

Stipends	Description	Amount 2026-2027	Type
Ballet Folklorico	Intermediate (1 FTE)	\$1,000.00	F
	Middle School (1 FTE)		F
Band Director	Middle School (1 FTE)	\$3,100.00	A
	High School (1 FTE)		A
Bilingual	Full-Time	\$2,500.00	A
Campus Clubs	Allotment based on enrollment grade span a minimum of 10 students	\$500.00	F
Campus Webmaster	Will include time and after-hours worked (One-Time Stipend) (One Per Campus)	\$500.00	F
CTE Coordinator-District	One for the District	\$3,000.00	A
Career Tech Student Organization (CTSO)	Allotment based on participation, official registration/charter, and competition in regional and state events. Minimum of ten students.	\$1,000.00	F
Class Sponsors	High School Only - 1 per Grade Level	\$500.00	F
Reading Academics	One Time Payment after Certificate is obtained	\$500.00	F
Health Science Secondary Certified/Teacher	Assignment and Certification (paid upon verification of certification) (One Employee)	\$3,000.00	A
Math/Science/Computer Science Secondary Certified/Teacher	Assignment and Certification (paid upon verification of certification)	\$3,000.00	A
Department Head	Maximum -8 per campus (Grade level chairs, Middle School & High School)	\$750.00	A
Destination Imagination	K-8 (Maximum 2 per campus) (One-Time Stipend)	\$500.00	F
Dual Credit	Per assigned course (fall & spring) (One-Time Stipend) (75% passing rate)	\$200.00	F
ESL	Full Time	\$2,000.00	A
Mentor Teacher	Must be the Teacher of Record (Classroom Teacher) (One-Time Stipend) (Per Mentee)	\$1,000.00	F
Mentor Teacher (teacher Residents)	Must be the Teacher of Record (\$1,000 per semester)	\$2,000.00	F
Instructional Facilitator	Elementary (one per campus) (ODI & FES)	\$2,000.00	A
Science Fair Coordinator	1 per campus	\$500.00	F
Special Education (SPED)	Assignment and Certification required	\$2,000.00	A
Special Education- Self Contained	Living skills & Behavior Development Units	\$2,500.00	A
Librarian Support	1 District Employee (\$500/ semester)	\$1,000.00	F
LPAC Duties	High School (as needed)	\$4,000.00	A
Mariachi Teacher	1 District Employee	\$2,500.00	A
Positive Behavior Interventions and Supports	All schools	Two flex days	
Special Education -Adaptive PE	1 District Employee	\$1,750.00	A
Special Education Diagnostician	Full Time - 3 District Employees	\$8,000.00	A
DAEP Teacher	Full Time	\$500.00	A
Speech Language Pathologist	Full Time - 2 District Employees	\$7,000.00	A
Speech Language Pathologist-Assistant	Full Time - 1 District Employee	\$3,500.00	A
Special Education Olympics Coach	Max of 5 Coaches	\$350.00	F
Special Education Olympics Coordinator	1 District Employee	\$750.00	F
STEM Coordinator -District	High School (one per campus)	\$2,000.00	A
STEM Coordinator - Campus	Elementary (one per campus) (ODI & FES)	\$1,000.00	A
	Middle School (one per campus)	\$1,000.00	A
Student Council Sponsor	Middle School (one per campus)	\$750.00	A
	High School (one per campus)	\$1,500.00	A
Employee Of the Year	1 District Employee	\$500.00	F
Teacher of the Year-District	Elementary	\$1,000.00	F
	Secondary	\$1,000.00	F
Teacher of the Year	1 per campus	\$500.00	F
Teacher of the Year -State	1 District Employee	\$2,500.00	F

Stipends	Description	Amount 2026-2027	Type
UIL Academic Events	Maximum of 2 full stipends per coach with an additional \$100 per event, over two if a shortage of coaches exists, with a maximum of 4 events, (One-Time Stipend)	\$500.00	F
UIL One Act Play	Middle School (one per campus)	\$1,000.00	F
	High School (one per campus)	\$1,000.00	F
UIL Coordinator	Elementary (one per campus) (ODI & FES)	\$600.00	F
	Middle School (one per campus)	\$600.00	F
	High School (one per campus)	\$1,000.00	F
Yearbook Sponsor	High School (one per campus)	\$1,200.00	F
	Middle School (one per campus)	\$500.00	F
Doctorate Degree	Requirements Degree must be in the field of education or content area (Administrative staff excluded)	\$1,500.00	A
Master's Degree	Requirements Degree must be in the field of education or content area (Administrative staff excluded)	\$1,200.00	A
Home Bound	Teacher	\$50.00/hr	
	SPED	\$55.00/hr	
In-Home Training (Autism)		\$50.00/hr	

Stipends	Description	Amount 2026-2027	Type
Professional Development (Outside of Contract)	Half Day	\$60.00	
	Full Day	\$100.00	
Substitute Teacher	Non-Degreed	\$85.00 p/day	
	Associates	\$100.00 p/day	
	Degreed	\$120.00 p/day	
	Certified	\$140.00 p/day	
	After 15 days as a sub for the same assignment/teacher	\$10.00 add'l p/day	
Summer School & Intercession	Aide	\$20.00 p/hr	
	Teacher	\$40.00/hr.	
Tutor	College Student	\$20.00	
	Teacher	\$30.00	
Extra Duty Pay	Description	Pay	
Ticket Sellers		\$10.00 p/hr	
Ticket Takers		\$10.00 p/hr	
Timekeepers		\$10.00 p/hr	
Score Keepers		\$10.00 p/hr	
Announcers		\$14.00 p/hr	
Video Recording		\$12.00 p/hr	
	Athletics		

Note: Flat stipends are paid out in one lump sum. Stipends will be paid once the event is completed, at the end of the semester or the end of the school year.

If an employee resigns from additional duties, any stipend amounts paid in excess of the earned amount will be deducted in full from the employee's following paycheck. No payment arrangements will be permitted.

Fahens Independent School District does not discriminate in its educational programs or employment practices based on race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping, and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the human resources compliance officer at (915) 765-2600.

https://apcsouthwest.com/wp-content/uploads/2024/04/2024_APG_DigitalProgram.pdf

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, o otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficina de recursos humanos del distrito, (915) 765-2600

PAY TYPE

*F- FLAT

*A- ASSIGNED