

Stipend Business Rules, Changes & Submission Guidance

2026 – 2027 School Year

Purpose

To ensure stipends are equitable, aligned to workload, and fiscally responsible, the district is implementing standardized business rules, governance structures, and clear submission processes. These updates reflect Superintendent-approved recommendations following a cross-functional review.

Summary of What's Changing in 2026–2027

- Removal of select stipends tied to expected duties or volunteer roles
- Expansion of tiered models aligned to workload, participation, and impact
- Athletics restructuring; fewer extra-duty days + standardized daily rate (\$275)
- Elimination of duplicative stipends (e.g., multiple stipends for same program/work)
- Stronger governance: department verification required; no campus-created stipends

Core Business Rules

1. Department Verification (Required)

- All stipends must be verified by the corresponding department prior to submission.
- Verification confirms: work completion, deliverables met, and eligibility.
- Compensation will not verify work; it will only process approved payments.

2. Stipend Stacking (Restricted)

- Not allowed without prior department approval.
- No multiple stipends for overlapping/duplicative work.
- Pay must reflect actual workload, not titles/structure.

3. District-Approved Stipends Only

- Campuses may not create new or special stipends.
- Only stipends in the district compensation plan may be paid.
- No discretionary stipends allowed.

4. Centralized Approval & Oversight

Approval Flow: Campus ➡ Department ➡ Compensation ➡ Payroll

Stipends Removed (2026–2027)

CTE – EAS Foundational Program of Study (FPOS)

- *Rationale:* Now considered part of expected duties; aligned with pay-for-performance.

Special Olympics – Chaperone Stipend

- *Rationale:* Alignment with district practice (no pay for volunteer roles).

Visual Art–Feeder Representative HS, MS, ES

- *Rationale:* Increased Visual Art stipend rates.

Choral Director, Assistant HS

- *Rationale:* Increased Visual Art stipend rates.

Band/Orchestra Secondary Performance Ensemble

- *Rationale:* Increased Visual Art stipend rates.

Tiered Stipend Models

Fine Arts – Band (Example: High School Band Director)

Tier 1 – \$12,000 per Fine Arts

- Summer rehearsals, football games, Pre-UIL, district initiatives (≥5 students)

Tier 2 – \$14,000 per Fine Arts

- All Tier 1 + 2 additional campus concerts + 1 recruitment event

Tier 3 – \$16,000 per Fine Arts

- All Tier 2 + 2 regional/state events + additional ensemble

Change: Eliminates secondary ensemble stipend (previously an additional \$6,000)

CTE – Student Organization Sponsors (CTSO)

- 10–20 students: Up to \$400/semester
- 20–50 students: Up to \$600/semester
- 50+ students: Up to \$800/semester
- Change: Moves from flat stipend to participation-based tiers

Athletics – Tiered Model & Extra-Duty Days (Change to extra days)

Key Changes

- Reduced number of extra-duty days across sports
- Standardized daily rate: \$275 (replaces individual coach daily rates)

High School Tier Structure

Tier 1 – Head Football: 25 → 20 days

Tier 2 – Asst. Football, Head Volleyball/Water Polo: 15 → 10 days

Tier 3 – Other Head Coaches: 7 → 5.5 days

Tier 4 – Assistants: up to 10 → 4.5 days

Middle School Structure (Single Tier with Differentiation)

- Head Football: 5 → 4 days
- Assistant Football: 5 → 3 days
- Volleyball: 4 → 4 days

Stipend Submission Process (Campus Guidance)

Step 1: Complete Template

- Enter campus, stipend number, employee ID/name, prorated amount, and budget coding
- Department verification required prior to submission



Step 2: Submit via Centralized Portal

- Upload completed template via Microsoft Form



Submission Expectations & Compliance

- Follow deadlines per Stipend Payment Calendar
- Late submissions move to next payroll cycle
- Incomplete submissions will be returned
- Campuses must ensure sufficient budget



Additional Requirements:

- Must follow approved stipend min/max amounts
- Must meet program requirements (UIL, certifications, etc.)
- Stipends are supplemental and not guaranteed annually



Key Takeaways for Leaders

- Departments/Campuses own verification and accountability
- Stipends must reflect actual work performed
- Stacking is limited and controlled
- Tiered models drive equity and consistency
- Athletics is now aligned to standardized daily rate and reduced days



Effective: 2026–2027 School Year

Owner: Human Resources / Compensation

Next Update Cycle: Annual (Beginning February)

HISD STIPENDS AND EXTRA DUTY

2026-2027 stipends

CAMPUS ADDITIONAL ROLE					
CAMPUS ADDITIONAL ROLE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
GT Coordinator	\$1,500	EAS	Dec/June	N/A	Campus
JROTC Coach	\$3,000	EAS & NES	Dec/June	Central - NES	Campus
CTE Student Organization Sponsor	Up to \$800 per Semester	EAS & NES	Dec/June	Central - Academics Dept. (CTE)	Central - Academics Dept. (CTE)
Bilingual	\$5,000	EAS & NES	Dec/June	Central - Districtwide	Central - Districtwide
EAS Secondary Science	\$1,000	EAS	Dec/June	N/A	Central - Districtwide
EAS Secondary Math	\$1,000	EAS	Dec/June	N/A	Central - Districtwide
Title I, Part A Campus Contact Person	Up to \$2,400	EAS & NES	Dec/June	Campus Title I	Campus Title I
Multilingual Learning Development Coach	\$1,500	EAS & NES	Dec/June	Cultural Multilingual Dept.	Cultural Multilingual Dept.
APEX Teacher of Record /e-Teacher	\$25 per course Completed	EAS	Dec/June	N/A	Campus Budget
Advanced Academics (AP/IB/ OnRamps) Teacher Leader	Up to \$2,000	EAS & NES	Dec/June	Central - Postsecondary	Central - Postsecondary
Agriculture Summer Teacher	\$4,000 for June Only and \$8,000 for June and July	EAS & NES	June/July	Central - Academics (CTE)	Central - Academics(CTE)

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

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

HISD STIPENDS AND EXTRA DUTY

PRINCIPAL – CAMPUS SIZE

PRINCIPAL – CAMPUS SIZE	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Small - ES & MS (401-599); HS (801-1149)	\$1,000	EAS & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Medium - ES & MS (600-899); HS (1150-1499)	\$2,000	EAS & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Large - ES & MS (900-1199); HS (1500-1999)	\$3,000	EAS & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget
Extra Large - ES & MS (1200+); HS (2000+)	\$4,000	EAS & NES	In Addition to Base Salary	Central - District Wide Budget	Central - District Wide Budget

Note: Pay out as if receiving \$1K at start of year equally split between 2026 pay periods; Update stipend amount based on size calculation defined by October 2026 PEIMS membership multiplied by ADA reported as of October snapshot; Pay out updated stipend amount starting in January 2027 equally split between pay periods.

PRINCIPAL – HIGH NEEDS

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

Note: *Eligibility is based on 25-26 SY data, stipends will be paid out divided over each paycheck and will remain separate from base salary. Pay out equally across pay periods based on SY25-26 data.

PRINCIPAL – EXPERIENCE

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

Note: Pay out equally across pay periods

HISD STIPENDS AND EXTRA DUTY

ASSISTANT PRINCIPAL – CAMPUS SIZE

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

Note: Pay out as if receiving \$500 at start of year equally split between 2026 pay periods; Update stipend amount based on size calculation defined by October 2026 PEIMS membership multiplied by ADA reported as of October snapshot; Pay out updated stipend amount starting in January 2027 equally split between pay periods.

ASSISTANT PRINCIPAL – EXPERIENCE

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

Note: Pay out equally across pay periods.

ASSISTANT PRINCIPAL – HIGH NEEDS

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

Note: *Eligibility is based on 25-26 SY data, stipends will be paid out divided over each paycheck and will remain separate from base salary. Pay out equally across pay periods based on SY25-26 data.

NON-UIL EXTRACURRICULAR ACTIVITIES

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

HISD STIPENDS AND EXTRA DUTY

NON-UIL FINE ARTS

NON-UIL FINE ARTS	RATE	CAMPUS TYPE	PAYMENT	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Dance Teacher MS	Up to \$6,000	EAS & NES	Dec/June	Central - NES	Campus
Drama/Theatre Teacher ES	Up to \$6,000	EAS & NES	Dec/June	Central - NES	Campus
Dance Teacher ES	Up to \$5,000	EAS & NES	Dec/June	Central - NES	Campus
General Music Choir Director ES	Up to \$7,500	EAS & NES	Dec/June	Central - NES	Campus
Visual Arts Teacher HS	Up to \$3,250	EAS & NES	Dec/June	Central - NES	Campus
Visual Arts Teacher MS	Up to \$2,250	EAS & NES	Dec/June	Central - NES	Campus
Visual Arts Teacher ES	Up to \$1,000	EAS & NES	Dec/June	Central - NES	Campus
Dance/Drill/Color Guard Sponsor, Assistant HS	Up to \$5,000	EAS & NES	Dec/June	Central - NES	Campus
Dance Head Sponsor HS	Up to \$7,000	EAS & NES	Dec/June	Central - NES	Campus
Drill/Color Guard Head HS	Up to \$7,000	EAS & NES	Dec/June	Central - NES	Campus

SPECIAL EDUCATION

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

HISD STIPENDS AND EXTRA DUTY

SPED RECRUITMENT INCENTIVES

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

UIL ATHLETIC

UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Athletic Coordinator (HS)	\$6,600	EAS & NES	Dec/May	Central - NES	Campus
Athletic Coordinator (MS)	\$2,500	EAS & NES	Dec/May	Central - NES	Campus
Baseball - Asst Coach Boys up to 4.5 days EXTM HS	\$3,500	EAS & NES	Apr/May	Central - NES	Campus
Baseball - Freshman Coach Boys HS	\$3,500	EAS & NES	Apr/May	Central - NES	Campus
Baseball - Head Coach Boys up to 5.5 days EXTM HS	\$7,000	EAS & NES	Apr/May	Central - NES	Campus
Basketball - Coach Girls - 7th grade	\$3,000	EAS & NES	Jan/Feb	Central - NES	Campus
Basketball - Coach Girls - 8th grade	\$4,000	EAS & NES	Jan/Feb	Central - NES	Campus
Basketball - Freshman Coach Boys HS	\$4,000	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball - Freshman Coach Girls HS	\$4,000	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball - Head Coach Boys up to 5.5 days EXTM HS	\$8,000	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball - Head Coach Girls up to 5.5 days EXTM HS	\$8,000	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball -Asst Coach Boys up to 4.5 days EXTM HS	\$5,500	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball -Asst Coach Girls up to 4.5 days EXTM HS	\$5,500	EAS & NES	Dec/Feb	Central - NES	Campus
Basketball –Coach Boys - 7th Grade	\$3,000	EAS & NES	Jan/Feb	Central - NES	Campus
Basketball –Coach Boys - 8th grade	\$4,000	EAS & NES	Jan/Feb	Central - NES	Campus
Cross Country - Head Coach Boys - 8th grade	\$2,000	EAS & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Boys– 7th grade	\$2,000	EAS & NES	Nov	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC – CONTINUED					
UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Cross Country - Head Coach Boys HS	\$5,000	EAS & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls - 7th grade	\$2,000	EAS & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls - 8th grade	\$2,000	EAS & NES	Nov	Central - NES	Campus
Cross Country - Head Coach Girls HS	\$5,000	EAS & NES	Nov	Central - NES	Campus
EXTM	\$34.38/ per hour	EAS & NES	Oct/Nov	Central - NES	Campus
Football - Asst Coach Boys - 8th grade up to 3 days EXTM	\$3,500	EAS & NES	Oct/Nov	Central - NES	Campus
Football - Asst Coach Boys (Fall) up to 10 days EXTM HS	\$5,500	EAS & NES	Oct/Nov	Central - NES	Campus
Football - Asst Coach Boys (Spring)	\$3,500	EAS & NES	June	Central - NES	Campus
Football - Head Coach Boys - 8th grade up to 4 days EXTM	\$4,000	EAS & NES	Oct/Nov	Central - NES	Campus
Football - Head Coach Boys (Fall) up to 20 days EXTM HS	\$10,000	EAS & NES	Oct/Nov	Central - NES	Campus
Football - Head Coach Boys (Spring)	\$7,000	EAS & NES	June	Central - NES	Campus
Football –Coach Boys - 7th grade	\$3,000	EAS & NES	Oct/Nov	Central - NES	Campus
Golf - Head Coach Boys HS	\$5,000	EAS & NES	April	Central - NES	Campus
Golf - Head Coach Girls HS	\$5,000	EAS & NES	April	Central - NES	Campus
Soccer - Asst Coach Boys up to 4.5 days EXTM HS	\$4,500	EAS & NES	Feb/Apr	Central - NES	Campus
Soccer - Asst Coach Girls up to 4.5 days EXTM HS	\$4,500	EAS & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Boys up to 5.5 days EXTM HS	\$7,000	EAS & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Boys 8th Grade	\$3,000	EAS & NES	April	Central - NES	Campus
Soccer - Head Coach Boys 7th Grade	\$2,000	EAS & NES	April	Central - NES	Campus
Soccer - Head Coach Girls up to 5.5 days EXTM HS	\$7,000	EAS & NES	Feb/Apr	Central - NES	Campus
Soccer - Head Coach Girls 8th Grade	\$3,000	EAS & NES	April	Central - NES	Campus
Soccer - Head Coach Girls 7th Grade	\$2,000	EAS & NES	April	Central - NES	Campus
Softball - Asst Coach Girls up to 4.5 days EXTM HS	\$3,500	EAS & NES	Mar/May	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC – CONTINUED					
UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Softball - Freshman Coach Girls HS	\$3,500	EAS & NES	Mar/May	Central - NES	Campus
Softball - Head Coach Girls 5.5 days EXTM HS	\$7,000	EAS & NES	Mar/May	Central - NES	Campus
Swimming - Asst. Coach Boys HS	\$3,500	EAS & NES	Feb	Central - NES	Campus
Swimming - Asst. Coach Girls HS	\$3,500	EAS & NES	Feb	Central - NES	Campus
Swimming - Head Coach Boys (HS)	\$5,500	EAS & NES	Feb	Central - NES	Campus
Swimming –Coach Boys - 7th grade	\$2,000	EAS & NES	Mar	Central - NES	Campus
Swimming –Coach Boys – 8th grade	\$2,000	EAS & NES	Mar	Central - NES	Campus
Swimming –Coach Girls – 7th grade	\$2,000	EAS & NES	Mar	Central - NES	Campus
Swimming –Coach Girls – 8th grade	\$2,000	EAS & NES	Mar	Central - NES	Campus
Swimming Coordinator HS	\$5,000	EAS & NES	Dec/May	Central - NES	Campus
Swimming Head Coach Girls HS	\$5,500	EAS & NES	Feb	Central - NES	Campus
Tennis - Head Coach Boys	\$1,750	EAS & NES	May	Central - NES	Campus
Tennis Team - Head coach Boys	\$1,750	EAS & NES	May	Central - NES	Campus
Tennis - Head Coach Girls	\$1,750	EAS & NES	May	Central - NES	Campus
Tennis Team - Head coach Girls	\$1,750	EAS & NES	Oct	Central - NES	Campus
Track - Coach Boys – 7th grade	\$2,500	EAS & NES	May	Central - NES	Campus
Track - Coach Boys – 8th grade	\$2,500	EAS & NES	May	Central - NES	Campus
Track - Coach Girls – 7th grade	\$2,500	EAS & NES	May	Central - NES	Campus
Track - Coach Girls – 8th grade	\$2,500	EAS & NES	May	Central - NES	Campus
Track - Freshman Coach Boys HS	\$3,500	EAS & NES	April	Central - NES	Campus
Track - Freshman Coach Girls HS	\$3,500	EAS & NES	April	Central - NES	Campus
Track & Field - Asst Coach Boys HS only up to 4.5 days EXTM	\$3,500	EAS & NES	April	Central - NES	Campus
Track & Field - Asst Coach Girls up to 4.5 days EXTM HS	\$3,500	EAS & NES	April	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL ATHLETIC- CONTINUED					
UIL ATHLETICS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Track & Field - Head Coach Boys up to 5.5 days EXTM HS	\$7,000	EAS & NES	April	Central - NES	Campus
Track & Field - Head Coach Girls up to 5.5 days EXTM HS	\$7,000	EAS & NES	April	Central - NES	Campus
Volleyball - Asst Coach Girls up to 4.5 days EXTM HS	\$3,500	EAS & NES	Oct/Nov	Central - NES	Campus
Volleyball - Freshman Coach Girls up to 4.5 days EXTM HS	\$3,500	EAS & NES	Oct/Nov	Central - NES	Campus
Volleyball - Head Coach Girls up to 10 days EXTM HS	\$7,000	EAS & NES	Oct/Nov	Central - NES	Campus
Volleyball -Coach Girls - 7th grade	\$3,000	EAS & NES	Oct/Nov	Central - NES	Campus
Volleyball -Coach Girls - 8th grade up to 4 days EXTM	\$4,000	EAS & NES	Oct/Nov	Central - NES	Campus
Water Polo Asst Coach Boys up to 4.5 days EXTM HS	\$2,000	EAS & NES	Sept/Oct	Central - NES	Campus
Water Polo Asst Coach Girls up to 4.5 days EXTM HS	\$2,000	EAS & NES	Sept/Oct	Central - NES	Campus
Water Polo Head Coach Boys up to 10 days EXTM HS	\$4,000	EAS & NES	Sept/Oct	Central - NES	Campus
Water Polo Head Coach Girls up to 10 days EXTM HS	\$4,000	EAS & NES	Sept/Oct	Central - NES	Campus
Wrestling - Asst Coach Boys up to 4.5 days EXTM HS	\$3,500	EAS & NES	Jan/Feb	Central - NES	Campus
Wrestling - Asst Coach Girls up to 4.5 days EXTM HS	\$3,500	EAS & NES	Jan/Feb	Central - NES	Campus
Wrestling - Coach Boys up to 5.5 days EXTM HS	\$6,000	EAS & NES	Jan/Feb	Central - NES	Campus
Wrestling - Coach Girls up to 5.5 days EXTM HS	\$6,000	EAS & NES	Jan/Feb	Central - NES	Campus
Strength & Conditioning - Coach HS	\$5,700	EAS & NES	Dec/May	Central - NES	Campus
Strength & Conditioning - Coach MS	\$2,700	EAS & NES	Dec/May	Central - NES	Campus
Field Maintenance Stipend HS	\$1,000	EAS & NES	Dec/May	Central - NES	Campus
Cheerleader Sponsor HS	\$5,500	EAS & NES	Nov/May	Central - NES	Campus
Cheerleader Sponsor MS	\$3,000	EAS & NES	Nov/May	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

UIL EXTRACURRICULAR ACTIVITIES

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

UIL FINE ARTS

UIL FINE ARTS	RATE	CAMPUS TYPE	PAYMENT DATE	FUNDING SOURCE & DEPT. (NES)	FUNDING SOURCE & DEPT. (EAS)
Band Director HS	Up to \$16,000	EAS & NES	Dec/June	Central - NES	Campus
Band Director MS	Up to \$8,000	EAS & NES	Dec/June	Central - NES	Campus
Band Director, Assistant HS	Up to \$10,000	EAS & NES	Dec/June	Central - NES	Campus
Band Director, Assistant MS	Up to \$6,000	EAS & NES	Dec/June	Central - NES	Campus
Choral Director HS	Up to \$10,000	EAS & NES	Dec/June	Central - NES	Campus
Choral Director MS	Up to \$7,500	EAS & NES	Dec/June	Central - NES	Campus
Orchestra/Guitar Director HS	Up to \$10,000	EAS & NES	Dec/June	Central - NES	Campus
Orchestra Director MS	Up to \$7,500	EAS & NES	Dec/June	Central - NES	Campus
Piano Director HS	Up to \$4,500	EAS & NES	Dec/June	Central - NES	Campus
Piano/Mariachi Director MS	Up to \$4,000	EAS & NES	Dec/June	Central - NES	Campus
Drama/Theater Director HS	Up to \$7,500	EAS & NES	Dec/June	Central - NES	Campus
Technical Director HS	Up to \$4,500	EAS & NES	Dec/June	Central - NES	Campus
Drama/Theatre Director MS	Up to \$6,000	EAS & NES	Dec/June	Central - NES	Campus

HISD STIPENDS AND EXTRA DUTY

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

HISD STIPENDS AND EXTRA DUTY

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

HISD STIPENDS AND EXTRA DUTY

Extra Duty

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

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

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

HISD STIPENDS AND EXTRA DUTY

TRAIN THE TRAINER

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

TUTORIAL

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

UNIQUE AND RARE

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