	SPANISH II	7311	NETWORKING	8285	STUDIO ART I	9669	MS ACADEMIC COMPETITION COURSE 7
3927	SPANISH II sem 2	7315	DIGITAL MEDIA	8291	STUDIO ART I sem 2	9670	MSCOMPETE8
3932	ADV PL CMT SPANISH IV LANG (sem 2)	7317	PRACTICUM IN INFO TECHNOLOGY	8292	STUDIO ART I Advanced	9720	PARTNER PE 6
3951	SPANISH III Advanced	7321	INTERNET TECHNOLOGY I	8294	STUDIO ART I sem 2 Advanced	9721	PARTNER PE 7-8
3953	SPANISH III Advanced sem 2	7326	PRIN LAW, PUB SAFETY, CORR SEC	8308	STUDIO ART II Advanced	9723	MOTOR DEVELOPMENT 7
3958	ADV PLACEMENT SPANISH LANGUAGE	7327	LAW ENFORCEMENT I	8319	STUDIO ART II	9724	MOTOR DEVELOPMENT 8
3961	ADV PLACEMENT SPANISH LITERATURE	7330	LAW ENFORCEMENT II	8323	STUDIO ART II sem 2	9725	PERSONAL SOCIAL SKILLS 7
3964	SPANISH III - DUAL CREDIT SEM 1	7333	FORENSIC SCIENCE	8324	PAINTING STUDIO II	9726	PERSONAL SOCIAL SKILLS 8
3965	SPANISH III - DUAL CREDIT SEM 2	7334	COURT SYSTEMS AND PRACTICES	8328	PAINTING STUDIO II sem 2	9727	DAILY LIVING SKILLS 7
3968	SPANISH IV - DUAL CREDIT SEM 2	7335	CORRECTIONAL SERVICES	8329	DRAWING STUDIO II	9728	DAILY LIVING SKILLS 8
3972	ADVANCED SPANISH LANGUAGE	7337	FIREFIGHTER I	8331	DRAWING STUDIO II sem 2	9729	WORK TASK & WORK SAMPLE 7
3992	IB LANG AB INITIO SPANISH SLB	7339	PRAC LAW, PUBSEV, CORR, SEC	8332	DIGITAL ARTS & MEDIA STUDIO II	9730	WORK TASK & WORK SAMPLE 8
3994	IB LANG AB INITIO SPANISH SLD	7340	PRAC LAW, PUBSEV, CORR, SEC II	8335	DESIGN STUDIO II	9731	PERSONAL CARE 7
3996	SPAN HERITAGE SPKRS ADVANCED 2	7341	DISASTER RESPONSE	8338	CERAMICS STUDIO II	9732	PERSONAL CARE 8
3997	DISCOVERING LANGUAGES HS SEM	7343	PRINCIPLES OF MANUFACTURING	8341	PAINTING STUDIO III	9733	PHYSICAL EDUCATION BASIC 7
4000	JAPANESE II	7345	WELDING I	8344	CERAMICS STUDIO III	9734	PHYSICAL EDUCATION BASIC 8
4003	JAPANESE III	7351	MANUFACTURING ENGINEERING TECH I	8347	DESIGN STUDIO III	9746	WORK ACTIVITY CENTER
4008	JAPANESE IV	7353	PRACTICUM IN MANUFACTURING	8353	DRAWING STUDIO III	9748	HEALTH EDUCATION BASIC 7
4201	APPLIED MUSIC VOCAL TECH	7355	PRINCIPLE ART AV TECH COMMUNICATION	8356	SCULPTURE STUDIO II	9749	HEALTH EDUCATION BASIC 8
4204	APPLIED MUSIC II	7359	PRINCIPLE ART AV TECH COM (AVPROD)	8358	SCULPTURE STUDIO II sem 2	9837	FUNCTIONAL OCC PREP I
4403	ART I DUAL CREDIT sem 1	7360	PRINCIPLE ART AV TECH COM (FSHDSGN)	8359	PRINTMAKING STUDIO II	9882	MS THEATRE PERFORMANCE II
4404	ART I DUAL CREDIT sem 2	7361	ANIMATION I	8362	JEWELRY STUDIO II	9883	MS THEATRE PERFORMANCE III
4413	MIXED CHOIR I (NON VARSITY)	7362	ANIMATION II	8365	SCULPTURE STUDIO III	9884	MS DANCE PERFORMANCE II
4414	MIXED CHOIR II (NON VARSITY)	7364	AUDIO/VIDEO PRODUCTION II	8368	PRINTMAKING STUDIO III	9885	MS DANCE PERFORMANCE III
4419	MIXED CHOIR IV (NON VARSITY)	7365	PRACTICUM IN AUDIO VIDEO PRODUCTION	8371	JEWELRY STUDIO III	9886	EXPLORATORY WHEEL ARTS
4548	MYP VISUAL ARTS II YR	7367	GRAPHIC DESIGN & ILLUSTRATION I	8380	PAINTING STUDIO IV	9935	AVID 6
4549	MYP VISUAL ARTS III YR	7368	GRAPHIC DESIGN & ILLUS AD DESIGN II	8386	DRAWING STUDIO IV	9939	PHYSICAL EDUCATION 6
4550	MYP VISUAL ARTS I SEM	7369	PRAC IN GRAPH DSGN & ILLUS AD DESIGN	8389	CERAMICS STUDIO IV	9941	HEALTH EDUCATION 6
4551	MYP VISUAL ARTS II SEM	7374	FASHION DESIGN I	8392	PHOTOGRAPHY STUDIO II	9942	PHYSICAL EDUCATION 6th (full year)
4552	MYP VISUAL ARTS III SEM	7376	PRACTICUM IN FASHION DESIGN	8395	PHOTOGRAPHY STUDIO III	9954	MOTOR DEVELOPMENT 6
4554	MS DANCE AND MEDIA COMMUNICATIONS I	7380	PROFESSIONAL COMMUNICATIONS	8402	VARSITY WINDS & PERC II (SPRING)	9955	PERSONAL SOCIAL SKILLS 6
4565	TEAM SPORT OFFICIATING	7384	INTERIOR DESIGN I	8403	VARSITY WINDS & PERC III (SPRING)	9957	DAILY LIVING SKILLS 6
4582	PHYSICAL EDUCATION 7-8	7385	INTERIOR DESIGN I (SKYLINE)	8404	VARSITY WINDS & PERC IV (SPRING)	9958	WORK TASK & WORK SAMPLE 6
4590	7TH GRADE BOYS' ATHLETICS	7387	INTERIOR DESIGN II	8414	NON-VAR WINDS & PERC II (SPRING)	9959	PERSONAL CARE 6
4591	7TH GRADE BOYS' ATHLETICS	7388	PRACTICUM IN INTERIOR DESIGN I	8415	NON-VAR WINDS & PERC III (SPRING)	9983	HEALTH EDUCATION BASIC 6
4592	7TH GRADE GIRLS' ATHLETICS	7390	ARCHITECTURAL DESIGN I	8416	NON-VAR WINDS & PERC IV (SPRING)	9984	GT INTERDISCIPLINARY SEMINAR 6
4593	7TH GRADE GIRLS' ATHLETICS	7392	ARCHITECTURAL DESIGN II	8417	INTERMEDIATE WINDS & PERCUSSION II	9990	BASIC HEALTH AND GROOMING 6
4594	8TH GRADE BOYS' ATHLETICS	7393	PRACTICUM IN ARCH DESIGN	8418	INTERMEDIATE WINDS & PERCUSSION III		
4595	8TH GRADE BOYS' ATHLETICS	7396	CONSTRUCTION TECHNOLOGY I	8419	INTERMEDIATE WINDS & PERCUSSION IV		

*This is not intended to be an exhaustive list of all non-core courses, and may be revised or amended by the School Leadership Department and Human Capital Management Department as necessary to support student needs.*

<b>Dallas ISD</b>	
<b>057905</b>	
<b>SPECIAL PROGRAMS</b>	<b>EHBE</b>
<b>BILINGUAL EDUCATION/ESL</b>	<b>(REGULATION)</b>

The District's ESL/ELL program is based on the following regulations:

Instruction will be in English and the primary language of students identified as English language learners (ELLs) who are enrolled in language classrooms in prekindergarten–grade 6.

In prekindergarten and grade 1, literacy will be developed in the child’s foundational language; in grade 2, formal literacy instruction shall begin in the student’s second language while literacy instruction in the foundational language continues through the end of the elementary years.

In dual language classrooms, English shall be utilized for mathematics instruction and Spanish for science and social studies instruction. Languages shall be separated for instruction.

The dual language goal of bilingualism and biliteracy shall be supported by transitioning students to general education instruction no earlier than grade 5.

English as a Second Language (ESL) instruction shall be provided to all students categorized as ELLs (not eligible for dual language classes) in prekindergarten–grade12.

ESL-trained teachers shall teach the sheltered content courses.

All core content teachers shall be provided with best practices for ELLs.

The use of any language as a means of communication will be permissible during the school day.

Language integrity will be maintained during instruction without concurrent translation.

ELL students shall be provided access to all curricular and extracurricular activities (e.g. Talented and Gifted/advanced academic classes, academic competitions, athletics, and band).

**DOCUMENTATION**

The District will retain documentation in each ELL student’s permanent record as required by Texas Education Code Chapter 89, subchapter BB statute. Additionally, the Spanish-language proficiency test scores (for ELL students who are Spanish speakers and non-ELL students participating in two-way dual language classes) shall be on file.

<b>Dallas ISD</b>	
<b>057905</b>	
<b>SPECIAL PROGRAMS</b>	<b>EHBE</b>
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**PARENTAL DENIAL OF PERMISSION FOR PLACEMENT OF A STUDENT**

If the parent of guardian denies permission to enroll the student in the state-required bilingual education or ESL classrooms as recommended by the language proficiency assessment committee (LPAC), a conference must be held with an administrator, the parent

or guardian, and another member of the LPAC. The conference will address and strive to ensure that the parent/guardian understands, the purpose and content of the dual language/bilingual education or ESL program.

The parent must state the denial of permission in writing and the original letter must be retained in the student's cumulative record. The District or campus may neither solicit a parent to deny permission nor provide a form denying permission to be signed by the parent or guardian.

**MONITORING AND REVIEWING STUDENT PERFORMANCE**

Each LPAC in the District shall assess achievement for essential knowledge and skills in accordance with Education Code Chapter 39 to ensure accountability for limited English proficiency (LEP) students and the schools that serve them. [See EHBE(LEGAL)]

In grades 3–12, a LEP student shall participate in the assessment of academic skills in accordance with commissioner's rules at 19 TAC Chapter 101, subchapter AA. [See EKB]

1. The LPAC recommendation will consider the use of the child's native language as the language of assessment, given that it is the foundational language of instruction for reading in dual language classes.
2. The LPAC recommendation will consider the use of the ELL child's second language as the language of assessment, given that it is the foundational language of instruction for mathematics in dual language classes.

**PARTICIPATION OF NON-ELL STUDENTS**

With the approval of the Board to establish two-way dual language classrooms throughout the District, and with the approval of a student's parent, a student who is not LEP may also participate in a bilingual education program. The number of participating students who are not LEP may not exceed 40 percent of the number of students enrolled in the program. Education Code 29.058.

**EXIT PROCEDURES**

LPACs are responsible for reclassifying all identified ELL students as non-ELL, according to the procedures listed below. The actions and recommendation of the LPAC are documented on the ELL student database printouts and on the student's cumulative records.

Exiting from the program at grade 5 or later supports the goal of bi-literacy and higher academic achievement for program participants.

To exit from a developmental bilingual education or ESL classroom, a student must:

- Pass the reading sections of the English state-mandated assessment for grades 3, 5, 6, and 7 and achieve a score of 4, 5, or 6 on the English language proficiency tests; or
- Pass the reading and writing section of the English state-mandated assessment for grades 8, 9, 10, and 11 and achieve a score of 4, 5, or 6 on the broad-ability subtests (all four parts) of the language proficiency test.

Recommendations for students to exit will be made only after re-view of all test data for students in grades 5–12, at the end of each school year. LPACs are responsible for informing parents in writing when students meet the exit criteria and exit from a dual language/bilingual education or ESL classroom.

<b>Dallas ISD</b>	
<b>057905</b>	
<b>SPECIAL PROGRAMS</b>	<b>EHBE</b>
<b>BILINGUAL EDUCATION/ESL</b>	<b>(REGULATION)</b>

The student's parent or guardian may request, in writing, the removal of the child from the dual language/bilingual education or ESL classroom.

**GRADING ELL STUDENTS**

A student's proficiency in English is expected to grow from year to year. The proficiency in English is not an indicator of academic performance nor mastery of TEKS, and therefore, cannot be the sole reason for a student to fail a course.

**MONITORING FORMER ELL STUDENTS**

LPACs will monitor—for each grading period for two years—the academic progress of each student who exited from a dual language/bilingual education or ESL classroom, to determine whether the student is academically successful.

A student who earns a failing grade in a subject in the foundation curriculum during any grading period in the first two years after the student is transferred out of the program shall be evaluated by the LPAC [see EHBE(LEGAL)]. After the evaluation, the LPAC may request input from the school support team, if applicable.

**PROGRAM EVALUATION**

The District will monitor and annually assess the proper implementation of the dual language/bilingual and ESL classrooms. Classroom effectiveness is monitored using the CIPP model, a comprehensive evaluation process that includes context, input, process, and product evaluations.

Norm- and criterion-referenced measures in English and Spanish will be used for evaluation. The District will use a conditional inclusion model when testing ELL students with ITBS/TAP and state-mandated assessment tests. This conditional inclusion model tests students with the most linguistically appropriate instrument to obtain more meaningful results.

The District will give specific attention to the proper progression of all ELL students in the programs in which they are enrolled by the use of the language proficiency assessment as well as the use of the program levels of secondary ELL students. Progression will be based on annual data. The number of SOL students who exit the program starting with grade 5 also will be documented.

Additionally, for the purpose of supporting the expansion of the two-way dual language classes, the District will begin to collect student language proficiency data in the spring for grades K, 2, and 4 in the two languages of instruction for all participating students.

The District will monitor the personnel development of teachers and the quality of the parental involvement component.

**ADOPTION OR LAST AMENDED DATE**

This regulation was last adopted or amended on January 23, 2008.

**HISTORICAL COMPENSATION EXCEPTIONS**

1. **Career Ladder:** For those employees under the salary schedule for Teachers, Related Instructional and Professional Support who had Career Ladder (Level II \$1,500 or Level III \$3,000) back in the 1999-2000 school year, their Career Ladder was added to their 1999-2000 annual base salary to determine the 2000-2001 Board approved salary increase in the 2000-2001 15 step compressed salary schedule. This decision had the effect of placing those employees in higher steps than their corresponding creditable years of service (See the Compensation Book for 2000-2001 school years).
2. **Career and Technology/Vocational Teachers:** Based on recruitment needs for these types of employees, the Dallas ISD offered to recognize up to seven (7) years of practical business-related experience (first two years one for one year, and thereafter one year for every two). As of the 2001-2002 school year, the recognition of such experience was strictly based on the Texas Education Code for recognition of Creditable Years of Service for Vocational teachers that only grants two years (See Texas Education Code).
3. **ROTC High School Instructors:** The recognition of Creditable Years of Service was using the same criteria mentioned for Vocational teachers, and additionally, they were also granted the next degree level to the one they actually had (this practice was also stopped by the 2001-2002 school year), and the annual base salary is always the higher of the Dallas ISD salary and step that is closest to the ROTC military level or the Dallas ISD approved increase (See ROTC Grievance decision).
4. **Longevity:** For those employees receiving Longevity pay in the 2007-2008 school year, the Board approved salaries for the 2008-2009 school year were determined by adding to their 2007-2008 base annual salary, the higher of the Board approved increase (step up salary on the 2007-2008 salary schedule) or the Longevity. As a result of this decision, their salaries are out of step in reference to the 2008-2009 salary schedules, and until future salary increases exceed their 2008-2009 salary, will continue receiving such salary (See Board document of June 26, 2008). This Board decision has been overruled by the Board approved decision of August 27, 2009 that granted a salary increase for these employees giving them the difference to their next 09-10 step, plus \$851 WADA calculated amount. If the new 09-10 was still lower than their 08-09 salary, then they received only \$851 of WADA.
5. **Retired/Rehired TRS Subsidy:** Effective April 27, 2006, the Dallas ISD Board of Trustees adopted a provision which states that any person who retired with TRS after September 1, 2005 and is rehired in a non-teaching position or as a teacher in a noncritical shortage area will be compensated at 85% of their salary. Retirees who are hired in non-covered TRS positions, like substitutes and in positions half time or less are not subject to the adjusted compensation of 85% of their salary. Critical shortage areas are Bilingual, Secondary Math (7 -12), Secondary Science (7-12), Special Education, and languages other than English.
6. **New hires who did not work 90 days for a full Creditable Year of Service:** Employees who did not have a complete CYS\* were granted a Board approved increase because the Board did not specifically limit the increase to those with a complete CYS\* by having worked at the District for at least 90 days the previous school year (See Board document of June 26, 2008).

### A

**Ability to Pay** - The ability of an organization to pay a given level of wages or to fund a wage increase while remaining profitable. A frequent issue in union contract negotiations.

**Across-the-Board Increase/Decrease ("ATB")** - An identical pay raise/decrease – either in a flat rate such as cents per hour or as a percentage of salary – given to a defined group of eligible employees.

### B

**Back Pay** - The difference between what the employee was paid and the amount he or she should have been paid and is owed due to an error, or discrepancy.

**Base Pay** - The fixed compensation paid to an employee for performing specific job responsibilities. It is typically paid as a monthly salary or hourly rate.

**Base Rate** - The hourly rate or salary paid for a job performed. It does not include shift differentials, stipends, benefits, overtime, incentive premiums, or any pay element other than the base rate.

**Benchmark Job** - A job commonly found in the marketplace which is used as a reference point for making pay comparisons. Pay data for these jobs are readily available in published surveys. Benchmark jobs are found in other organizations, have job specifications that relate to what, why and how work is done on a consistent level, and are fairly stable over time with respect to job content.

### C

**Common Review Date** - The date on which all (or a group of) employees receive pay increases. For example, an organization may implement increases for all employees on April 1; employees hired off cycle usually receive prorated increases. Also known as focal point review date.

**Compa-ratio** - The ratio of the employee's actual pay rate (numerator) to the midpoint of their pay range (denominator). Compa-ratios are used primarily to measure and monitor an employee's actual rate of pay to the midpoint of their range. A compa-ratio can be calculated for a group, a department or an entire organization. (Also, see Market Compa-ratio).

**Compensable Factor** - Any factor used to assess the value of job content in a job evaluation method. Typical compensable factors are knowledge and skill, problem solving, decision making, impact, accountability, and communication skills.

**Compensation** - Cash provided by an employer to an employee for services rendered. Compensation is comprised of elements of pay such as base pay, variable pay, stock, etc. that an employer offers an employee in return for their services.

**Compensation Cost** - The total cost to the organization, including the unrealized or unknown future cost effects of today's compensation decisions regarding the total compensation program. Included are base pay, incentive opportunities, benefits costs and liabilities, perquisite costs, time-off programs (vacations, sick pay, etc.)

**Compensation Philosophy** - The principles that guide the design, implementation, and administration of compensation program at an organization. The strategy ensures that a compensation program supports the organization's mission, goals and business objectives. The philosophy ensures that a compensation program supports an organization's culture.

**Compensation System** - A system of components developed to maintain internal and external equity between employees, including but not limited to job descriptions, job analysis, job evaluations, pay structures, salary surveys, and policies and regulations.

**Competency** - A behavior, attribute or skill that is a predictor of personal success.

**Competitive Pay Policy** - The strategic decision of an organization makes about which labor markets to use as comparison groups and how to set pay levels with respect to those groups. After choosing the comparison group, the organization must decide its market position with respect to the group.

**Compression** - Pay differentials too small to be considered equitable. The term may apply to differences between (1) the pay of supervisors and subordinates, (2) the pay of experienced and newly hired personnel of the same job, and (3) pay-range midpoints in successive job grades or related grades across pay structures.

**Continuous Day** – The substitute employee works at the same school, with the same students with no absences.

**CYS** - Creditable years of service. An employee receives a creditable year of service credit after completing the equivalent of a minimum of 90 working days in a school year.

### **D**

**Demotion** - Movement to a job in a pay range with a midpoint that is less than the midpoint of the previous job's pay range. Demotions may be the result of poor performance, a re-organization or re-engineering, or an employee request.

**Downgrading** - The movement of a job to a lower job grade and pay range within a pay structure.

**Downsizing**- Reducing the size of the work force.

### **E**

**Exempt Employees** - Employees who are exempt from the Fair Labor Standards Act of 1938 (FLSA) minimum wage and overtime provisions due to the type of duties performed.

**External Equity** - A standard that fairly establishes pay levels that correspond to each job's relative value compared to that of its labor market competitors, as determined by market pricing.

### **F**

**Fair Labor Standards Act (FLSA)** - A federal law passed on 1938 governing minimum wage, overtime pay, child labor, and record-keeping requirements.

**FTE** - Full-time equivalent. A 100% FTE is 40 hours per week.

### **G**

**Grade (Salary or Pay Grade)** - A group of jobs of the same or similar value, used for compensation purposes. All jobs in a (salary) grade have the same salary range: minimum, midpoint, and maximum.

### **H**

**Hourly** - The rate of pay per hour for a job being performed. An "hourly" worker may be assigned to various rated jobs during any pay period and is paid the "rate" applicable to each job while working on it. The term hourly also is used to distinguish between nonexempt and exempt employees, even though so-called hourly or nonexempt employees often are paid on a salaried basis.

### **I**

**Internal Equity** - A standard that fairly establishes pay levels that correspond to each job's relative value within Dallas ISD.

### **J**

**Job** - The total collection of tasks, duties and responsibilities assigned to one or more individuals whose work has the same nature and level. Also called a position.

**Job Analysis** -The systematic, formal study of the duties and responsibilities that comprise job content. The process seeks to obtain important and relevant information about the nature and level of the work performed and the specifications required for an incumbent to perform the job at a competent level.

**Job Analysis Interview** - A method for gathering information about a job by conducting a question-and-answer session with a person who is knowledgeable about that job.

**Job Description** - A document that outlines the most important features of the job including the major responsibilities, physical conditions, work environment and the skills, experience, and education required to perform the job duties. A job description should describe and focus on the job itself and not on any specific individual who might fill the job.

**Job Evaluation** - A systematic approach to comparing different jobs within an organization for the purpose of determining relative value. Job evaluation is conducted using a defined set of compensable factors that are linked to compensation.

**Job Family** - A group of jobs having the same nature of work (e.g., engineering) but requiring different levels of skill, effort, responsibility or working conditions (e.g., entry-level vs. senior engineer).

**Job Grade** - One of the classes, levels or groups into which jobs of the same or similar value are grouped for compensation purposes. Usually, all jobs in a grade have the same pay range; minimum, midpoint, and maximum. However, sometimes different jobs in the same pay grade have different pay ranges, due to market conditions for some of the jobs.

**Job Responsibility** - One or a group of duties that identifies and describes the major purpose or reason for the existence of the job.

**Job Title** - A label for a job that uniquely identifies it. Job titles should describe the nature and level of work performed.

### **M**

**Market Compa-ratio** - The ratio of internal pay to competitive pay for a company, group or individual, calculated by dividing the internal weighted average pay by the related market weighted average pay.

**Market Pricing** - A process that sets the pay range for a job as determined by what other organizations pay employees performing a similar job. To assign a range to a position, at least two market data sources are used. Consideration is given to variations in: 1) industry, 2) range of responsibilities, 3) complexity of the organization, and 4) size of the organization.

**Market Rate** - The employer's best estimate of the wage rate that is prevailing in the external labor market for a given job or occupation.

**Mean** - A simple arithmetic average obtained by adding a set of numbers and then dividing the sum by the number of items in the set.

**Median** - The middle item in a set of ranked data points containing an odd number of items. When an even number of items are ranked, the average of the two middle items is the median.

**Midpoint** - The salary that represents the middle of a given salary range or pay grade.

**Minimum Wage** - The lowest allowable hourly pay level for most Americans, established by Congress as part of the Fair Labor Standards Act (FLSA). Some states have laws that mandate higher minimum wages for some employees.

### **N**

**Nonexempt employees** - Employees who are not exempt from the minimum wage and overtime pay provisions of the Fair Labor Standards Act of 1938 (FLSA).

### **O**

**Overtime** - Under the Fair Labor Standards Act of 1938 (FLSA), nonexempt employees must be paid one-and-a-half times their normal wage rates for all hours worked in excess of 40 in any work week.

### **P**

**Pay grade** - A group of jobs of the same or similar value, used for compensation purposes. All jobs in a pay grade have the same salary range: minimum, midpoint, and maximum.

**Performance Appraisal** - A system to determine how well an employee has performed during a period of time, frequently used as a basis for determining merit increases.

**Performance Management** - A managerial process that consists of planning performance, managing performance (through observation and feedback), improving performance through development, appraising performance and rewarding performance.

**Promotion** - Movement to a job in a pay range with a midpoint that is greater than the midpoint of the previous job's pay range.

### **R**

**Red Circle Rate** - An employee pay rate that is above the established range maximum assigned to the job grade. The employee is usually not eligible for further base pay increases until the range maximum surpasses the individual pay rate.

**S**

**Salary Budget** - An amount or pool of money allocated for payment of salaries during a specified period. Salary budgets must be taken into account when planning structure adjustments or individual employee adjustments.

**Salary Range** - The market rates of pay, from minimum to maximum, established for a pay grade based on Market salary surveys.

**Salary Structure** - The hierarchy of job grades and pay ranges established within an organization. The salary structure may be expressed in terms of job grades, job-evaluation points or policy lines.

**Salary Survey** - Published data on wages and salaries paid by other employers for benchmark jobs.

**T**

**Total Compensation** - The yearly total amount paid to an employee in base salary, benefits, and supplemental earnings.