



Cedar Hill ISD 2026-2027

COMPENSATION MANUAL

APPROVED MAY 18, 2026





TABLE OF CONTENTS

VALUES, MISSION, VISION, AND MOTTO	4
CHISD COMPENSATION PROGRAM	5
COMPENSATION STRUCTURE	6
• Compensation Policy	6
• Pay Administration	6
• Compensation Framework.....	6
• Annual Earnings vs. Annualized Salary.....	7
• Compensatory Pay (Comp Time).....	7
• Pay Increases.....	7
• Compensation Philosophy and Objectives	7
• Pay Systems	8
• Job Descriptions	8
• Exemption Status	8
• Job Classification.....	8
• Determining Factors in Classifying Jobs	9
• Classification of New Positions.....	9
• Common Misconceptions about Job Classification.....	10
• Job Reclassification	10
• Pay Increase Budget.....	10
• General Pay Increases and Eligibility	11
• Salary Placement of New Hires	11
• Salary Adjustment Qualifications.....	11
• Promotion Defined.....	11
• Demotion Defined.....	11
• Lateral Transfer	12
• Supplemental Compensation	12
• Procedures for Requesting a Pay Re-Classification	12
• Back Payment of Earnings.....	12
• Overpayment	13
• Payroll Deduction	13
• Required Deductions.....	13
• Pay Information	13
• Pay Dates	13



TABLE OF CONTENTS, *Continued*

PAY GRADES AND RANGES 14

Classroom Teacher Matrix..... 15

Instructional Programs 16

Campus Professionals..... 17

Business Professionals 18

Technology..... 19

Instructional Support 20

Administrative Support 21

Operations..... 22

Safety and Security 23

Child Nutrition..... 24

Custodian Services 24

Transportation..... 25

Guest Teacher and Part Time/Temporary Employees 26

LONGEVITY PAY DIFFERENTIAL: TEACHERS & NURSES..... 27

- Breaks in Service..... 28
- Part-Time/Temporary Rates 28
- Extra Duty or Additional Pay Rates 28
- JROTC Instructor Salaries..... 29

SUPPLEMENTAL COMPENSATION 30

- Supplemental Compensation/Stipends 31
- Eligibility Criteria 31
- Ineligible..... 32
- Stipend Payments, Deductions and Recovery of Funds..... 32
- New Stipend Recommendations..... 32
- Stipends: Academic/STAAR EOC-Tested/Dual Credit..... 33
- Teachers/Grant-Funded/LPAC/SPED.....
- Stipends: Instructional Supplemental Duties/Elementary/Middle 34
- School
- Stipends: High School 35
- Stipends: Athletics/Summer School..... 36

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT (TIA) 37

- Eligibility 38
- Definitions 39
- Cedar Hill ISD Cohort D 39

BUS DRIVER ATTENDANCE INCENTIVE PROGRAM..... 40



VALUES

Every student. Every time. All the time.

VISION

Unlocking every Longhorn's potential.

MISSION

To develop resilient scholars who excel academically and are empowered to serve.

MOTTO

Educate. Empower. Inspire.



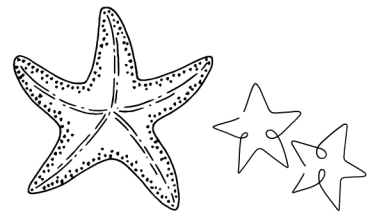
CHISD COMPENSATION PROGRAM

The function of the Human Resources Department is to direct the strategic planning, design, implementation, administration, and communication of all district compensation programs, ensuring the programs are aligned with the District's strategy and culture.

CHISD COMPENSATION PROGRAM

Responsibilities of the Human Resources Department Include:

1. Overseeing the design, implementation, and administration of compensation programs.
2. Recommending and administering policies and procedures to ensure competitive and consistent compensation practices and ensuring adherence to the compensation philosophy.
3. Researching and evaluating district needs and market trends for the purpose of ensuring the District's compensation programs are competitive and provide the ability to attract, engage, and motivate highly-qualified employees.
4. Strategizing and consulting with senior leadership to educate employees regarding the compensation programs.
5. Continually evaluate compensation practices to ensure adherence to the compensation philosophy by conducting market pricing surveys:
 - a. Pay Scale
 - b. Texas Association of School Boards (TASB)
 - c. Other targeted surveys
6. Developing and maintaining competitive salary structures.
7. Performing job evaluations (in conjunction with TASB as needed) to determine the appropriate grade for each job, taking into consideration:
 - a. Job description(s)
 - b. Market data
 - c. Internal equity
 - d. Preservation of consistency between departments
 - e. Interviews with department or campus leader and/or other key employees
8. Collaborating with managers to review the duties performed by each of their employees in developing or revising job descriptions.
9. Considering the various types of pay decisions, and making appropriate pay recommendations with the following considerations:
 - a. Market data
 - b. District issue/need
 - c. Individual future potential and likely future jobs
 - d. Need for specific, or specialized skill set
 - e. Pay of others on the same career track
 - f. Budget requirements and constraints
10. Conducting compensation reviews, as needed. Compensation reviews for individual employees must be initiated through the employee's manager.
11. Referring all policy and procedure exceptions to the Executive Director of Human Resources.



CHISD COMPENSATION STRUCTURE

Board Policy DEA Local

The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structure, stipends, benefits, and incentives. The Superintendent shall administer the compensation plans consistent with the annual approved budget by the Board and administrative guidelines.

PAY ADMINISTRATION

Board Policy DEA Local

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

COMPENSATION FRAMEWORK

Cedar Hill Independent School District's compensation plan is made up 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 Human Resources Department conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions.

Cedar Hill ISD pay groups are:

- Auxiliary
- Administrative
- Counselor
- Paraprofessional
- Police & Security
- Support Professional
- Teacher, Librarian, & Nurse
- Transportation



The Human Resources Department, with TASB's support, determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is 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, district consistency, and administrative input are all considered when performing job evaluations).



CHISD COMPENSATION STRUCTURE . . . *continued*

ANNUAL EARNINGS VS. ANNUALIZED SALARY

Annual Earnings: The actual amount an employee earns in a year. It is figured retroactively or after the earnings have been paid. It differs from annualized earnings as it is *NOT* an estimate of what may happen, it is a record of what *did* happen.

Annualized Salary: Employees of Cedar Hill ISD are annualized based on either days or hours worked per school year over the remaining checks for the school year. An annualized salary is useful for employees who do not work a full year, such as teachers, and for employees who work part of each year on a salaried basis. Annualization is the process of spreading the payments out to the employee over the entire year, though the salary is only earned for part of the year. This gives the employee a steady paycheck when they are not working. Employees who are considered hourly and are paid on a semi-monthly basis will not be paid on an annualized basis, therefore they will be paid on actual hours worked for the pay period.

COMPENSATORY PAY (COMP TIME)

Board Policy DEAB Local

Non-exempt employees (annualized salary payments) receive compensatory time off, rather than overtime pay at a rate of no less than one and one-half hours for each overtime hour worked in lieu of overtime pay. Work weeks that include holiday and/or approved time off in excess of forty (40) hours are paid at a rate of one hour until the time off or holiday hours have been exceeded. Supervisors of non-exempt employees shall ensure there is documented approval of the employees working a schedule beyond their normal working hours and the nature of the work performed. All compensatory time should be used by the end of the fiscal year (June 30) or the supervisor should be accountable for the budget to pay out the compensatory time as earned.

PAY INCREASES

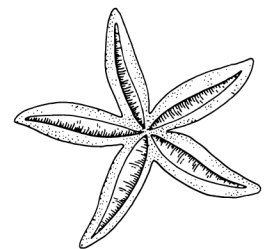
Board Policy DEA Local

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

COMPENSATION PHILOSOPHY AND OBJECTIVES

Cedar Hill ISD pay systems shall be designed and managed for the following purposes:

- Offer competitive pay to attract and retain highly qualified personnel
- Provide internal pay equity for job responsibilities
- Reward continued service to the district
- Manage payroll expenses effectively



CHISD COMPENSATION STRUCTURE . . . *continued*

PAY SYSTEMS

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the District. The Human Resources Department recommends the development, maintenance, and administration of employee pay systems in accordance with Board policies, governmental laws, and regulations.

All District jobs are assigned a pay grade that establishes the minimum to maximum pay range for the position. Jobs are assigned to pay grades based on the following factors:

- Job qualifications and required skills
- Job duties and responsibilities defined by the District
- Competitive job market prices

Pay ranges are reviewed annually and adjusted periodically. Employee salaries will be adjusted based on the pay increase budget and pay raise guidelines as approved by the Board of Trustees each year.

JOB DESCRIPTIONS

Job descriptions are an essential function in the administration of a compensation system. Accurate, complete, and job descriptions are collected and maintained by the Human Resources Department. This includes job descriptions that address job qualifications, primary purpose, major duties, responsibilities, and working conditions. Job titles will be reviewed by the Human Resources Department to maintain a logical job titling scheme that consistently describes the level and nature of work.

EXEMPTION STATUS

All jobs will be classified as exempt or nonexempt per the requirements of the Fair Labor Standards Act (FLSA) and documented in the job description. The Human Resources Department determines the classification of each position based on the assigned job duties. To be exempt, the employee's primary duties must meet the requirements defined by the federal regulations of the Executive, Administrative, or Professional exemption test or be a teacher, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as non exempt or hourly.

JOB CLASSIFICATION

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market value. All jobs are classified based on common factors that show the relative level of knowledge and skill requirements, the complexity of assigned duties, job accountability, and working conditions. The Human Resources Department collects job information, evaluates jobs for classification purposes, and assigns jobs to pay grades. The Superintendent or designee has final authority concerning job classifications.



CHISD COMPENSATION STRUCTURE . . . *continued*

DETERMINING FACTORS IN CLASSIFYING JOBS

- **Freedom to Act** - Authority, autonomy, independence of action, the degree to which job tasks are dictated by policy, procedures, manuals, supervisor, or department.
- **Complexity** - Problem-solving skills are assessed based on two scales; one, the types of problems encountered from routine to most difficult and two, the knowledge required to solve them from simple recognition and referral to devising solutions based on interpretation of policy and understanding of departmental objectives.
- **Consequences of Error** - Measures the impact of errors made in the course of work and the consequence of error according to magnitude of errors.
- **Scope** - The variety of work assigned, the degree of District skills required to complete the work, the knowledge of District units inside or outside the District, and the diversity of deadlines and priorities governing the work.
- **Supervisory Responsibilities** - Number, types, and level of positions supervised, functions supervised, the degree of supervisory authority, complexity and diversity of work supervised.
- **Responsibility for Resources** - The extent of the resources for which the employee has responsibility including, but not limited to, human, financial, facilities, material, and information systems.
- **Communications** - Types of verbal and written communications; what information typically is responsible for communicating and method of delivery.
- **"Majority Rule"** - Classification title and level are dependent primarily on where the majority (50% or more) of a job duty lies.

CLASSIFICATION OF NEW POSITIONS

Prior to posting, new positions must have a written job description created collaboratively by the Human Resources Department and the hiring manager. The Human Resources Department will determine the pay-grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.



CHISD COMPENSATION STRUCTURE . . . *continued*

COMMON MISCONCEPTIONS ABOUT JOB CLASSIFICATION

The employee on the line was cordial, clear, and direct: “I just got my degree, so when do I get reclassified?” This call represents a common misconception about the District’s classification system. Classification is based solely upon the duties assigned to a position, not the qualifications of the incumbent. Put simply, the position (job) is classified, not the employee. Besides educational attainment, other person-related factors that are not taken into consideration when classifying a position’s job level include:

- **Longevity** – The length of time the employee has worked at the District may positively affect performance on the job, however, it is not a factor used in determining the position level.
- **Speed** – How fast an employee works or how much is produced compared to others is a factor in performance, not job classification.
- **Retention** – “She’s been offered a promotion,” more than one supervisor has commented. “If I can’t match it, I’ll lose my best employee.” While this dilemma is understandable, the fear of losing an employee cannot be considered in classification decisions for job level.
- **Financial Need** – “I just bought a new home, my daughter’s a sophomore at UT, I need a new car, and my dog is sick.” Financial need is universal, and classification cannot include personal finances as a consideration.
- **Dedication** – We often hear about employees who, “Always arrive early, leave late, never take breaks, work weekends, etc.” Again, this is a performance issue and should be addressed during reviews.
- **Personality** – Ability to work in unusual conditions and with difficult co-workers is not a factor to be considered when classifying a position. Unique skill and/or ability required for a position is considered and should be spelled out in the job description.
- **Future Projects** – Duties currently performed, not future assigned duties are considered in job evaluation.

What *are* some of the factors taken into consideration when making classification decisions?

In brief, classification is based upon several factors: the nature, variety, and difficulty of the duties; the responsibility for staff and resources; the knowledge and originality required for the position; and the authority and relative autonomy of the position (*see previous section “Determining Factors in Classifying Jobs”*)

JOB RECLASSIFICATION

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified because of a significant and sustained change in job duties assigned, a need to improve internal pay equity or change in the competitive job market.

All positions, except for teachers, librarians, substitutes, and part-time temporary employees are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. The Human Resources Department will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District or in the marketplace.



PAY INCREASE BUDGET

The Superintendent recommends a budget for pay increases as part of the annual budget process. Budget recommendations for pay increases are based on available revenue, statutory requirements, competitive job markets, and District compensation objectives. Salary schedules or placement guidelines do not imply or assure similar salary increases in subsequent years.

The pay increase budget recommended by the Superintendent may include adjustments to remedy internal or external pay equity problems, or to compensate an employee for a significant change in job responsibilities.

CHISD COMPENSATION STRUCTURE . . . *continued*

GENERAL PAY INCREASES AND ELIGIBILITY

Employee salaries and wages will be reviewed annually for adjustment. General Pay Increase (GPI) is based upon the annual budget approved by the Board of Trustees and given to employees to compensate for continued service to the District.

To receive a general pay increase, an employee must be in “active status” or on an approved leave of absence for at least 90 calendar days prior to July 1 of the fiscal year. Exceptions require authorization by the Superintendent or designee. The general pay increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2026-2027 pay rates in the Skyward Employee portal one-to two-weeks prior to their first paycheck of the school year.

SALARY PLACEMENT OF NEW HIRES

Salaries are determined by an employee’s total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees.

The starting salary is determined individually based on job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted upward by the Human Resources Department for hard-to-fill positions or to recognize extraordinary knowledge and skills, qualifications, or technical certifications.

SALARY ADJUSTMENT QUALIFICATIONS

It is the responsibility of the employee to submit original service records and official transcripts at the time of hire. Employees who provide service records with verifiable, creditable experience may receive a review for a potential salary adjustment if a request for a salary adjustment is submitted to the Human Resources Department. Service records must be submitted to Human Resources within 60 days of the hire date to ensure proper step placement. Service records received after this date will not be eligible for salary adjustment review unless the position falls below the statutory minimum.

PROMOTION DEFINED

A promotion occurs when an employee is typically assigned to a different job in a higher pay grade and range. Pay adjustments for promotions begin with the effective date of the new assignment. For promotions that take effect at the beginning of the school year, any general pay increase granted by the Board of Trustees will be applied to the new rate of pay resulting from the promotion. A promotion increase for employees is based on the current base salary less any stipends paid for supplemental duties. Certain promotions are considered “Career Path” movements. These movements may or may not result in an increase to the employee’s daily rate.

DEMOTION DEFINED

A demotion occurs when an employee is reassigned to a different job with less responsibility at a lower pay grade level. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions. A reduction in pay because of a demotion is effective the first day of the next contract year. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Reductions in pay made because of a demotion take into consideration the new salary range as well as comparative equity with other employees currently in that job level.



CHISD COMPENSATION STRUCTURE . . . *continued*

LATERAL TRANSFER

A lateral transfer is defined as movement into another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the equivalent daily pay rate remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job.

SUPPLEMENTAL PAY

Supplemental pay (stipends and extra-duty pay) represents a remuneration in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year-to-year basis. Supplemental pay will be discontinued upon cessation of assignment, or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. The employee must be able to fulfill their day-to-day duties along with the added responsibilities associated with the supplemental pay. Supplemental pay will be discontinued for employees who are not able to meet these expectations.

PROCEDURES FOR REQUESTING A PAY RE-CLASSIFICATION

A pay classification review must be initiated by the job supervisor. Jobs previously submitted within the last 12 months and new jobs (1 year or less) are not eligible for review. Requests should be submitted to the Human Resources Department in January of each year to allow adequate time for budget considerations.

The supervisor may request a salary review during the annual budgeting process, typically beginning in January of each year. The appropriate division/department head must approve the submission of the request to the Human Resources Department. The supervisor's request must include a proposed job description and written explanation of changes in job duties and responsibilities along with the Request for Position Revision/Conversion form completed by the incumbent and supervisor. The request must be approved by the appropriate division head, Executive Director of Human Resources, or Superintendent.

The Human Resources Department will review the request and obtain additional job information, if needed. Additional information may be obtained by a written questionnaire, by interviewing the supervisor and/or employee(s), or by analyzing external job market information. The Human Resources Department will evaluate the job placement in the pay structure and prepare a written recommendation for pay grade assignment for the Superintendent's review.

BACK PAYMENT OF EARNINGS

Employees are responsible for regularly reviewing the accuracy of their pay statement. A back payment occurs when the employee is paid less than the amount they should have been paid. If it is determined the back pay is due for duties performed with prior approval, the situation is rectified by paying the difference for the current fiscal year. For extra-duty or supplemental pay, to review a request for back payment of earnings, written documentation must be submitted that shows the work was agreed upon by the supervisor prior to the work being performed. Underpayments will be reimbursed for the current fiscal year after being reviewed and confirmed by the Human Resources Department within sixty (60) days of the closed previous fiscal year (June 30) with approval from the Executive Director of Human Resources.



CHISD COMPENSATION STRUCTURE . . . *continued*

OVERPAYMENT

Employees are responsible for regularly reviewing the accuracy of their pay statement. 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 any relevant supplemental pay. If discovered and/or reported in the current fiscal year, a payment plan may be developed for regular payroll deductions to recoup the overpayment. Generally, an overpayment will be paid in one pay cycle. However, if this creates an undue hardship, the District may develop a plan for regular payroll deductions in the same calendar year at the discretion of the district to ensure an accurate W-2 form.

PAYROLL DEDUCTION

Policy CFEA (LEGAL)

REQUIRED DEDUCTIONS:

- **Federal Withholding**
- **Medicare**
- **Teacher Retirement System (TRS)**
- **TRS Retirement Insurance**
- **FICA Alternative Plan** (*Substitute/Temporary Staff Only*)

Other payroll deductions staff members may elect to include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations and specific charitable groups. Salary deductions are automatically made for unauthorized or unpaid leave. It is the responsibility of the employee to submit requests for time off to their immediate supervisor and input any absences in the Skyward Employee Access portal.

Pay Information

Employees are responsible for ensuring their pay is accurate by reviewing their pay statement online in the Skyward Employee Access each time they get paid. It is important to review all information on each pay statement including name, social security number, pay rates, paid time off balance, and other information. The general pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2026-2027 pay rates in the Skyward Employee Access portal one-to-two weeks prior to their first paycheck of the school year.

Pay Dates

Pay dates are located on the Cedar Hill Independent School District website under Services & Departments > Business Office > Payroll. Payroll dates are Board approved on an annual basis for each school year.



2026-2027 PAY GRADES AND RANGES

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session. The District reserves the right to adjust salary amounts for the 2026-2027 school year in response to legislative changes. The contents of this manual may be updated throughout the year at the discretion of the Superintendent to meet the operational needs of the District.

These salary ranges represent the minimum rate of base pay an employee can earn by position and grade. These are current rates and not a guarantee of future earnings. The salary ranges will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive.

Teacher salaries are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials. Salary schedules cannot be used to compute future earnings.



TEACHER MATRIX 2026-2027

Years of Experience	Base*	HB2	Bachelors Total	Masters Total	Doctorate Total
0	60,000.00	500.00	60,500.00	61,500.00	62,500.00
1	60,300.00	1,000.00	61,300.00	62,300.00	63,300.00
2	60,600.00	1,500.00	62,100.00	63,100.00	64,100.00
3	60,600.00	2,500.00	63,100.00	64,100.00	65,100.00
4	60,900.00	2,500.00	63,400.00	64,400.00	65,400.00
5	61,200.00	5,000.00	66,200.00	67,200.00	68,200.00
6	61,500.00	5,000.00	66,500.00	67,500.00	68,500.00
7	61,800.00	5,000.00	66,800.00	67,800.00	68,800.00
8	62,100.00	5,000.00	67,100.00	68,100.00	69,100.00
9	62,400.00	5,000.00	67,400.00	68,400.00	69,400.00
10	62,700.00	5,000.00	67,700.00	68,700.00	69,700.00
11	63,000.00	5,000.00	68,000.00	69,000.00	70,000.00
12	63,300.00	5,000.00	68,300.00	69,300.00	70,300.00
13	63,600.00	5,000.00	68,600.00	69,600.00	70,600.00
14	63,900.00	5,000.00	68,900.00	69,900.00	70,900.00
15	64,200.00	5,000.00	69,200.00	70,200.00	71,200.00
16	64,500.00	5,000.00	69,500.00	70,500.00	71,500.00
17	64,800.00	5,000.00	69,800.00	70,800.00	71,800.00
18	65,100.00	5,000.00	70,100.00	71,100.00	72,100.00
19	65,400.00	5,000.00	70,400.00	71,400.00	72,400.00
20	65,700.00	5,000.00	70,700.00	71,700.00	72,700.00
21	66,000.00	5,000.00	71,000.00	72,000.00	73,000.00
22	66,300.00	5,000.00	71,300.00	72,300.00	73,300.00
23	66,600.00	5,000.00	71,600.00	72,600.00	73,600.00
24	66,900.00	5,000.00	71,900.00	72,900.00	73,900.00
25	67,200.00	5,000.00	72,200.00	73,200.00	74,200.00
26	67,500.00	5,000.00	72,500.00	73,500.00	74,500.00
27	67,800.00	5,000.00	72,800.00	73,800.00	74,800.00
28	68,100.00	5,000.00	73,100.00	74,100.00	75,100.00
29	68,400.00	5,000.00	73,400.00	74,400.00	75,400.00
30	68,700.00	5,000.00	73,700.00	74,700.00	75,700.00
31	69,000.00	5,000.00	74,000.00	75,000.00	76,000.00
32	69,100.00	5,000.00	74,100.00	75,100.00	76,100.00
33	69,400.00	5,000.00	74,400.00	75,400.00	76,400.00
34	69,700.00	5,000.00	74,700.00	75,700.00	76,700.00
35	70,000.00	5,000.00	75,000.00	76,000.00	77,000.00

100 Instructional Programs					
Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
100			297.24	358.30	419.36
100	Counselor DAEP	202	60,042.48	72,376.60	84,710.72
100	Counselor Elementary	197	58,556.28	70,585.10	82,613.92
100	Counselor Middle	202	60,042.48	72,376.60	84,710.72
100	Counselor High	202	60,042.48	72,376.60	84,710.72
100	Counselor High	226	67,176.24	80,975.80	94,775.36
100	Librarian	192	57,070.08	68,793.60	80,517.12
100	Specialist - Dyslexia	192	57,070.08	68,793.60	80,517.12
110			306.11	364.41	422.72
110	504 Specialist	192	58,772.23	69,966.94	81,161.65
110	Assistant Principal Elementary	207	63,363.81	75,433.11	87,502.40
110	Coordinator Bilingual Instruction	226	69,179.81	82,356.92	95,534.03
110	Coordinator Curriculum	226	69,179.81	82,356.92	95,534.03
110	Coordinator District Testing	226	69,179.81	82,356.92	95,534.03
110	Coordinator Instructional Technology	226	69,179.81	82,356.92	95,534.03
120			320.72	381.81	442.90
120	Assistant Principal Middle	207	66,389.70	79,035.36	91,681.02
120	Compliance Administrator	207	66,389.70	79,035.36	91,681.02
130			331.17	394.25	457.33
130	Assistant Principal High	207	68,552.19	81,609.75	94,667.31
130	Associate Principal High	226	74,844.42	89,100.50	103,356.58
140			366.69	436.54	506.39
140	Principal DAEP/Strive Academy	212	77,738.28	92,546.48	107,354.68
140	Principal Elementary	217	79,571.73	94,729.18	109,886.63
150			392.16	466.86	541.56
150	Director CTE & Innovation	226	88,628.16	105,510.36	122,392.56
150	Coordinator Athletics	226	88,628.16	105,510.36	122,392.56
150	Principal Middle	226	88,628.16	105,510.36	122,392.56
155			400.96	477.33	553.70
155	Principal Collegiate Academy/High School	226	90,616.96	107,876.58	125,136.20
160			413.54	492.31	571.08
160	Director Athletics	226	93,460.04	111,262.06	129,064.08
160	Director Fine Arts	226	93,460.04	111,262.06	129,064.08
160	Principal High	226	93,460.04	111,262.06	129,064.08
170			429.89	511.77	593.65
170	Executive Director Guidance & Counseling	226	97,155.14	115,660.02	134,164.90
170	Executive Director Teaching & Learning	226	97,155.14	115,660.02	134,164.90
180			437.48	520.81	604.14
180	Executive Director Special Education	226	98,870.48	117,703.06	136,535.64
180	Executive Director School Leadership	226	98,870.48	117,703.06	136,535.64
190			591.79	704.52	817.24
190	Chief Academic Officer	226	133,744.54	159,220.39	184,696.24

200 Campus Professionals

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
200			278.98	332.12	385.26
200	Athletic Trainer Assistant	187	52,169.26	62,106.44	72,043.62
200	Athletic Trainer Head	197	54,959.06	65,427.64	75,896.22
200	Coordinator Testing	226	63,049.48	75,059.12	87,068.76
200	SPED Transition Specialist	192	53,564.16	63,767.04	73,969.92
210			298.46	355.31	412.16
210	Auditory Impairment Specialist	192	57,305.01	68,220.26	79,135.50
210	Specialist - Behavior	192	57,305.01	68,220.26	79,135.50
210	Instructional Specialist	202	60,289.65	71,773.39	83,257.14
210	Math Coach (Grant Funded)	202	60,289.65	71,773.39	83,257.14
210	Speech Language Pathologist Assistant	187	60,289.65	71,773.39	83,257.14
210	Visual Impairment Specialist	192	57,305.01	68,220.26	79,135.50
230			320.66	381.74	442.82
230	Coordinator - Adapted Physical Ed	226	72,469.16	86,272.81	100,076.46
230	Director Health Services	226	72,469.16	86,272.81	100,076.46
230	Social Worker	212	67,979.92	80,928.48	93,877.03
240			338.06	402.45	466.84
240	Diagnostician	192	64,907.52	77,270.40	89,633.28
240	Speech Language Pathologist	192	64,907.52	77,270.40	89,633.28
240	Therapist, Physical	192	64,907.52	77,270.40	89,633.28
240	Therapist, Occupational	192	64,907.52	77,270.40	89,633.28
240	Therapist, Orientation & Mobility	192	64,907.52	77,270.40	89,633.28
250			397.09	472.73	548.37
250	School Psychologist	192	76,241.28	90,764.16	105,287.04

300 Business						
Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
300			238.65	284.11	329.57	
300	Coordinator Child Nutrition	226	53,934.90	64,208.86	74,482.82	
310			268.80	320.00	371.20	
310	Coordinator Superintendent & Board Operations	226	60,748.80	72,320.00	83,891.20	
320			290.57	345.92	401.27	
320	Coordinator Communications	226	65,668.82	78,177.92	90,687.02	
320	Manager Payroll & Benefits	226	65,668.82	78,177.92	90,687.02	
320	Manager Purchasing	226	65,668.82	78,177.92	90,687.02	
330			319.35	380.18	441.00	
330	Coordinator Innovation Finance	226	72,173.10	85,919.55	99,666.00	
330	Director Child Nutrition	226	72,173.10	85,919.55	99,666.00	
350			350.71	417.51	484.31	
350	Director Data Management	226	79,260.46	94,357.26	109,454.06	
360			371.12	441.81	512.50	
360	Director Finance	226	83,873.49	99,849.40	115,825.30	
360	Coordinator Human Resources Innovation	226	83,873.49	99,849.40	115,825.30	
360	Executive Director Foundation & Engagement	226	83,873.49	99,849.40	115,825.30	
360	HR Administrator	226	83,873.49	99,849.40	115,825.30	
370			466.05	554.83	643.60	
370	Executive Director Human Resources	226	105,327.30	125,390.45	145,453.60	
370	Executive Director Student Services	226	105,327.30	125,390.45	145,453.60	
380			508.50	613.25	718.00	
380	Chief Communications Officer	226	114,921.00	138,594.50	162,268.00	
390			622.55	741.13	859.71	
390	Chief Financial Officer	226	140,696.30	167,495.38	194,294.46	

400 Technology

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
400			16.03	19.09	22.14
400	Campus Support Technician	197	25,263.28	30,085.84	34,892.64
410			22.88	27.24	31.59
410	Technology Support	260	47,590.40	56,659.20	65,707.20
420			255.76	304.48	353.20
420	Coordinator Technology Support	226	57,801.76	68,812.48	79,823.20
420	Help Desk Managers	226	57,801.76	68,812.48	79,823.20
430			319.95	380.90	441.84
430	Network Software Analyst	226	72,308.70	86,083.40	99,855.84
440			366.09	435.82	505.55
440	Network Administrator	226	82,736.34	98,495.32	114,254.30
450			429.89	511.77	593.65
450	Executive Director Technology Services	226	97,155.14	115,660.02	134,164.90

500 Instructional Support

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
500			15.00	17.86	20.72
500	Bilingual/ESL Aide	187	22,440.00	26,718.56	30,997.12
500	Instructional Aide	187	22,440.00	26,718.56	30,997.12
500	Montessori Aide	187	22,440.00	26,718.56	30,997.12
500	Pre-Kindergarten Aide	187	22,440.00	26,718.56	30,997.12
500	Pre-Kindergarten Bilingual Aide	187	22,440.00	26,718.56	30,997.12
510			15.30	18.28	21.26
510	Nurse Aide	187	22,888.80	27,346.88	31,804.96
510	Library Aide	187	22,888.80	27,346.88	31,804.96
510	Physical Education Aide	187	22,888.80	27,346.88	31,804.96
510	Senior Library Aide	190	22,888.80	27,346.88	31,804.96
520			15.90	19.03	22.15
520	Intervention Aide	187	23,786.40	28,468.88	33,136.40
520	Restorative Aide	187	23,786.40	28,468.88	33,136.40
530			16.12	19.30	22.48
530	SPED Early Childhood Aide	187	24,115.52	28,872.80	33,630.08
530	SPED Inclusion Aide	187	24,115.52	28,872.80	33,630.08
530	SPED Employment & Transition Aide	187	24,115.52	28,872.80	33,630.08
530	SPED Skills Aide	187	24,115.52	28,872.80	33,630.08
540			18.20	21.67	25.13
540	SPED Behavior Technician	187	27,227.20	32,418.32	37,594.48
550			22.25	26.40	30.54
550	Licensed Vocational Nurse	190	33,820.00	40,128.00	46,420.80

600 Administrative Support

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
600			15.90	18.93	21.96
600	Attendance Clerk Elementary	197	25,058.40	29,833.68	34,608.96
600	BAC Aide	187	23,786.40	28,319.28	32,852.16
600	Receptionist Elementary	187	23,786.40	28,319.28	32,852.16
600	Receptionist High	197	25,058.40	29,833.68	34,608.96
600	Receptionist Middle	197	25,058.40	29,833.68	34,608.96
600	SPED Clerk	207	26,330.40	31,348.08	36,365.76
610			16.46	19.59	22.72
610	Administrative Assistant - Assistant Principal High	207	27,257.76	32,441.04	37,624.32
610	Administrative Assistant - Assistant Principal Middle	207	27,257.76	32,441.04	37,624.32
610	Administrative Assistant Counselor	202	26,599.36	31,657.44	36,715.52
610	Attendance Clerk High	197	25,940.96	30,873.84	35,806.72
610	Attendance Clerk Middle	197	25,940.96	30,873.84	35,806.72
610	Attendance Clerk Lead High	215	28,311.20	33,694.80	39,078.40
610	Registrar Enrollment Center	226	29,759.68	35,418.72	41,077.76
620			16.80	20.00	23.20
620	Medicaid Clerk	226	30,374.40	36,160.00	41,945.60
620	PEIMS/Registrar	226	30,374.40	36,160.00	41,945.60
620	Truancy Officer	190	25,536.00	30,400.00	35,264.00
630			17.13	20.39	23.65
630	Administrative Assistant Elementary	197	26,996.88	32,134.64	37,272.40
630	Bookkeeper High	226	30,971.04	36,865.12	42,759.20
630	Data Specialist High	217	29,737.68	35,397.04	41,056.40
640			18.82	22.40	25.98
640	Administrative Assistant Collegiate High	226	34,026.56	40,499.20	46,971.84
640	Administrative Assistant Middle	226	34,026.56	40,499.20	46,971.84
640	Clerk-Bilingual, Enrollment Center	226	34,026.56	40,499.20	46,971.84
650			20.94	24.93	28.91
650	Administrative Assistant Director/Exec Director	226	37,859.52	45,073.44	52,269.28
650	Administrative Assistant High School	226	37,859.52	45,073.44	52,269.28
660			22.50	26.79	31.07
660	Accounts Payable Lead	226	40,680.00	48,436.32	56,174.56
660	Administrative Assistant Chief	226	40,680.00	48,436.32	56,174.56
670			29.72	35.38	41.04
670	Accountant Not Degreed	226	53,733.76	63,967.04	74,200.32
670	Coordinator Payroll/Benefits	226	53,733.76	63,967.04	74,200.32
670	Specialist Human Resources Staffing	226	53,733.76	63,967.04	74,200.32

700 Operations					
Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
700			15.60	18.48	21.32
700	Groundskeeper	260			
700	Inventory/Asset Management Specialist	226			
700	Mail Clerk	226			
710			16.21	19.11	22.25
710	General Maintenance	260			
720			18.25	21.73	25.21
720	Carpenter	260			
720	Painter	260			
730			20.98	24.82	30.00
730	Access Manager	260			
730	HVAC Non-Licensed	260			
730	Lead Carpenter	260			
730	Pest Control Specialist	260			
730	Warehouse Manager	260			
740			24.40	29.05	33.70
740	Grounds Foreman	260			
740	HVAC Licensed	260			
740	Plumber Journeyman	260			
750			310.80	370.00	429.20
750	Coordinator Life Safety/Security Systems	226	70,240.80	83,620.00	96,999.20
760			330.92	397.21	464.74
760	Construction Project Manager	226	74,787.92	89,769.46	105,031.24
760	Director Custodial Services & Energy Management	226	74,787.92	89,769.46	105,031.24
770			427.49	508.92	590.35
770	Executive Director Operations	226	96,612.74	115,015.92	133,419.10

800 Safety & Security					
Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
800			15.00	17.86	20.72
800	Crossing Guard	170			
810			17.75	21.13	24.51
810	Security Guard	178			
820			21.69	25.82	29.95
820	Lead Security Guard	226			
830			28.33	33.73	39.13
830	Police Dispatcher	226			
840			29.75	32.50	35.00
840	Police Officer I Basic	226			
845			32.75	35.00	38.75
845	Police Officer II Intermediate	226			
850			34.75	37.75	40.75
850	Police Officer III Advanced	226			
855			36.00	39.75	42.00
855	Police Officer IV Master	226			
860			38.19	45.47	52.74
860	Detective	226			
870			305.52	363.72	421.91
870	Coordinator Safety & Security	226	69,047.52	82,199.59	95,351.66
880			376.02	447.64	519.26
880	Assistant Chief of Police	226	84,980.52	101,166.64	117,352.76
890			427.29	508.68	590.07
890	Chief Of Police	226	96,567.54	114,961.68	133,355.82

900 Child Nutrition & Custodial Service Auxiliary

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
900			15.00	17.95	20.89
900	CN Dishwasher	174			
900	CN Worker	174			
910			16.05	19.11	22.17
910	CN Assistant Manager	174			
920			18.03	21.59	25.14
920	CN Manager Elementary	174			
930			19.71	23.47	27.23
930	CN Manager Secondary	174			
940			21.29	25.35	29.41
940	CN Field Supervisor	226			
950			15.18	18.15	21.12
950	Custodian	261			
960			17.22	20.57	23.92
960	Lead Custodian	261			
970			23.80	28.00	32.20
970	Custodian Night Supervisor	261			

1000 Transportation

Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
1000			15.00	17.86	20.71
1000	Bus Monitor	180			
1100			16.16	19.24	22.32
1100	Driver Child Nutrition	181			
1100	Driver Custodial Services	260			
1100	Driver Warehouse	260			
1200			20.51	24.41	28.32
1200	Dispatcher	226			
1300			22.51	26.80	31.09
1300	Bus Driver	180			
1400			26.48	31.53	36.57
1400	Mechanic	260			
1400	Router	260			
1400	Shop Foreman	260			
1500			215.53	256.58	297.63
1500	Operations Manager	226	48,709.78	57,987.08	67,264.38
1600			361.41	430.25	499.09
1600	Director Transportation	226	81,678.66	97,236.50	112,794.34

GUEST TEACHER PAY PLAN

Assignment Area		Assignment Description	Rate			
Teacher	Minimum 60 credit hours	1 to 10 days	\$ 90.00	per day		
		11 days until completion of assignment	\$ 105.00	per day		
Teacher	Degreed	1 to 10 days	\$ 100.00	per day		
		11 days until completion of assignment	\$ 110.00	per day		
Teacher	Certified	1 to 10 days	\$ 125.00	per day		
		11 days until completion of assignment	\$ 135.00	per day		
Paraprofessional	Campus Instructional Aide/Clerical Assignment	Central Admin Clerical	\$ 80.00	per day		
		Special Education Aide (PPCD, Skills)	\$ 90.00	per day		
		Nurse Aide (with training)	\$ 80.00	per day		
		Nurse/LVN	Registered Nurse	Registered Nurse	\$ 200.00	per day
				LVN	\$ 100.00	per day
Food Service	Food Service Worker (no long term pay)	\$ 8.50	per hour			
Custodian		\$ 10.75	per hour			
Crossing Guard		\$ 10.00	per hour			
Security Guard		\$ 10.00	per hour			
Administrator	Principal / Assistant Principal Internal Temporary	Elementary Principal	\$ 255.00	per day		
		Elementary Assistant principal	\$ 155.00	per day		
		Middle School Principal	\$ 180.00	per day		
		Middle School Assistant Principal	\$ 150.00	per day		
		High School Principal	\$ 380.00	per day		
		High School Assistant Principal	\$ 205.00	per day		
Counselor	Counselor-Elementary	Counselor-Elementary	\$ 140.00	per day		
		Counselor-Middle	\$ 165.00	per day		
		Counselor-High School	\$ 190.00	per day		
Speech Pathologist	Speech Pathologist	Speech Pathologist	\$ 200.00	per day		
		Diagnostician	\$ 140.00	per day		

NOTE: A guest teacher who accepts a substitute teaching assignment on Monday or Friday will earn an additional \$10.00 on those days only.



LONGEVITY PAY DIFFERENTIAL: TEACHERS AND NURSES

Longevity pay differential is awarded to teachers and nurses according to the schedule for consecutive years of completed service. Eligible employees must be hired by September 30th in order to receive longevity pay. **Payments will not be compounded. Longevity pay is a one-time payment that will be disbursed in August.** Resignation will forfeit payment.



PAY GRADES AND RANGES, *continued . . .*

BREAKS IN SERVICE

These higher rates will remain until a break in service occurs. Weekends, school holidays, winter, and spring breaks will not affect continuous service. Half-day assignments and accepting clerical or classroom assistant assignments will also help establish continuous service.

If a Degreed/Non-Degreed Professional Substitute works four and one-half (4 ½) hours or more, the substitute will qualify for one full day's pay if the job was called in as a full day assignment.

Principal/designee will make the determination. If a Degreed/Non-Degreed Professional Substitute works less than four and one half (4 ½) hours, the substitute will qualify for one-half day's pay (reminder – 30 minute lunch is deducted). Principal/designee will make the determination.

PART-TIME/TEMPORARY RATES

Part-Time/Temporary employees will be paid at the minimum hourly rate for the full-time equivalent position's pay range. Variations to this standard as a result of market availability of applicants for a particular position may vary with Human Resources advance review and approval.

EXTRA DUTY OR ADDITIONAL PAY RATES

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply. Department or campus funds must be appropriately budgeted to pay for these extra duties. The extra-duty pay must be reviewed and approved by the Principal/Manager prior to the work being performed. Any requests for extra-duty pay must be submitted within one (1) week of the completion of the activity. Extra duty pay will be paid in accordance with the payroll cutoff dates.

Employees may be eligible for non-school day extra duty pay if the following three (3) conditions are met:

1. The employee is responsible for students from CHISD.
2. There is a specific description of duties to be performed as well as what times are allotted to perform these duties.
3. The activity must be one that is required by the district, or
 - o The activity is a type of competition among students, or
 - o The activity is an approved meeting beyond the school district level (ex: mandatory training per TEA)

Extra-duty pay for certified employees who provide direct instructional services to student's above and beyond their normal days and/or hours, depending on the activity: \$30/hour.

Any extra duty events in addition to the examples listed above require prior approval of the Principal/Manager and the Human Resources Department. The activity must be one that is required by the District.



PAY GRADES AND RANGES, *continued . . .*

JROTC INSTRUCTOR SALARIES

Definition of Position:

- JROTC instructors are retired officers or NCOs who are employed by the District to administer and staff a JROTC unit at the district pursuant to Title 10, U.S. Code, Section 2031.
- JROTC instructors shall be required to hold and maintain a valid Texas state teaching certification.

SALARY CALCULATION:

- Each JROTC instructor's salary shall be in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active-Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- Salary placement will be made on the statewide salary schedule for certificated nonsupervisory employees at the level closest to the amount authorized by Title 10, U.S. Code, Section 2031

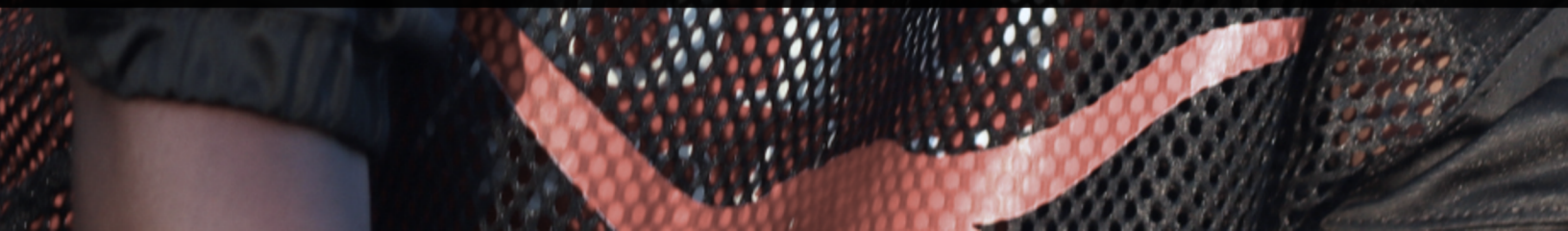
SALARY PROCEDURES:

- JROTC personnel will be paid in the amount which, when added to retirement pay, will equal the amount of his/her active duty pay and allowance.
- JROTC instructors shall be paid on a monthly basis at the same time as other certified employees.
- The District shall pay the full amount of JROTC instructor salaries. The District shall be responsible for seeking reimbursement of one-half of the JROTC instructor salary payments.





SUPPLEMENTAL COMPENSATION



SUPPLEMENTAL COMPENSATION, *continued . . .*

SUPPLEMENTAL COMPENSATION AND STIPENDS

Payment for stipends not described in this section of the handbook must be verified and approved by the Human Resources Department before submitting to Payroll for processing. All unapproved rates submitted will be deleted or adjusted by Payroll and/or the Human Resources Department. Exceptions will require the approval of the Superintendent or designee. All stipends and supplemental pay may be recommended by the Principal/Department manager, however, approval is required through the Human Resources Department and Finance prior to being communicated to the employee.

Stipend related duties/responsibilities should be voluntary and distinctly different from the employee's normal job description and take place outside of the employee's normal duty hours or calendar contract days.

Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, and others as identified. Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.

Stipend earnings are not included in individual base salaries quoted by the Human Resources Department. Authorization to pay approved stipend compensation requires permission from the campus Principal/Department manager, prior to actual work being performed.

- It is the responsibility of the campus/department administrator to notify the Human Resources Department of any anticipated extra duties or if there is a change in duties which would make the employee ineligible/eligible to receive stipend earnings (i.e., termination, assignment change, transfer, etc.).
- It is the responsibility of the employee to check their pay statement to ensure they are being adequately compensated for stipend duties. Back payments owed will be retroactively paid at a maximum of two paychecks.

All stipend earnings are subject to the employee and employer's statutory deductions. 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. If an employee fails to meet all criteria stipulated in the stipend earnings by the stipend owner, the earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Human Resources Department or communicated with them through their supervisor. All grant-funded stipends are contingent upon receipt of grant funds.

ELIGIBILITY CRITERIA

Eligibility for stipend compensation at an approved rate must meet all the following criteria:

- The work has been pre-approved, and authorization to pay the stipend earnings has been secured from the appropriate Principal, Department Head, and the Human Resources Department before the actual work begins and communicated to the employee.
- Be a full-time, active employee of Cedar Hill Independent School District.



SUPPLEMENTAL COMPENSATION, *continued . . .*

INELIGIBLE

An employee who is separated from the District is not eligible to accrue additional earnings past his or her effective separation date. A new hire is not eligible to earn stipend pay prior to his or her effective start date. Paraprofessional (Hourly and Non-Exempt) employees are not eligible for stipends or extra-duty pay at a stipend rate outside of what has been defined in this handbook.

All other extra duties performed by a paraprofessional (Hourly and Non-Exempt) employee during the year should be processed according to compensatory guidelines. Assignment differentials are allowed; however, annualized lump sum payments are not available to hourly employees. Paraprofessional (Hourly and Non-Exempt) employees may perform defined extra duties at the Paraprofessional (Hourly and Non-Exempt) pay rate when the employee is not on their regular payroll calendar during the summer.

A Substitute is a part-time employee and is not eligible to receive stipend pay.

STIPEND PAYMENTS, DEDUCTIONS, AND RECOVERY OF FUNDS

All stipends are paid on a 12-month basis – September through August. Stipend work that begins or ends outside the twelve-month schedule is prorated accordingly.

If an employee does not work the complete payroll schedule, then any recurring stipend will be paid on a prorated basis of the actual days worked. If an employee fails to meet all the criteria stipulated the stipend may be prorated, stopped, or recovered. It is the responsibility of the manager and employee to notify the Human Resources Department if they are no longer performing the duties of the role associated with the stipend or if they are not receiving the stipend. Local and Regional UIL stipends will be paid in January. State and National stipends will be paid in June (CTSO stipends funded through Carl D. Perkins Grant).

NEW STIPEND RECOMMENDATIONS

Principals or Department Managers must submit requests for new stipends, as well as requests for any stipend amount/allocation changes, in conjunction with the annual budget cycle. Requesters will be notified at the conclusion of the budget process whether the new/updated stipend has been approved for the following school year. This process typically begins in January. The criterion for a new stipend review typically includes:

- Description of the duties associated with the stipend
- Criticality of work being performed
- Equity and cost associated with the implementation of the stipend across the school district
- How many stipend allocations, including justification for the number of allocations
- What positions, campuses, and departments would be eligible to receive the stipend



Academic Stipends	Amount	Duty Period
Academic Math, Science, Foreign Language (2025-2026 current recipients only)	\$4,000.00	Annual
Bilingual Classroom Teachers	\$5,000.00	Annual
Campus Translator/Interpreter	\$1,000.00	Annual
Grow Your Own Professional Development Coordinator	\$3,000.00	Annual
Lead Librarian	\$1,875.00	Annual

*STAAR/EOC Tested Classroom Teacher Stipends	Amount	Duty Period
Elementary	\$1,000.00	Fall/Spring Payment
Secondary	\$1,000.00	Fall/Spring Payment
*Academic Math, Science, Foreign Language recipients not eligible		

Dual Credit Teachers Stipends: Cedar Valley & El Centro	Amount	Duty Period
Teaching at least 16 students per semester per class section for each course	\$848.00 Maximum	Paid at End of Year
Less than 16 students per class section for each course	\$53.00 Per Student	Paid at End of Year
4-hour course (including lab)	\$282.00 Additional	Paid at End of Year

Note: Contingent upon final state funding approval.

Grant Funded Stipend:	Amount	Duty Period
Teacher Mentors (PREP)	\$1,000.00	Annual
IOL/NEWSela Texas & US History	\$1,000.00	Annual

LPAC Stipends (K-12)	Amount	Duty Period
0-75 Students Served	\$375.00	Annual
76-150 Students Served	\$750.00	Annual
151-225 Students Served	\$1,125.00	Annual

Special Education Stipends	Amount	Duty Period
Bilingual Diagnostician	\$5,000.00	Annual
Bilingual Speech Pathologist	\$5,000.00	Annual
Certificate of Clinical Competence (Speech Pathology)	\$2,500.00	Annual
Certified Academic Language Therapist (Dyslexia)	\$1,000.00	Annual
Dyslexia Evaluation Specialist	\$1,125.00	Annual
Lead Diagnostician	\$1,875.00	Annual
Lead Speech Language Pathologist	\$1,875.00	Annual
Self-Contained (SKILLS, ECSE, TLC) Teacher	\$3,500.00	Annual
Special Olympics Coach (per sport, per season, per semester and practice outside of instructional day)	\$650.00	Annual
Supplement Duties (Requires Timesheet)		
Homebound/PRS Teacher	\$30.00	Per Hour
In-Home Training Teacher	\$30.00	Per Hour
In-Home Training Paraprofessional	\$15.00	Per Hour

Instructional Supplemental Duties (Requires Timesheet)	Amount	Duty Period
Teacher	\$30.00	Per Hour
Student Worker	\$15.00	Per Hour
Tutor (Non-Certified)	\$20.00	Per Hour
Tutor (Certified)	\$30.00	Per Hour
Technology/Technical	\$13.50	Per Hour
College Intern	\$15.00	Per Hour
Performing Arts Center Production Support	\$25.00	Per Hour

Elementary School Stipends	Amount	Duty Period
Team Leader Core Subjects	\$300.00	Annual
Sponsor, Student Activity	\$225.00	Annual
Sponsor, Academic UIL	\$225.00	Each, Paid in January
Sponsor, STEM	\$500.00	Annual
Sponsor, High Pointe Fine Arts Academy (choir, dance, orchestra, theater arts)	\$500.00	Annual
Yearbook Coordinator	\$375.00	Annual
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$500.00	Fall/Spring Payment

Middle School Stipends	Amount	Duty Period
Department Chair Core Subjects	\$750.00	Annual
Band, Head	\$6,000.00	Annual
Band, Assistant	\$4,500.00	Annual
Cheerleader	\$1,125.00	Annual
Choir	\$2,250.00	Annual
Dance	\$1,125.00	Annual
Orchestra	\$3,750.00	Annual
Theater Arts	\$1,125.00	Annual
Sponsor, Academic UIL	\$375.00	Each, Paid in January
Sponsor, National Honor Society	\$225.00	Annual
Sponsor, Student Council	\$450.00	Annual
Sponsor, Robotics	\$350.00	Annual
Sponsor, Yearbook	\$475.00	Annual
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$700.00	Fall/Spring Payment
Athletic Coach 3 Sports	\$5,250.00	Annual
Tennis (per middle school)	\$1,125.00	Annual
Athletic Coordinator	\$2,500.00	Annual

High School Stipends	Amount	Duty Period
Department Chair Core Subjects	\$1,000.00	Annual
Department Chair Career Technical Education (CHHS)	\$1,400.00	Annual
Culinary Arts Instructor Event Coordinator (CTE)	\$2,500.00	Annual
Longhorn TV (CTE)	\$2,500.00	Annual
Band, Head	\$12,000.00	Annual
Band, Assistant	\$8,000.00	Annual
Band, Color Guard Head	\$4,125.00	Annual
Cheerleader, Head	\$5,000.00	Annual
Cheerleader, Assistant	\$2,000.00	Annual
Choir, Head	\$7,000.00	Annual
Choir, Assistant	\$3,300.00	Annual
Dance, Drill Team Head	\$7,000.00	Annual
Dance, Drill Team Assistant	\$3,500.00	Annual
Step Team, Head	\$5,000.00	Annual
Orchestra, Head	\$9,750.00	Annual
Theatre Arts, Head	\$5,000.00	Annual
Theater Arts, Assistant	\$2,500.00	Annual
Sponsor, Debate	\$1,500.00	Annual
Sponsor, Freshman Class	\$375.00	Annual
Sponsor, Sophomore Class	\$425.00	Annual
Sponsor, Junior Class	\$500.00	Annual
Sponsor, Senior Class	\$575.00	Annual
Sponsor, Information Technology (CTE)	\$2,500.00	Annual
Sponsor, National Honor Society	\$1,000.00	Annual
Sponsor, Red Army Spirit Squad	\$2,500.00	Annual
Sponsor, Robotics	\$2,500.00	Annual
Sponsor, Student Council	\$1,500.00	Annual
Sponsor, Yearbook	\$1,500.00	Annual
Sponsor, Academic UIL	\$575.00	Each, Paid in January
Sponsor, Academic UIL State	\$1,250.00	Each, Paid in January
Sponsor, Academic UIL National	\$250.00	Each, Paid in January
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$700.00	Fall/Spring Payment
Athletic Head Coach or Football Coordinator one (1) sport	\$13,000.00	Annual
Athletic Head Coach or Football Coordinator one (1) sport plus one (1) sport (2 total)	\$15,525.00	Annual
Athletic Head Coach or Football Coordinator one (1) sport plus two (2) sport (3 total)	\$18,425.00	Annual
Athletic Head Coach one (1) Sport Golf/Tennis (2 UIL Seasons)	\$15,525.00	Annual
Athletic Assistant Coach one (1) sport	\$5,500.00	Annual
Athletic Assistant Coach two (2) sports	\$8,575.00	Annual
Athletic Assistant Coach three (3) sports	\$12,125.00	Annual

Department Athletic Assignments	Amount	Duty Period
Athletic Trainer, Assistant	\$9,500.00	Annual
Athletic Trainer, Head	\$12,500.00	Annual
Athletics Webmaster	\$700.00	Annual

Athletic Event Workers (Requires Timesheet)	Amount	Duty Period
Athletics Summer Training (High School)	\$25.00	Per Hour
Game Worker	\$20.00	Per Hour
Athletics (Bus Driver)	\$50.00	Per Round Trip

Summer School Salary (Requires Timesheet; Non-Duty Days)	Amount	Duty Period
Assignment Area		
Certified Teacher/Professional	\$30.00	Per Hour
Summer School Principal	\$2,500.00	Stipend
Paraprofessional	\$22.50	Per Hour
LVN	\$20.00	Per Hour
Nurse	\$30.00	Per Hour
Security Guard	\$15.00	Per Hour

BUS DRIVER ATTENDANCE INCENTIVE PROGRAM	Number of Days Absent	Financial Incentive
August - October	0 Days	\$300
	½ Day	\$100
	1 Full Day	\$50
November – December	0 Days	\$150
	½ Day	\$75
	1 Full Day	\$50
January - February	0 Days	\$150
	½ Day	\$75
	1 Full Day	\$50
March – May	0 Days	\$300
	½ Day	\$100
	1 Full Day	\$50



**PERFORMANCE PAY:
TEACHER INCENTIVE ALLOTMENT (TIA)**

PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT (TIA)

For any funds received by Cedar Hill ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% percent will be paid to the designated teacher and (10%) is withheld for the employer portion of the payroll taxes and administrative expenses. Should the District receive funding for a designated teacher who has resigned or retired, the District will use the funds to compensate supporting teachers who remain on campus to help reach retention goals.

- TIA Designated Teachers: 90% of funds.
- Employer portion of payroll taxes and administrative expenses: 10% of funds.

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible for paying both the employee and employer benefits and tax costs over what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

ELIGIBILITY

- *Teachers with TIA Designation (90% of funds)*
 - PEIMS coded 087.
 - Receive salary compensation for serving as a classroom teacher for a minimum of 90 full-time days in the school year or 180 days at half-time in the school year.
 - Hold a TEA standard, professional, provisional, or one-year certificate.
- *Employees at Multiple Campuses*
 - Will be eligible for a percentage comparable to the time serving at the designated campus.
 - Receive salary compensation for a minimum of 90 full-time days in the school year or 180 days at half-time in the school year.
- *Part-time Classroom Staff*
 - Will be eligible for a percentage comparable to the percentage of time serving at the designated campus.
 - Receive salary compensation for a minimum of 180 days at half-time in the school year.



PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT (TIA)

DEFINITIONS

- *TIA Designated Teacher*
 - Holds a valid TEA standard, provisional or one-year certificate.
 - Identified by PEIMS code 087.
 - Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.
 - A combination of teacher performance and student achievement meets the minimum requirements as outlined in the plan.
 - Designation verified by Texas Tech University based on an analysis of the District data.
- *Teachers at the Campus of a TIA Designated Teacher*
 - Identified by PEIMS code 087.
 - Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.
- *Compensation Payout*
 - All compensation to be included in the last paycheck of the fiscal year.

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- *Eligible Grade and Subjects*
 - Math - Kindergarten through 12th grade
 - Reading - Kindergarten through 12th grade
 - Science - 3rd through 8th grade
 - Social Studies - 6th through 8th grade
- *Timeline and Payout Schedule*
 - 2025-2026 - Data collection year. The District collects student and teacher performance data to identify potential designations.
 - Data files and potential designations are submitted to Texas Tech University for a review of data validity and reliability (November 1, 2026).
 - Final notification of data validity and reliability, including the potential approval of TIA Designations (Spring 2027).
 - Initial Payout of TIA Funds to identified designees (Summer 2027).



BUS DRIVER ATTENDANCE INCENTIVE PROGRAM

To encourage and reward good staff attendance, Cedar Hill ISD offers a Bus Driver Attendance Incentive Program. This program recognizes and rewards employees who practice good attendance habits.

All full-time bus drivers and bus monitors are eligible to participate in the District's attendance incentive program.

- Employees who miss zero days throughout the school year will have the opportunity to earn up to \$900 in scheduled payouts.

BUS DRIVER ATTENDANCE INCENTIVE PROGRAM	Number of Days Absent	Financial Incentive
August - October	0 Days	\$300
	½ Day	\$100
	1 Full Day	\$50
November – December	0 Days	\$150
	½ Day	\$75
	1 Full Day	\$50
January - February	0 Days	\$150
	½ Day	\$75
	1 Full Day	\$50
March – May	0 Days	\$300
	½ Day	\$100
	1 Full Day	\$50

The following types of leave do not count as an absence under this program:

- Emergency school closure;
- Individual confirmed cases of pandemic illnesses (*COVID has been declared an endemic as defined by the Center for Disease Control (CDC);
- Jury duty;
- Staff development approved by the principal;
- School UIL activity;
- Military leave (15 days or less); and
- Religious Holy day

Note: Awards will be paid the next check cycle following the award announcement. The net check will be the full awarded amount after all applicable taxes have been withheld.