

Supplemental Compensation Plan



2026-2027
Stipends
Extra Duty Pay Rates

*The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion for a lifetime of continuous achievement** in every student.*

Dear Current and Future EMS ISD Employees,

Welcome to the 2026-2027 school year in Eagle Mountain-Saginaw ISD!

There are many things that make EMS one of the best places to live and work in the Fort Worth-Dallas area—we have talented and involved students, involved and caring families, an incredibly supportive community of businesses and faith, and a Board of Trustees whose hearts are focused on always doing the right thing for kids. One of the most important ingredients of our success is you—the staff who choose to do this life-changing, future-determining work—right here in EMS, where our hometown feel makes us different from the rest.



Jerry D. Hollingsworth, Ed.D.

If you are a current employee, you know first-hand the intangible effect I am describing. If you are new to the district, welcome! With rich history and a long-standing commitment to education, our fast-growing community of learners is committed to fostering a culture of excellence that instills a passion for a lifetime of continuous achievement in every student. This year, we continue our work on our Balanced Scorecard—a clear and succinct roadmap that makes clear what is most important and drives our daily work toward the growth of every child.

In EMS ISD, we intentionally celebrate the fact that we have “world-class educators” teaching and serving our students, from our Prekindergarten classes to our senior-level advanced courses. In fact, recruiting, retaining, and fully engaging our staff is a key focus of our Balanced Scorecard. This commitment is further reflected in the philosophy of our annual compensation plan, which sets the following objectives:

1. Provide competitive pay to attract and retain highly qualified personnel, aligning compensation with strategic district goals.
2. Conduct salary studies annually to objectively examine pay equity for employees to determine both internal fairness and external competitiveness.
3. Identify and address any existing pay inequities.
4. Reward continued service to the district.

These objectives provide the roadmap by which we build our annual compensation plan, represented in the following pages of this manual. They serve as the foundation in our personal relationship with each individual employee and begin what we hope will be a long journey together. If you have any questions, please be sure to reach out to us.

It's going to be a great year for the EMS ISD community, and we look forward to all we will accomplish. Please let me be the first person this year to welcome you home in Eagle Mountain-Saginaw ISD.

Sincerely,

A handwritten signature in black ink that reads "Jerry D. Hollingsworth". The signature is written in a cursive, flowing style.

Jerry D. Hollingsworth, Ed.D.

Supplemental Compensation

EMS ISD is committed to creating a culture of excellence in the design and development of a competitive and cost-effective compensation package. Supplemental pay, which includes stipends and extra duty pay, represents an important component of the compensation package. Supplemental pay is an amount added to base pay to compensate employees for extra duties or special credentials. Supplemental duties and compensation are assigned and approved on a year-to-year basis. Assignment in any school year does not guarantee duties and compensation will be assigned in subsequent years. The District may change duties and compensation at any time, as supplemental pay is separate from an employment contract and does not represent a property right in duty or compensation. Non-exempt (hourly) employees are not eligible to receive supplemental pay due to Federal Labor Laws because these employees must be clocked in and earn overtime or comp time.

STIPENDS		
Assignment	Stipend 2026-2027	Duty Period
DISTRICT		
AP Teacher (1,000 per section; max of 4,000 per year)	1,000	Annual
Bilingual Teacher	3,870	Annual
Bilingual Diagnostician	3,870	Annual
Bilingual Dyslexia	5,010	Annual
Bilingual PACE	3,870	Annual
Bilingual SLP	3,870	Annual
Bilingual Social Worker	1,140	Annual
Dyslexia Therapist CALT Certification	3,870	Annual
Feeder Lead Diagnostician	670	Annual
Feeder Lead Dyslexia Therapist	670	Annual
Feeder Lead Speech-Language Pathologist	670	Annual
German American Partnership Program	4,380	Annual
German American Partnership Program Assistant	2,190	Annual
Lead Behavior Support	2,170	Annual
Lead Career Technical Education (CTE) Pathway	500	Annual
Lead Counselor Elementary	1,960	Annual
Lead Counselor Intervention	1,960	Annual
Lead Counselor Middle School	1,960	Annual
Lead Counselor High School	1,960	Annual
Lead Campus Technology Integrator	1,090	Annual
Lead Diagnostician	1,290	Annual
Lead Dyslexia Therapist	1,290	Annual
Lead IEP Facilitator	1,290	Annual
Lead Librarian	2,170	Annual
Lead Mentoring	1,290	Annual
Lead Nurse	1,090	Annual
Lead Physical Education	3,300	Annual
Lead Related Services	1,290	Annual
Lead Speech-Language Pathologist	1,290	Annual
Lead TEAMS Program Site Supervisor	1,290	Annual
Mentor Teacher	520	Annual
Orientation and Mobility Specialist	3,250	Annual
Program Lead DHH / VI / O&M	670	Annual
Program Lead Instructional Support	670	Annual
Program Lead Licensed Specialist School Psychology	670	Annual
Program Lead Special Education Counseling	670	Annual

Program Lead Transition and Career Readiness	670	Annual
Rapid Response Team (RRT) Nurses	2,000	Annual
Special Olympics Coach	3,250	Annual
Special Olympics Head of Delegation	6,500	Annual
Special Programs Autism Trainer	5,000	Annual
Special Programs Crisis Prevention Intervention (CPI) Trainer	5,000	Annual
Special Programs Dyslexia Trainer	5,000	Annual
TCU Resident Intern Mentor Teacher	2,000	Annual
Teacher of the Deaf / Hard of Hearing	3,250	Annual
Teacher of the Visually Impaired	3,250	Annual
Teacher Special Education Bilingual Self-Contained (Bilingual Campus)	1,140	Annual
Teacher Special Education Self-Contained	4,500	Annual
ELEMENTARY		
Academic/Grade Level Chair (K)	1,030	Annual
Academic/Grade Level Chair (1 st)	1,030	Annual
Academic/Grade Level Chair (2 nd)	1,030	Annual
Academic/Grade Level Chair (3 rd)	1,030	Annual
Academic/Grade Level Chair (4 th)	1,030	Annual
Academic/Grade Level Chair (5 th)	1,030	Annual
Academic/Grade Level Chair (Special Education)	1,030	Annual
Academic/Grade Level Chair (Specials)	1,030	Annual
Highly Qualified (HQ) Prekindergarten Program Teacher	2,700	Annual
Student Activity Sponsor – Choir	550	Annual
Student Activity Sponsor – UIL Contest Sponsor	420	Annual
Visual Arts Showcase	200	Annual
MIDDLE SCHOOL		
Department Chair (ELA)	1,190	Annual
Department Chair (Math)	1,190	Annual
Department Chair (Social Studies)	1,190	Annual
Department Chair (Science)	1,190	Annual
Department Chair (Special Education)	1,190	Annual
Department Chair (Fine Arts)	1,190	Annual
Band Director Head	8,760	Annual
Band Director Assistant	7,420	Annual
Cheerleader Sponsor	2,370	Annual
Choir Director	3,610	Annual
Choir Director Assistant	2,730	Annual
National Honor Society	470	Annual
Student Activity Sponsor – Camp Goddard	470	Annual
Student Activity Sponsor – Student Council	1,500	Annual
Student Activity Sponsor – UIL Coordinator	780	Annual
Student Activity Sponsor – UIL Contest Sponsor	470	Annual
Student Activity Sponsor – UIL One Act Play	830	Annual
Student Activity Sponsor – Whiz Kids	470	Annual
Student Activity Sponsor – Youth and Government	570	Annual
Theatre Sponsor	2,000	Annual
Theatre Sponsor Assistant	1,815	Annual
Visual Arts VASE	300	Annual
Yearbook Advisor	1,240	Annual
MIDDLE SCHOOL ATHLETICS		
Middle School Coordinator	11,330	Annual

Middle School Coach	8,760	Annual
Middle School Cross Country/Soccer	7,210	Annual
Middle School Tennis	6,180	Annual
HIGH SCHOOL		
Department Chair (English)	2,060	Annual
Department Chair (Math)	2,060	Annual
Department Chair (Science)	2,060	Annual
Department Chair (Social Studies)	2,060	Annual
Department Chair (Special Education)	2,060	Annual
Department Chair (Foreign Languages)	2,060	Annual
Department Chair (Fine Arts)	2,060	Annual
Department Chair (Career Technology)	2,060	Annual
Agriculture	13,500	Annual
Agriculture Coordinator Facility & Travel	10,000	Annual
Band Director Assistant	10,050	Annual
Career Technical Education (CTE) Relevant Industry Experience (500 per year of eligible work experience; max of 15 years or 7,500)	500	Annual
College, Career, and Military Readiness (CCMR) Coordinator	2,200	Annual
Cheerleader One Sport Head	13,810	Annual
Cheerleader One Sport Assistant	7,940	Annual
Choir Director	7,830	Annual
Choir Director Assistant	5,620	Annual
Cosmetology HCTC	7,110	Annual
CTSO Sponsor	1,140	Annual
Dance Team Director	8,400	Annual
Dance Team Director Assistant	7,830	Annual
Drama Advisor	6,750	Annual
Drama Advisor Assistant	5,500	Annual
Gold Standard	930	Annual
Mock Trial HCTC	1,000	Annual
National Honor Society	930	Annual
Newspaper	1,910	Annual
Percussion	3,250	Annual
Senior Class Sponsor	1,090	Annual
Speech/Debate	4,180	Annual
Spirit Teams	2,270	Annual
Stellar Explorer HCTC	1,000	Annual
Step Team	2,530	Annual
Student Ambassador Advisor	1,140	Annual
Student Council Advisor	3,510	Annual
Tarleton Today Lead Teacher	2,000	Annual
Testing Coordinator WHS	3,400	Annual
UIL Event Coordinator	2,790	Annual
UIL Contest Sponsor	880	Annual
Visual Arts VASE	600	Annual
Yearbook	2,170	Annual
Youth and Government	1,090	Annual
HIGH SCHOOL ATHLETICS		
Assistant Athletic Coordinator	6,700	Annual
Assistant Coach One Sport	7,940	Annual
Assistant Coach Two Sports	12,360	Annual
Assistant Coach Three Sports	17,510	Annual

Assistant Lead Athletic Trainer – Middle School	14,420	Annual
Lead Athletic Trainer – High School	16,480	Annual
Assistant Athletic Trainer	14,420	Annual
Head Athletic Trainer	16,480	Annual
Head Coach One Sport Tennis/Golf (2 UIL Seasons)	16,480	Annual
Head Coach or Football Coordinator One Sport	13,810	Annual
Head Coach or Football Coordinator w/ one additional sport	16,480	Annual
Head Coach or Football Coordinator w/ two additional sports	19,570	Annual
Districtwide Assistant Coach One Sport	7,940	Annual
Districtwide Facilitator One Sport	9,890	Annual

SIGNING BONUS		
Assignment (Secondary – Middle & High Schools)	Amount 2026-2027	Duty Period
Secondary Math (no experience)	2,000	2 yr. split
Secondary Math (experience)	3,000	2 yr. split
Secondary Science (any valid Science certification; no experience)	2,000	2 yr. split
Secondary Science (any valid Science certification; experience)	3,000	2 yr. split
Special Education (no experience)	2,000	2 yr. split
Special Education (experience)	3,000	2 yr. split
EMS ISD Graduate (eligibility criteria)	5,000	2 yr. split
ASL/French/German (no experience)	2,000	2 yr. split
ASL/French/German (experience)	3,000	2 yr. split

ASSIGNMENT REQUIRES TIMESHEETS		
Athletic Event Workers		
FOOTBALL	Rate	Method
Varsity Football – All Workers	85.00	Per Game
Press Box Staff (pick up food +\$25)	100.00	Per Game
Replay/Jumbotron (Score/Video Board)	125.00	Per Game
Announcer, Clock & Spotter	65.00	Per Game
Junior Varsity and Ninth Grade	30.00	Per Game
Junior Varsity and Ninth Grade Clock or Announcer	40.00	Per Game
Middle School – All Workers	25.00	Per Game
Sub-Varsity Chains	10.00	Per Game
VOLLEYBALL/BASKETBALL/SOCCER/BASEBALL/SOFTBALL	Rate	Method
Varsity Volleyball (Book, Clock, Libero, Tracker, Announcer)	40.00	Per Game
Junior Varsity/Ninth (Book/Clock)	30.00	Per Game
Gate and All Other Duties (Lines, Crowd Control, Stamp Check)	30.00	Per Game
Middle School Volleyball – All Workers	25.00	Per Game
Middle School Basketball – All Workers	25.00	Per Game
Volleyball, Gymnastics, Soccer administrator– One game	60.00	Per Game
Volleyball, Gymnastics, Soccer administrator – More than one game	100.00	Per Day
PLAYOFFS	Rate	Method
Play-Off Administrator– Any sport	100.00	Per Day
Play-Off Workers – Any sport	+10.00	Per Game
Photographer (ALL except varsity football) +\$20.00 away game	65.00	Per Game

ASSIGNMENT REQUIRES TIMESHEETS		
ASSIGNMENT	Rate	Method
EMS ISD Teacher	30.00	Per Hour
Homebound Teacher	30.00	Per Hour
In-Home Training Teacher	30.00	Per Hour
EMS ISD Nurse	30.00	Per Hour
SPECIAL PROGRAMS	Rate	Method
Job Coach	18.00	Per Hour
SUBSTITUTES	Rate	Method
EMS ISD Retired Teachers (Tuesday – Thursday)	120.00	Per Day
EMS ISD Retired Teachers (Monday and Friday)	140.00	Per Day
Valid Texas Teacher Certification (Tuesday – Thursday)	110.00	Per Day
Valid Texas Teacher Certification (Monday and Friday)	130.00	Per Day
60+ Hours College Credit (Tuesday – Thursday)	100.00	Per Day
60+ Hours College Credit (Monday and Friday)	120.00	Per Day
High School Diploma (Tuesday – Thursday)	90.00	Per Day
High School Diploma (Monday and Friday)	110.00	Per Day
Self-Contained Classroom Teachers (Tuesday – Thursday)	110.00	Per Day
Self-Contained Classroom Teachers (Monday and Friday)	130.00	Per Day
Certified Self-Contained Classroom Teachers (Tuesday – Thursday)	120.00	Per Day
Certified Self-Contained Classroom Teachers (Monday and Friday)	140.00	Per Day
Paraprofessional	75.00	Per Day
Paraprofessional – SPED Aide III	90.00	Per Day
Registered Nurse (Tuesday – Thursday)	110.00	Per Day
Registered Nurse (Monday and Friday)	130.00	Per Day
Counselor	175.00	Per Day
LONG-TERM SUBSTITUTE PAY RATES FOR CLASSROOM TEACHER POSITIONS *Starting Day 21 (Same Teacher in Same Position)	175.00	Per Day
SUMMER SCHOOL	Rate	Method
Pre-K and K Summer School Coordinator	7,000	Session
Pre-K and K Summer School Assistant	4,500	Session
Elementary Summer School Coordinator	6,000	Session
ESY Coordinator	6,000	Session
Middle School Summer School Coordinator	6,000	Session
Middle School / High School Summer School Program Coordinator (1 position)	10,000	Session
Middle School Assistant Summer School Coordinator	3,500	Session
High School Summer School Program Coordinator	8,500	Session
High School Assistant Summer School Coordinator	6,000	Session
Pre-K and K Summer School Counselor	4,500	Session
Elementary and Middle School Summer School Counselor	3,000	Session
High School Summer School Counselor	4,500	Session
Paraprofessional and Receptionist	15.00	Per Hour
Secretary	20.00	Per Hour
Registered Nurse	30.00	Per Hour
Teacher	40.00	Per Hour
BCBA Coordinator	50.00	Per Hour
ESY Teacher	40.00	Per Hour
ESY Paraprofessional	15.00	Per Hour
ESY Clerk	15.00	Per Hour
ESY TEAMS Teacher	45.00	Per Hour
ESY TEAMS Paraprofessional	20.00	Per Hour

ESY TEAMS Nurse	30.00	Per Hour
ESY Speech-Language Pathologist	Market Rate	Per Hour
ESY Special Programs – Contracted Services	Market Rate	Per Hour
TEMPORARY WORKER	Rate	Method
Temporary Employee	10.00	Per Hour
Temporary Employee – Special Programs	10.00	Per Hour
Summer Employee – Athletics	10.00	Per Hour
Summer Employee – Business Office	10.00	Per Hour
Summer Employee – Campus/Clerical	10.00	Per Hour
Summer Employee – Central Office	10.00	Per Hour
Summer Employee – Educational Services	10.00	Per Hour
Summer Employee – Fine Arts	10.00	Per Hour
Summer Employee – Human Resources/Student Services	10.00	Per Hour
Summer Employee – Maintenance/Warehouse	12.00	Per Hour
Summer Employee – Technology	10.00	Per Hour
Summer Employee – Textbooks	10.00	Per Hour
TUTORS	Rate	Method
Tutor	15.00	Per Hour
Tutor with bachelor's degree	20.00	Per Hour
Tutor Certified Teacher (Texas Certification)	30.00	Per Hour
POLICE	Rate	Method
Education Incentive – Associate's degree or 60 accredited college hours *Rate based on highest level achieved	60.00	Per Month
Education Incentive – Bachelor's degree *Rate based on highest level achieved	100.00	Per Month
Education Incentive – Master's degree *Rate based on highest level achieved	125.00	Per Month
Education Incentive – Doctorate degree or higher *Rate based on highest level achieved	160.00	Per Month
TCOLE Intermediate Proficiency Certificate	30.00	Per Month
TCOLE Advanced Proficiency Certificate	60.00	Per Month
TCOLE Master Proficiency Certificate	90.00	Per Month
Texas School Safety Center SBLE Training – Intermediary (41502)	30.00	Per Month
Texas School Safety Center SBLE Training – Advanced (41504)	60.00	Per Month
Texas School Safety Center SBLE Training – Master (41505)	90.00	Per Month
Uniform Allowance (Paid Once Annually)	125.00	Annual
SBLE Longevity Pay (In-District)	5.00-125.00	Per Month
K-9 Officer	15,000.00	Annual

The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion for a lifetime of continuous achievement** in **every student**.