



Compensation Resource Book 2026-2027

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The Dallas Independent School District Compensation Program

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

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

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

The Compensation Department

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

Only information regarding the 2026-2027 school year can be obtained from this handbook. Prior and future compensation practices, amounts, or programs shall not be predicted using the 2026-2027 Compensation Resource Book.

Compensation Structure

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

Pay Grades and Position Classification

The Compensation Department determines the compensatory value of a position by conducting market analysis of positions to evaluate relative internal and external value. The position is then assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, divisional consistency, and administrative input are all considered when performing job evaluations). Additionally, all positions will be classified as exempt or nonexempt in accordance with Fair

Labor Standards Act (FLSA) requirements.

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

New Hire Compensation Determination

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

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

Salary Proration

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

Documentation of Service Credit for Experience

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

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

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

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

Campus Professional: Teachers

The salaries of newly hired Dallas ISD teachers are based upon consideration of Creditable Years of Service (CYS), when an employee has not earned a level since the 2024-2025 Effectiveness Level. All teachers, excluding JROTC, CATE and Vocational Instructors, are required to possess, a bachelor's degree and certification as required by the Texas Education Agency (TEA) and the State Board of Educator Certification (SBEC). Teachers who serve as Athletic Coaches will receive supplemental earnings in addition to their annual base salary.

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

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

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

Career and Technology Education (CATE) Teachers

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

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

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

Credit for Teachers with prior Teacher Assistant Experience

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

Counselors, Media Specialists and Instructional Support

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

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

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

Instructional Support: School Nurse

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

Police and Security

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

Campus Professional: Administrators

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

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

Administrative Assistants

Administrative Assistants are generally assigned based on the supervisor to whom the employee directly reports as well as the scope of work. Supervisors shall have only one Administrative Assistant reporting directly to them unless otherwise approved by the Chief of Human Capital Management and applicable Divisional Chief. If the direct supervisor changes due to reassignment or reclassification, an Administrative Assistant’s title and salary may be reviewed and adjusted in the next fiscal year. Salary adjustments associated with a promotion or demotion to a new role take effect on the employee’s start date in the new position. Any Administrative Assistant title change, or salary adjustment not related to a promotion or demotion shall be reviewed and approved by the Executive Director of Compensation and the Chief of Human Capital Management.

Returning Employee Compensation Determination

Former Dallas ISD employees who return to the district will be placed at the appropriate pay level for the position in which they are newly hired. This may differ from the pay level and/or position they occupied at the time of their departure from

the district. Returning employees that were previously on an Excellence Initiative will be placed at the salary commensurate with their last Scorecard Effectiveness Level earned (if the new position aligns to the position and level in which the employee earned the effectiveness level), if the level was a 2024-2025 Effectiveness Level or after. In the case the Effectiveness Level was earned before 2024-2025, employee will be placed at the currently adopted hiring schedule for the position.

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

Salary Adjustments

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

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

Promotion Adjustments

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

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

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

Demotion Adjustments

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

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

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

Lateral Transfer and Adjustments

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

Reassignment

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

Salary Freezes

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

Transfer between Pay Groups

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

Transfer to/from Excellence Initiative Positions

The Dallas ISD Excellence Initiatives have been designed to encourage employees to remain in key positions as defined by the District. Employees moving to an Excellence Initiative position will be assigned a new salary based upon the compensation program for that Excellence Initiative. Employees that were previously on an Excellence Initiative will be placed at the salary commensurate with their last Scorecard Effectiveness Level earned (if the new position aligns to the

position and level in which the employee earned the effectiveness level), if the level was a 2024-2025 Effectiveness Level or after. Employees moving from an Excellence Initiative shall have their salary determined based upon incumbent data, employee knowledge, skills, abilities, and experience for the newly selected position. Maintaining the hourly/daily rate for employees may not be applicable in these cases. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a

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

Annual Pay Adjustments

The Superintendent of Schools may propose an annual employee pay adjustment as part of the District's budget approval process and in accordance with the Compensation Guidelines. To receive a Board-approved annual pay adjustment, an employee must be in an active status or on an approved leave of absence at the time of the issuance of the first payroll reflecting the annual pay adjustment. Unless otherwise noted, employees **not eligible** to receive the 2026-2027 Annual Pay Adjustment are shown below.

- Employees on Performance Based Excellence Initiatives
- Newly hired employees hired with a start date after December 31, 2025.
- Employees whose performance appraisal rating is below, unsatisfactory and/or do not meet expectations. [See DN Local].
- Temporary Employees

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

Back Payment

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, the Compensation Department will rectify the issue by paying the difference in base salary back to September 1, 2025. For supplemental earnings, back payment can only be rectified back to September 1, 2025.

Overpayment

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

Compensation

Salary Handbook: 2026-2027 School Year

Effective July 1, 2026

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

Part-time teacher salaries would be a reflection of the employee's FTE percent of that assignment. (Note: CYS indicates Creditable Years of Service for all salary schedules). Neither past nor future salaries can be predicted or calculated from this schedule. Only salary information regarding the 2026-2027 school year can be obtained from these schedules.

Salary Schedule – Campus Professional: Teachers

Teacher Excellence Initiative									
Days	Unsat	Progressing		Proficient			Exemplary		Master
		I	II	I	II	III	I	II	
187/191	\$55,030	\$68,500	\$69,500	\$78,000	\$81,000	\$86,000	\$89,000	\$93,000	\$103,000
195	\$57,384	\$71,430	\$72,473	\$81,337	\$84,465	\$89,679	\$92,807	\$96,979	\$107,406
205	\$60,327	\$75,094	\$76,190	\$85,508	\$88,797	\$94,278	\$97,567	\$101,952	\$112,914
207	\$60,916	\$75,826	\$76,933	\$86,342	\$89,663	\$95,198	\$98,519	\$102,947	\$114,016
215	\$63,270	\$78,757	\$79,906	\$89,679	\$93,128	\$98,877	\$102,326	\$106,925	\$118,422

CYS	Teachers Introductory Compensation Schedule				
	187/191	195	205	207	215
Novice (0)	\$68,000	\$70,909	\$74,545	\$75,273	\$78,182
1	\$68,500	\$71,430	\$75,094	\$75,826	\$78,757
2	\$69,200	\$72,160	\$75,861	\$76,601	\$79,561
3	\$69,800	\$72,786	\$76,519	\$77,265	\$80,251
4	\$70,400	\$73,412	\$77,176	\$77,929	\$80,941
5	\$71,000	\$74,037	\$77,834	\$78,594	\$81,631
6	\$71,600	\$74,663	\$78,492	\$79,258	\$82,321
7	\$72,200	\$75,289	\$79,150	\$79,922	\$83,011
8	\$72,800	\$75,914	\$79,807	\$80,586	\$83,701
9	\$73,400	\$76,540	\$80,465	\$81,250	\$84,390
10+	\$74,000	\$77,166	\$81,123	\$81,914	\$85,080
* Newly hired teachers with 11+ CYS may receive salaries above scale as determined by Human Capital Management and School Leadership. *Uncertified novice teachers will have a starting salary of 67,500.					

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

Once a new teacher has been evaluated under TEI and has a hire date on or before, December 31, 2026 their compensation for subsequent years will be based upon their earned Effectiveness Level. TIA designations do not play a part in base salary determination. If a teacher receives a lower evaluation rating for three consecutive years, their effectiveness level and corresponding salary may decrease by one level in the fourth year. Teachers will not receive a base salary that exceeds the minimum salary of the next performance grouping (i.e. Progressing, Proficient, Exemplary, Master). The amount above the minimum salary of the next performance grouping may be paid as a stipend. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a salary greater than 14% above the value assigned to that effectiveness level. The amount above the value assigned to the maximum effectiveness level shall be paid as stipend.

Teachers who are eligible for a pay increase based on their Effectiveness Level will receive the increase on their October 2026 paycheck, retroactive to the employee's contract start date. Teachers not evaluated on TEI are paid on the Instructional Support Salary Schedule for the 2026-2027 School Year. For more information on the Teacher's Excellence Initiative, visit tei.dallasisd.org.

Salary Schedule – Campus Professional: Administrators

Level	ASSISTANT PRINCIPAL EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 207 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
ELEMENTARY	\$81,500	\$83,500	\$86,500	\$89,000	\$93,500	\$96,500	\$99,500
MIDDLE	\$86,500	\$89,500	\$91,500	\$93,500	\$96,500	\$99,500	\$103,500
HIGH SCHOOL MAGNET/CHOICE	\$85,500	\$87,500	\$90,000	\$93,000	\$95,500	\$98,500	\$102,500
HIGH SCHOOL TRADITIONAL	\$90,000	\$92,000	\$95,000	\$99,000	\$102,000	\$106,000	\$112,000

Level	PRINCIPAL EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 221 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
ELEMENTARY MAGNET/CHOICE	\$109,000	\$112,000	\$115,000	\$118,000	\$122,000	\$125,000	\$129,000
ELEMENTARY TRADITIONAL	\$113,000	\$117,000	\$120,000	\$124,000	\$126,000	\$131,000	\$135,000
MIDDLE SCHOOL MAGNET/CHOICE	\$112,000	\$117,000	\$121,000	\$125,000	\$128,000	\$132,000	\$135,000
MIDDLE SCHOOL TRADITIONAL	\$118,000	\$122,000	\$127,000	\$133,000	\$137,000	\$141,000	\$149,000
STAND ALONE EARLY COLEGE HS	\$114,000	\$118,000	\$123,000	\$129,000	\$133,000	\$137,000	\$145,000
HIGH SCHOOL MAGNET/CHOICE	\$119,000	\$125,000	\$131,000	\$139,000	\$144,000	\$148,000	\$153,000
HIGH SCHOOL TRADITIONAL	\$131,000	\$141,000	\$146,000	\$151,000	\$154,000	\$157,000	\$161,000

Level	EXECUTIVE DIRECTOR (SCHOOLS) EXCELLENCE INITIATIVE						
	CAMPUS LEADERSHIP : 226 DAYS						
	Progressing			Proficient			Exemplary
	I	II	III	I	II	III	
EXECUTIVE DIRECTOR	\$149,000	\$157,100	\$161,000	\$165,000	\$167,500	\$170,000	\$172,000

Campus Administrators new to the position and/or campus level will be compensated (for the first year) based on review of professional experience, internal incumbents and other compensatory factors. The Compensation Department will determine the salaries for all new Dallas ISD administrators.

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

Once an administrator has been evaluated under the appropriate appraisal system AND has an Administrator hire date on or before, December 31, 2026, their compensation for subsequent years will be based upon their respective earned effectiveness level. Administrators will not receive a base salary that exceeds the minimum salary of the next performance grouping (i.e. Progressing, Proficient, Exemplary). The amount above the minimum salary of the next performance grouping may be paid as a stipend. Excellence Initiative employees at the highest effectiveness level of their respective initiative shall not receive a salary greater than 14% above the value assigned to that effectiveness level. The amount above the value assigned to the maximum effectiveness level shall be paid as stipend. Executive Directors on an Excellence Initiative are not eligible to an over the max stipend.

Administrators who are eligible for a pay increase based on their effectiveness level will receive the increase on the October 2026 paycheck, retroactive to the employee's current year contract start date. Excellence Initiative effectiveness levels only apply for the position in which they are earned, they do not carry across Excellence Initiatives or up and down levels within an Excellence Initiative.

For the 2026-2027 School Year, the Assistant Principal's maximum salary increase will be capped at \$7,500 from the 2025-2026 base salary.

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

All salaries reflected on these schedules are an annual, 100 percent full time equivalent FTE assignment. Only salary information regarding the 2026-2027 school year can be obtained from these schedules.

School Counselors Excellence Initiative (SCEI)

Unsatisfactory		Progressing		Proficient		Exceeds Expectations		Exemplary	
N	%	N	%	N	%	N	%	N	%
TBD		TBD	<20%	TBD	60%	TBD	15%	TBD	5%
Ineligible (Policy)		Board-Approved		Board-Approved+1%		Board Approved+2%		Board Approved+3%	

The salary range for School Counselors can be found on the Instructional Support 3 paygrade. Salaries for School Counselors are determined based on a variety of factors, including but not limited to each candidate's knowledge, skills and abilities (KSAs). For returning School Counselors, the SCEI increase will be determined based on 2025-2026 school year performance. A 2025-2026 Evaluation Rating will be provided in September 2026. Counselors that receive a Proficient I or greater Evaluation Rating may receive greater than the standard board approved increase. All other Annual Pay Adjustments criteria must be met to receive the SCEI adjustment. For more information on the School Counselor Initiative visit: [School Counselor Excellence Initiative](#)

Salary Schedule: Instructional Support

Instructional Support

Pay Grade		Minimum	Midpoint	Maximum
IS 1	Daily	\$304.40	\$380.51	\$456.62
	185	\$56,314	\$70,394	\$84,475
	187/191	\$56,923	\$71,155	\$85,388
	195	\$59,358	\$74,199	\$89,041
	205	\$62,402	\$78,005	\$93,607
	215	\$65,446	\$81,810	\$98,173
	226	\$68,794	\$85,995	\$103,196

IS 2	Daily	\$364.67	\$437.60	\$510.53
	185	\$67,464	\$80,956	\$94,448
	187/191	\$68,193	\$81,831	\$95,469
	195	\$71,111	\$85,332	\$99,553
	205	\$74,757	\$89,708	\$104,659
	215	\$78,404	\$94,084	\$109,764
	226	\$82,415	\$98,898	\$115,380

IS 3	Daily	\$372.12	\$459.56	\$547.01
	185	\$68,842	\$85,019	\$101,197
	187/191	\$69,586	\$85,938	\$102,291
	195	\$72,563	\$89,614	\$106,667
	205	\$76,285	\$94,210	\$112,137
	215	\$80,006	\$98,805	\$117,607
	226	\$84,099	\$103,861	\$123,624

IS 4	Daily	\$385.96	\$482.45	\$578.94
	185	\$71,403	\$89,253	\$107,104
	187/191	\$72,175	\$90,218	\$108,262
	195	\$75,262	\$94,078	\$112,893
	205	\$79,122	\$98,902	\$118,683
	215	\$82,981	\$103,727	\$124,472
	226	\$87,227	\$109,034	\$130,840

IS 5	Daily	\$397.34	\$506.61	\$615.88
	185	\$73,508	\$93,723	\$113,938
	187/191	\$74,303	\$94,736	\$115,170
	195	\$77,481	\$98,789	\$120,097
	205	\$81,455	\$103,855	\$126,255
	215	\$85,428	\$108,921	\$132,414
	226	\$89,799	\$114,494	\$139,189

IS 6	Daily	\$417.21	\$531.94	\$646.67
	185	\$77,184	\$98,409	\$119,634
	187/191	\$78,018	\$99,473	\$120,927
	195	\$81,356	\$103,728	\$126,101
	205	\$85,528	\$109,048	\$132,567
	215	\$89,700	\$114,367	\$139,034
	226	\$94,289	\$120,218	\$146,147

IS 7	Daily	\$458.93	\$585.14	\$711.34
	185	\$84,902	\$108,250	\$131,598
	187/191	\$85,820	\$109,420	\$133,021
	195	\$89,491	\$114,101	\$138,711
	205	\$94,081	\$119,953	\$145,825
	215	\$98,670	\$125,804	\$152,938
	226	\$103,718	\$132,241	\$160,763

INSTRUCTIONAL SUPPORT POSITIONS:

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

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

Salary Schedule – Central Staff Schedule

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

Grade	Central Staff Pay Schedule (226-Annualized Salary Daily Rate)		
	Minimum	Midpoint	Maximum
1	\$34,008 \$150.48	\$41,476 \$183.52	\$48,943 \$216.56
2	\$39,125 \$173.12	\$47,713 \$211.12	\$56,301 \$249.12
3	\$46,158 \$204.24	\$56,292 \$249.08	\$66,426 \$293.92
4	\$52,161 \$230.80	\$63,606 \$281.44	\$75,050 \$332.08
5	\$56,988 \$252.16	\$69,500 \$307.52	\$82,011 \$362.88
6	\$65,522 \$289.92	\$79,914 \$353.60	\$94,305 \$417.28
7	\$75,357 \$333.44	\$91,901 \$406.64	\$108,444 \$479.84
8	\$86,657 \$383.44	\$105,678 \$467.60	\$124,698 \$551.76
9	\$99,657 \$440.96	\$121,525 \$537.72	\$143,392 \$634.48
10	\$111,609 \$493.84	\$136,116 \$602.28	\$160,623 \$710.72

Grade	Technical Staff Pay Schedule (226-Annualized Salary Daily Rate)		
	Minimum	Midpoint	Maximum
1	\$45,200 \$200.00	\$55,126 \$243.92	\$65,052 \$287.84
2	\$51,998 \$230.08	\$63,407 \$280.56	\$74,815 \$331.04
3	\$57,332 \$253.68	\$69,916 \$309.36	\$82,499 \$365.04
4	\$64,292 \$284.48	\$78,413 \$346.96	\$92,515 \$409.36
5	\$73,929 \$327.12	\$90,165 \$398.96	\$106,383 \$470.72
6	\$85,030 \$376.24	\$103,707 \$458.88	\$122,365 \$541.44
7	\$95,227 \$421.36	\$116,128 \$513.84	\$137,028 \$606.32
8	\$107,612 \$476.16	\$131,243 \$580.72	\$154,873 \$685.28
9	\$120,521 \$533.28	\$146,981 \$650.36	\$173,441 \$767.44
10	\$144,622 \$639.92	\$176,361 \$780.36	\$208,101 \$920.80

Grade	Executive Leadership Pay Schedule (226-Annualized Salary Daily Rate)		
	Minimum	Midpoint	Maximum
11	\$124,390 \$550.40	\$151,700 \$671.24	\$179,010 \$792.08
12	\$141,801 \$627.44	\$172,926 \$765.16	\$204,051 \$902.88
13	\$161,671 \$715.36	\$197,153 \$872.36	\$232,635 \$1,029.36
14	\$184,271 \$815.36	\$224,725 \$994.36	\$265,179 \$1,173.36
15	\$210,108 \$929.68	\$256,221 \$1,133.72	\$302,334 \$1,337.76

Grade	Construction Services Pay Schedule (226-Annualized Salary Daily Rate)		
	Minimum	Midpoint	Maximum
1	\$51,492 \$227.84	\$60,577 \$268.08	\$69,662 \$308.24
2	\$59,212 \$262.00	\$69,662 \$308.24	\$80,112 \$354.48
3	\$67,493 \$298.64	\$79,408 \$351.36	\$91,322 \$404.08
4	\$76,930 \$340.40	\$90,518 \$400.56	\$104,105 \$460.64
5	\$101,863 \$450.72	\$113,181 \$500.80	\$124,499 \$550.88
6	\$112,042 \$495.76	\$124,490 \$550.80	\$136,938 \$605.92
7	\$123,233 \$545.28	\$136,929 \$605.92	\$150,624 \$666.48
8	\$135,546 \$599.76	\$150,607 \$666.40	\$165,667 \$733.04

Salary Schedule – Maintenance, Operations, and Transportation

Maintenance, Operations, and Transportation				
Grade		Minimum	Midpoint	Maximum
1	-	\$17.50	\$21.34	\$25.17
2	-	\$20.33	\$24.79	\$29.24
3	-	\$22.30	\$27.20	\$32.10
4	-	\$24.49	\$29.87	\$35.24
5	-	\$25.93	\$31.62	\$37.30
6	-	\$27.44	\$33.47	\$39.50
7	-	\$29.05	\$35.43	\$41.81
8	-	\$31.90	\$38.90	\$45.90
9	-	\$35.04	\$42.74	\$50.44
10	-	\$37.73	\$46.02	\$54.30
11	226 Days	\$70,024 \$309.84	\$85,157 \$376.80	\$100,290 \$443.76
12	226 Days	\$91,033 \$402.80	\$110,686 \$489.76	\$130,339 \$576.72

Salary Schedule – Food and Child Nutrition Services

Food and Child Nutrition Services				
Grade		Minimum	Midpoint	Maximum
1	-	\$17.64	\$21.51	\$25.37
2	-	\$19.68	\$24.01	\$28.33
3	-	\$21.58	\$26.34	\$31.10
4	-	\$23.70	\$28.92	\$34.13
5	189 Days	\$39,342 \$208.16	\$47,976 \$253.84	\$56,624 \$299.60
6	189 Days	\$42,427 \$224.48	\$51,726 \$273.68	\$61,024 \$322.88
7	189 Days	\$45,723 \$241.92	\$55,778 \$295.12	\$65,832 \$348.32
8	226 Days	\$60,803 \$269.04	\$74,164 \$328.16	\$87,525 \$387.28
9	226 Days	\$69,373 \$306.96	\$81,595 \$361.04	\$93,817 \$415.12

Salary Schedule – Police and Security Services Salary Schedule

Police and Security Services				
Grade		Minimum	Midpoint	Maximum
1	185 Days	\$31,065 \$167.92	\$38,835 \$209.92	\$46,605 \$251.92
1	235 Days	\$39,461 \$167.92	\$49,331 \$209.92	\$59,201 \$251.92
2	235 Days	\$44,462 \$189.20	\$54,247 \$230.84	\$64,033 \$272.48
3	235 Days	\$48,034 \$204.40	\$58,571 \$249.24	\$69,109 \$294.08
4	235 Days	\$67,755 \$288.32	\$79,712 \$339.20	\$91,669 \$390.08
5	235 Days	\$84,675 \$360.32	\$99,602 \$423.84	\$114,530 \$487.36
6	235 Days	\$100,016 \$425.60	\$117,650 \$500.64	\$135,285 \$575.68

Salary Schedule – Office Support Salary Schedule

Office Support				
		Minimum	Midpoint	Maximum
OS 1	Daily	\$141.93	\$181.95	\$221.96
	185	\$26,257	\$33,660	\$41,063
	195	\$27,676	\$35,479	\$43,282
	220	\$31,225	\$40,028	\$48,831
	226	\$32,076	\$41,120	\$50,163

OS 2	Days	\$155.29	\$199.15	\$243.01
	185	\$28,729	\$36,843	\$44,957
	195	\$30,282	\$38,834	\$47,387
	220	\$34,164	\$43,813	\$53,462
	226	\$35,096	\$45,008	\$54,920

OS 3	Days	\$174.13	\$223.19	\$272.26
	185	\$32,214	\$41,291	\$50,368
	195	\$33,955	\$43,523	\$53,091
	220	\$38,309	\$49,103	\$59,897
	226	\$39,353	\$50,442	\$61,531

OS 4	Days	\$184.42	\$236.46	\$288.49
	185	\$34,118	\$43,744	\$53,371
	195	\$35,962	\$46,109	\$56,256
	220	\$40,572	\$52,020	\$63,468
	226	\$41,679	\$53,439	\$65,199

OS 5	Days	\$195.48	\$250.61	\$305.73
	185	\$36,164	\$46,362	\$56,560
	195	\$38,119	\$48,868	\$59,617
	220	\$43,006	\$55,133	\$67,261
	226	\$44,178	\$56,637	\$69,095

OS 6	Days	\$207.29	\$265.72	\$324.15
	185	\$38,349	\$49,158	\$59,968
	195	\$40,422	\$51,815	\$63,209
	220	\$45,604	\$58,458	\$71,313
	226	\$46,848	\$60,053	\$73,258

Office Support				
		Minimum	Midpoint	Maximum
OS 7	Days	\$219.69	\$281.64	\$343.59
	185	\$40,643	\$52,103	\$63,564
	195	\$42,840	\$54,920	\$67,000
	220	\$48,332	\$61,961	\$75,590
	226	\$49,650	\$63,651	\$77,651

OS 8	Days	\$232.52	\$298.61	\$364.69
	185	\$43,016	\$55,242	\$67,468
	195	\$45,341	\$58,228	\$71,115
	220	\$51,154	\$65,693	\$80,232
	226	\$52,550	\$67,485	\$82,420

OS 9	Days	\$246.60	\$316.13	\$385.67
	185	\$45,621	\$58,485	\$71,349
	195	\$48,087	\$61,646	\$75,206
	220	\$54,252	\$69,550	\$84,847
	226	\$55,732	\$71,447	\$87,161

OS 10	Days	\$261.46	\$335.27	\$409.08
	185	\$48,370	\$62,025	\$75,680
	195	\$50,985	\$65,378	\$79,771
	220	\$57,521	\$73,759	\$89,998
	226	\$59,090	\$75,771	\$92,452

OS 11	Days	\$352.91	\$452.49	\$552.07
	185	\$65,288	\$83,711	\$102,133
	195	\$68,817	\$88,236	\$107,654
	220	\$77,640	\$99,548	\$121,455
	226	\$79,758	\$102,263	\$124,768

Salary Schedule – Paraprofessional Salary Schedule

Paraprofessional				
		Minimum	Midpoint	Maximum
Para 1	Daily	\$150.56	\$188.25	\$225.94
	185	\$27,854	\$34,826	\$41,799
	195	\$29,359	\$36,709	\$44,058
	205	\$30,865	\$38,591	\$46,318
	226	\$34,027	\$42,545	\$51,062

Para 2	Days	\$159.61	\$199.46	\$239.31
	185	\$29,528	\$36,900	\$44,272
	195	\$31,124	\$38,895	\$46,665
	205	\$32,720	\$40,889	\$49,059
	226	\$36,072	\$45,078	\$54,084

Para 3	Days	\$169.09	\$211.42	\$253.75
	185	\$31,282	\$39,113	\$46,944
	195	\$32,973	\$41,227	\$49,481
	205	\$34,663	\$43,341	\$52,019
	226	\$38,214	\$47,781	\$57,348

Para 4	Days	\$220.36	\$275.45	\$330.54
	185	\$40,767	\$50,958	\$61,150
	195	\$42,970	\$53,713	\$64,455
	205	\$45,174	\$56,467	\$67,761
	226	\$49,801	\$62,252	\$74,702

Para 5	Days	\$261.21	\$326.46	\$391.72
	185	\$48,324	\$60,396	\$72,468
	195	\$50,936	\$63,661	\$76,385
	205	\$53,548	\$66,925	\$80,303
	226	\$59,033	\$73,781	\$88,529

Compensation

Supplemental Earnings Handbook: 2026-2027 School Year

Effective July 1, 2026

The Dallas Independent School District Supplemental Earnings Guideline

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

Stipends

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

Incentive Pay

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

Extra Duty Pay

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

Secondary Pay Source (SPS)

Most extra duty assignments performed by non-exempt employees will utilize the SPS element. This element code should be used to pay non-exempt/support employees who work extra duty hours beyond their normally scheduled time. Pay may be paid from a different funding source. This element code is designed to look at the support employee's work hours in a workweek, then determine if more than 40hrs in the workweek have been incurred. Hours less than 40 in the workweek should be paid at the employees regular rate of pay, any hours in that work week/pay period beyond 40 should be paid at the time and a half rate.

Secondary Pay Source Regular (SPSR)

This is an element used once the SPS process reviews the biweekly or monthly support employee's actual hours worked. If the support employee did not complete a 40-hour week during a work week where they have incurred SPS hours; once

calculated, Oracle will take the SPS hours and will pay part of the hours needed to complete the 40 hours as SPSR (regular hourly pay). This process will also make an entry to the actual hours that can be paid at the time and a half rate (SPS).

Supplemental Pay Information

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

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

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

Dallas Independent School District

Supplemental Earnings Listing
2026-2027 School Year

CURRICULAR

ATHLETICS

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

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

VISUAL AND PERFORMING ARTS

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

JUNIOR ROTC

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

Dallas Independent School District

Supplemental Earnings Listing

2026-2027 School Year

STUDENT ACTIVITIES DEPARTMENT

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

DISTRICTWIDE PROGRAMS

LEADERSHIP AND INSTRUCTIONAL DEVELOPMENT

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

5.04	DISTRICT	CURRICULUM WRITING	CURR	XTRA DTY	\$25/HR
5.05	ASSESSMENT DEPT.	ASSESSMENTS OF CORE PERFORMANCE (ACP) SUMMER WRITING ITEM DEVELOPMENT (ASSESSMENT DEPT. ONLY)	SUPL	XTRA DTY	\$31/HR
5.06	ALL CONTENT AREAS	ACADEMIC SERVICES CONTENT AREAS CURRICULUM DEVELOPMENT WRITERS – SUMMER DEVELOPMENT	CDEV	XTRA DTY	\$1,500/UNIT
5.07	ASSESSMENT DEPT.	SUMMER ACP ITEM DEVELOPMENT (ASSESSMENT FOR COURSE PERFORMANCE)	CURR	XTRA DTY	\$31/HR
5.08	ALL CONTENT AREAS	ACADEMIC SERVICES CONTENT AREAS CURRICULUM DEVELOPMENT WRITERS	CDEV	XTRA DTY	\$1,100/UNIT

OPERATIONS AND MAINTENANCE

FACILITIES

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

FOOD AND CHILD NUTRITION

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

POLICE AND SECURITY

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

HUMAN CAPITAL MANAGEMENT

RECRUITMENT (SIGNING) INCENTIVES

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
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9.00	ALL SCHOOLS	CRITICAL SHORTAGE OCCUPATIONAL PHYSICAL THERAPIST	SBSO	INCENTIVE	\$3,000
9.01	ALL SCHOOLS	CRITICAL SHORTAGE SPEECH THERAPIST	STSI	INCENTIVE	\$5,000
9.02	ELEMENTARY	CRITICAL SHORTAGE BILINGUAL TEACHER SIGNING INCENTIVE	SBBL	INCENTIVE	\$ 8,000
9.03	SECONDARY	CRITICAL SHORTAGE SCIENCE TEACHER SIGNING INCENTIVE	SBSI	INCENTIVE	\$3,000
9.04	SECONDARY	CRITICAL SHORTAGE MATH TEACHER SIGNING INCENTIVE	SBMI	INCENTIVE	\$3,000
9.05	SECONDARY	CRITICAL SHORTAGE CTE SIGNING INCENTIVE	SBCT	INCENTIVE	\$3,000
9.06	ALL SCHOOLS	CRITICAL SHORTAGE SELF CONTAINED CLASSROOM TEACHER SIGNING INCENTIVE	SBAB	INCENTIVE	\$5,000
9.07	SECONDARY	CRITICAL SHORTAGE LANGUAGES OTHER THAN ENGLISH	LOTE	INCENTIVE	\$3,000
9.08	ALL SCHOOLS	CRITICAL SHORTAGE DEAF EDUCATION TEACHER/SIGN LANGUAGE INTERPRETER	SBDE	INCENTIVE	\$5,000
9.09	ALL SCHOOLS	CRITICAL SHORTAGE BILINGUAL COUNSELOR SIGNING INCENTIVE	SBBC	INCENTIVE	\$6,000
9.10	ALL SCHOOLS	CRITICAL SHORTAGE NEW NURSE HIRING INCENTIVE	NNHI	INCENTIVE	\$3,000
9.11	ALL SCHOOLS	CRITICAL SHORTAGE SPECIAL EDUCATION INCLUSION SIGNING INCENTIVE	SPEI	INCENTIVE	\$3,000
9.12	ALL SCHOOLS	VISITING INTERNATIONAL TEACHER HIRING INCENTIVE	VIEI	INCENTIVE	\$3,500 ONE-TIME PAYMENT

INSTRUCTIONAL

ACCELERATED LEARNING

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

ALTERNATIVE EDUCATION AND SUMMER PROGRAMS

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

CAMPUS

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
12.00	ALL SCHOOLS	BEFORE/AFTER SCHOOL	ASCH	XTRA DTY	\$25/HR
12.01	ALL SCHOOLS	AFTER SCHOOL (ABC or ETC)	ABCE	XTRA DTY	\$31/HR
12.02	ALL SCHOOLS	CLASS COVERAGE TA's – FULL DAY	CTAF	XTRA DTY	\$42/DAY
12.03	ALL SCHOOLS	CLASS COVERAGE TA's – HALF DAY	CTAH	XTRA DTY	\$21/DAY
12.04	ALL SCHOOLS	CLASS COVERAGE	CLAS	XTRA DTY	\$25/HR
12.05	ELEMENTARY	MULTI GRADE LEVEL	MGLC	STIPEND	UP TO \$5,000/YR
12.06	ELEMENTARY	25 OR MORE	MORE	STIPEND	UP TO \$5,000/YR
12.07	ALL SCHOOLS	CAMPUS TEST COORDINATOR	TEST	XTRA DTY	REFER TO CHART

12.08	ALL SCHOOLS	GRADUATION DUTY	GRAD	XTRA DTY	VARIABLE
12.09	DISTRICT	GRADUATION DUTY- G.R.A.A.D DEPARTMENT	GRAD	XTRA DTY	\$25/HR
12.10	ALL SCHOOLS	AFTER SCHOOL AND SATURDAY TUTORING	TUTR	XTRA DTY	\$25/HR
12.11	ALL SCHOOLS	DEGREED AND OR CERTIFIED SUBSTITUTE TUTORING	TUTS	XTRA DTY	\$16/HR
12.12	ALL SCHOOLS	HB 1416 AND END OF COURSE (EOC) TUTORING	HBEO	XTRA DTY	\$31/HR
12.13	ALL SCHOOLS	SUPPLY FUNDS	OSUP	INCENTIVE	UP TO \$200/YR
12.14	ALL SCHOOLS	OPENING SCHOOLS (OFF CONTRACT)	OPEN	XTRA DTY	\$25/HR
12.15	ALL SCHOOLS	CLOSING SCHOOLS (OFF CONTRACT)	CLOSE	XTRA DTY	\$25/HR
12.16	ALL SCHOOLS	TEXTBOOK DUTIES	TEXT	XTRA DTY	\$25/HR
12.17	HIGH SCHOOL	TRANSCRIPT CLERK	TRAN	XTRA DTY	\$25/HR
12.18	ALL SCHOOLS	TEI EXPERT STIPEND	TEIX	STIPEND	\$500/YR
12.19	SECONDARY	CTE CTSO SPONSOR	CTSO	STIPEND	UP TO \$1,000/YR
12.20	HIGH SCHOOL	CTE LEAD TEACHER	CTLT	STIPEND	\$2,000/YR
12.21	ALL SCHOOLS	CAMPUS ASSET MANAGER	XCAS	STIPEND	\$2,000/YR
12.22	ALL SCHOOLS	HB 1416 COORDINATOR	HBCR	XTRA DTY	\$25/HR

COLLEGE READINESS

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

CAMPUS LEADERSHIP

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
14.00	ALL SCHOOLS	CAMPUS SIZE	XCAM	STIPEND	REFER TO CHART
14.01	ALL SCHOOLS	INTERIM PRINCIPAL	TBD	STIPEND	VARIABLE

Dallas Independent School District

Supplemental Earnings Listing

2026-2027 School Year

MENTORSHIP

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
15.00	ALL SCHOOLS	SCHOOL IMPROVEMENT	SIMP	STIPEND	UP TO \$1,000/YR
15.01	ALL SCHOOLS	SCHOOL IMPROVEMENT CAMPUS TRAINER	SICT	STIPEND	UP TO \$1,000/YR
15.02	ALL SCHOOLS	TEACHER MENTOR STIPEND	SMEN	STIPEND	REFER TO CHART
15.03	HIGH SCHOOL	AP ALLY	APAL	STIPEND	\$1,000/YR
15.04	SELECT SCHOOLS	LASO PREP MENTOR STIPEND	TBD	STIPEND	UP TO \$3,000/YR

MULTI-LANGUAGE

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
16.00	DISTRICT	BILINGUAL STIPEND	XBLS	STIPEND	UP TO \$5,000/YR
16.01	ALL SCHOOLS	LPAC CHAIR	LPAC	STIPEND	UP TO \$1,600/YR
16.02	SECONDARY	ENGLISH AS A SECOND LANGUAGE STIPEND	SESL	STIPEND	\$2,000/YR
16.03	HIGH SCHOOL	DALLAS INTERNATIONAL ACADEMY STIPEND	DIAS	STIPEND	\$4,000/YR
16.04	ALL SCHOOLS	ESL CERTIFICATION	ESLC	INCENTIVE	\$500 ONE-TIME PAYMENT

SPECIAL SERVICES

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
17.00	DISTRICT	LEVEL INTERPRETERS – DEAF	DEAF	XTRA DTY	\$25-\$26/HR + TRVL TIME
17.01	DISTRICT	SPECIAL OLYMPICS COACH	XSOC	STIPEND	\$3,000/YR
17.02	DISTRICT	DIAGNOSTICIANS AND SPEECH EVALUATIONS	SEDE/SESE	XTRA DTY	VARIABLE
17.03	DISTRICT	ESY/COMPENSATORY THERAPY	SEDF	XTRA DTY	VARIABLE
17.04	DISTRICT	SUPERVISOR OF INTERNS AND ASSISTANTS	X586	STIPEND	5% ANNL SALARY
17.05	DISTRICT	LICENSED SPECIAL SCHOOL PSYCHOLOGIST	LSSP	STIPEND	UP TO 12,000/YR
17.06	DISTRICT	SPEECH LANGUAGE PATHOLOGIST STIPEND	SBSS	STIPEND	UP TO 10,000/YR
17.07	DISTRICT	DEAF AND HARD OF HEARING (DHH) TEACHER	DAHH	STIPEND	\$3,500/YR
17.08	DISTRICT	OVER THE RATIO	ORSS	STIPEND	UP TO \$5,000/YR
17.09	DISTRICT	SPECIAL SERVICES EVALUATOR MENTOR	TBD	STIPEND	\$2,000/YR
17.10	DISTRICT	SPECIAL SERVICES REFERRAL INCENTIVE	SSRI	INCENTIVE	\$1,000/REFERRAL
17.11	DISTRICT	DYSLEXIA COMPENSATORY EXTRA DUTY	DYCS	XTRA DTY	\$31/HR

STRATEGIC CAMPUS INITIATIVES

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
18.00	SELECT SCHOOLS	ADDITIONAL DAYS SCHOOL YEAR (ADSY)	ADSY	STIPEND/XTRA DTY	REFER TO CHART
18.01	SELECT SCHOOLS	DISTRICT SUPPORT INITIATIVE (DSI)	DSIS	STIPEND	UP TO \$13,000/YR
18.02	SELECT SCHOOLS	SATURDAY SPARK SESSIONS	SASS	XTRA DTY	\$350/DAY
18.03	SELECT SCHOOLS	READ AND CONQUER STIPEND	RACS	STIPEND	\$500/YR
18.04	SELECT SCHOOLS	RESET COORDINATOR STIPEND	RESET	STIPEND	\$3,000/YR
18.05	DISTRICT	RETIREMENT SERVICE AWARD INCENTIVE	RSA	INCENTIVE	VARIES

UNDEFINED EXTRA DUTY SUPPLEMENTAL EARNINGS

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
19.00	DISTRICT	PROFESSIONAL STIPEND	STIP	STIPEND	TBD
19.01	DISTRICT	PROFESSIONAL EXTRA DUTY FLAT RATE	SUPF	XTRA DTY	TBD
19.02	DISTRICT	PROFESSIONAL EXTRA DUTY HOURLY RATE	SUPL	XTRA DTY	\$25/HR
19.03	DISTRICT	SUPPORT EXTRA DUTY HOURLY RATE (OFF CONTRACT)	SUPL	XTRA DTY	\$25/HR or SPS
19.04	DISTRICT	TEA ACADEMY STIPEND	TEAA	STIPEND	VARIABLE
19.05	DISTRICT	DONATIONS	DONA	STIPEND	VARIABLE
19.06	DISTRICT	LEADERSHIP INITIATED	INIT	STIPEND	TBD
19.07	DISTRICT	BOARD SERVICES PARLIAMENTARIAN	BSPR	STIPEND	\$600/MO

Dallas Independent School District

Supplemental Earnings Listing

2026-2027 School Year

20.00 – SUBSTITUTE EARNINGS PAY SCHEDULE – MORE ENCLOSED IN SUMMARY

INDIVIDUAL DAY ASSIGNMENTS

SUBSTITUTE CATEGORY	CODE	AMOUNT
TEACHER ASSISTANT ADMINISTRATIVE ASSISTANT CLERK	SUBO	\$88.00/DAY
TEACHER NON-DEGREED – NON-CERTIFIED**	SUBI	\$110.00/DAY
TEACHER DEGREED – NON-CERTIFIED**	SUBI	\$115.00/DAY
TEACHER DEGREED – CERTIFIED**	SUBI	\$120.00/DAY
BILINGUAL TEACHER – VACANCY*	SUBI	\$170.00/DAY
TEACHER RETIRED DALLAS ISD*	SUBI	\$130.00/DAY
TEACHER SELF CONTAINED CLASSROOM**	SUBI	\$125.00/DAY

NURSE	SUBN	\$260.00/DAY
COUNSELOR	SUBA	\$270.00/DAY
ASSISTANT PRINCIPAL	SUBA/SUBR	\$289.36/DAY
PRINCIPAL	SUBA/SUBR	\$384.50/DAY
EXECUTIVE DIRECTORS (SCHOOLS)	SUBS	\$500.00/DAY
CENTRAL STAFF – NON-DEGREED	SUBS	\$95.00/DAY
CENTRAL STAFF – DEGREED	SUBS	\$110.00/DAY
*rate applies to a bilingual vacancy when sub is selected by Campus Principal for the position.		
** substitutes will be compensated an additional \$5.00/DAY for service on Mondays and \$10.00/DAY for service on Fridays.		
** substitutes will be compensated an additional \$10.00/DAY for service at an PTE Campus only. (see Appendix D for campuses)		
****Central Staff Substitutes are not eligible for an increase for continuous days nor additional compensation for working on Monday and Friday.		
****Central Staff Substitutes should be used for no more than 60 days.		

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

CURRICULAR

ATHLETICS SUPPLEMENTAL EARNINGS: 1.00 – 1.12

1.00 – 1.05 Athletic Coaches

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

Supplemental earning amounts are determined according to the Department of Athletics Supplemental Earnings chart below and prorated over 12 months from September through August. Retired Coaches will receive a lump sum payment at the end of their season. If a coach is assigned to a sport after September 1, 2026, but prior to the start of the sport or in the middle of the season, the employee may be eligible for the full or prorated amount of the athletic stipend. Coaches assigned after the start of the season may not be eligible for a full stipend. Whether on a single or dual contract, coaches who leave the district, voluntarily stop coaching, or are removed from coaching may not be eligible to receive the full stipend. This determination will be made in collaboration with the campus principal, Department of Athletics, and the Compensation Department. ***See Appendix A for coach designation breakdown and expectations.***

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

High School	Track	\$7,500	\$4,000	N/A
High School	Volleyball	\$8,000	\$4,500	N/A
High School	Wrestling	\$7,000	\$4,000	N/A

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

1.06 – District Athletic Trainer and Sports Medicine Manager

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

1.07 – Athletic Events

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

1.08 – Summer Athletic Program Supervisor

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

1.09 – Athletic Event Delay

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

1.10 – Video Scoreboard Coordinator

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

1.11 – Athletic Driver

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

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

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

1.12 – Athletics Dual Contract Stipend

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

VISUAL AND PERFORMING ARTS SUPPLEMENTAL EARNINGS: 2.00 – 2.13

2.00 – HS Band Director

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

2.01 – HS Band Assistant Director

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

2.02 – HS Choral Director

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

2.03 – HS Assistant Choral Director

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

2.04 – HS Dance Teacher

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

2.05 – HS Theatre Teacher

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Acting or Technical Director Theatre. The teacher must be an active full-time employee of Dallas ISD, hold a valid certification in Theatre Arts and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$5,600/year paid over 12 months.***

2.06 – High School Drill Team Sponsor

Supplemental earning is designed to compensate teachers who serve in the capacity of High School Drill Team Sponsor. The teacher must be an active full-time employee of Dallas ISD, hold a valid teaching certification, have documented drill team performance, dance instruction, choreography, or dance team sponsorship experience (minimum one year) and meet all University Interscholastic League (UIL) and district requirements as outlined by the Visual & Performing Arts Department. ***The supplemental earning amount is \$3,500/year paid over 12 months.***

2.07 – HS Orchestra Director

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

2.08 – MS Band Director

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

2.09 – MS Assistant Band Director

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

2.10 – MS Choral Director

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

2.11 – MS Dance Teacher

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

2.12 – MS Theatre Teacher

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

2.13 – MS Orchestra Director

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

JUNIOR ROTC SUPPLEMENTAL EARNINGS: 3.00 – 3.01

3.00 – HS JROTC Instructor

Supplemental earning is designed to compensate High School JROTC personnel certified and remaining under operation control of Cadet Command. This is an incentive for employees of the district who serve as High School JROTC personnel to be compensated for the extracurricular activities that are required by the demands of the job. Demands include (but are not limited to) developing competitive teams, participation in team competition, and other activities that require the instructor's presence after a normal duty day, and annual summer camp duties. To be eligible for this supplemental earning, the personnel would be responsible for recruiting, coaching, and directing students for the district competitions and or chaperone field trips deemed by the Principal or the Director of Army Instruction that contribute to the academic and mental growth of the cadets. Employees coded as 6200.TEACHER. ROTC.HS.TEAC. the Director of Army Instructions (DAI) and DAI staff are eligible to receive this stipend. ***The supplemental earning amount is \$4,440/year paid over 12 months.***

3.01 – MS JROTC Instructor

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

STUDENT ACTIVITIES DEPARTMENT SUPPLEMENTAL EARNINGS: 4.00 – 4.24

4.00 – Academic Decathlon

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

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

4.01 – Destination Imagination

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

designations on multi-level campuses.

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

4.02 – Academic Pentathlon

Supplemental earning is designed to compensate full-time certified professionals with teaching certification who serve as the sponsor of an Academic Pentathlon team. The State Academic Pentathlon is a program that provides middle school students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility requirements, the coach is responsible for recruiting, coaching, and directing students for the Academic Pentathlon district and regional competitions and/or workshops. The coach must schedule and attend practices, study sessions, and team meetings for the competitions. ***The supplemental earning amount is up to \$3,000/year based on participation and level of advancement outlined by the Student Activities Department paid after each level has been completed and recorded. See table below. Refer to sponsor agreement and department guidelines at dallasisd.org/SAAgreements for more information. See Appendix G for coach designations on multi-level campuses.***

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

4.03 – Lone Star Challenge

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

4.04 – Texas Math & Science Coaches Association

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

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

4.05 – High School Newspaper

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

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

4.06 – High School Yearbook

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

Category	HS Yearbook	Annual Amount
A	Fewer than 128 pages	\$1,500
B	129-250 pages	\$2,000
C	251 or more pages	\$3,000

4.07 – Middle School Yearbook

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

4.08 – High School Debate Coach

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

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

4.09 – High School Debate Assistant Coach

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

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

4.10 – Middle School Debate Coach

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

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

4.11 – Middle School Debate Assistant Coach

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

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

4.12 – Elementary Debate Coach

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

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

4.13 – High School Varsity Cheerleader Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as High School Varsity Cheerleader Sponsors and meet the requirements outlined in the Varsity Cheerleader sponsor agreement. **The supplemental earning amount is \$3,000/year paid over 12 months. Refer to sponsor agreement and department guidelines at dallasisd.org/SAAgreements for more information. See Appendix G for coach designations on multi-level campuses.**

4.14 – High School Junior Varsity and Freshman Cheerleader Sponsor

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as High School JV or Freshman Cheerleader Sponsor. **The supplemental earning amount is \$2,300/year paid over 12 months. Refer to sponsor agreement**

and department guidelines at dallasisd.org/SAAgreements for more information. See Appendix G for coach designations on multi-level campuses.

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

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

4.15 – Middle School Cheerleader Sponsor

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

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

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

4.16 – Elementary Cheer Sponsor

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

Cheer Event	Amount
Dallas ISD Sponsored Cheer Camp	\$500
Dallas ISD Sponsored Event	\$250
Dallas ISD Cheer Showcase	\$250
Dallas ISD Cheer Finals	\$500

4.17 – Campus Activity Coordinator

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

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

4.18 – UIL Coach

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

4.19 – Academic Competition Staff

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

4.20 – Chess Competition Sponsor

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

4.21 – High School Spirit

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

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

4.22 – Esports

Supplemental earning is designed to compensate full-time professionals with a teaching certification who serve as the coach of an esports team and meet the requirements of the coach agreement outlined by the department. The esports program provides students an opportunity to participate in competitive tournaments, including club and league competitions. With esports, students will improve skills ranging from critical thinking to collaboration and develop a sense of community and involvement at school. The stipend payment is based upon participation in Student Activities Department-sponsored events with the required minimum number of students in

attendance at each event as determined by the department. Anything less than the required minimum number of students will be payable at 50% of the stipend amount per event. ***The supplemental earning amount is up to \$2,000/year, based on tournament participation as outlined by the Student Activities Department paid after each season has been completed and recorded. Refer to sponsor agreement and department guidelines at dallasisd.org/SAAgreements for more information. See Appendix G for coach designations on multi-level campuses.***

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

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

4.23 – Link Crew/Where Everybody Belongs (WEB)

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

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

4.24 – Mahjong Competition Sponsor

Supplemental earning is designed to compensate full-time Dallas ISD professionals with a teaching certification for duties associated with Mahjong Competitions organized through the Student Activities Department. The stipend payment is based upon participation in Student Activities Department-sponsored events with the required minimum number of students in attendance at each event as determined by the department. Anything less than the required minimum number of students will be payable at 50% of the stipend amount per event. ***The supplemental earning amount is up to \$1,000/year maximum per campus, based on tournament participation paid after each tournament has been completed and recorded as outlined by the Student Activities Department. Refer to sponsor agreement and department guidelines at dallasisd.org/SAAgreements for more information***

Mahjong Event	Amount
Teacher Workshop	\$250
Student Workshop	\$250
Mahjong Competition 1	\$250
Mahjong Competition 2	\$250

GENERAL STUDENT ACTIVITIES SUPPLEMENTAL EARNINGS: 4.25 – 4.30

4.25 – Robotics Competition Sponsor

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

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

4.26 – Senior Sponsor

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

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

4.27 – Senate Sponsor

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

4.28 – High School Mock Trial

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

4.29 – Student Voter Empowerment Clubs (SVEC) Sponsor

Supplemental earning is designed to compensate full-time professional employees, who serve as the sponsor of the campus Student Voter Empowerment Club. The Student Voter Empowerment Club (SVEC) is a student-led program that provides, powered by March

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

4.30 – Campus Stand-Alone Student Activity Programs

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

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

DISTRICTWIDE PROGRAMS

LEADERSHIP AND INSTRUCTIONAL DEVELOPMENT SUPPLEMENTAL EARNINGS: 5.00 – 5.08

5.00 – Interim Stipend

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

5.01 – Staff Development

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

5.02 – Mandatory Staff Development Support Staff

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

5.03 – Staff Development Instructor

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

5.04 – Curriculum Writing

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

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

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

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

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

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

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

5.08 – Academic Services Content Areas Curriculum Development Writers

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

OPERATIONS AND MAINTENANCE

FACILITIES SUPPLEMENTAL EARNINGS: 6.00 – 6.05

6.00 – Asbestos

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

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

6.01 – Mechanic Certification

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

6.02 – Transportation Attendance Incentive

Supplemental earning is designed to compensate full-time Transportation CDL Bus Drivers, MPV Bus Drivers and Bus Monitors that attain certified perfect attendance monthly. Eligibility for perfect attendance are employees with an official route assignment that complete both the AM and PM portions of the route. Eligibility requires having no paid time off (PTO)/chargeable

absences/hours/absence without chargeable PTO for any established workday from the first of the month through the end of the month excluding Jury Duty and Military Leave. ***The supplemental earning amount is \$50/month.***

6.03 – Transportation Referral Incentive

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

6.04 – Transportation Retention Incentive

Supplemental earning is designed to compensate full-time Transportation CDL Bus Drivers that hold their passenger and school bus endorsements. Eligibility for the incentive require the employee be a full-time employee holding a CDL with P/S endorsement as of January 30, 2026. The employee must be active at the time of pay out and have remained a transportation Bus Driver with no break in assignment or service. The employee must not be on an unapproved leave at the time of payout. ***The supplemental earning amount is \$800/year with 50% paid in December and 50% paid in May.***

6.05 – Maintenance Operations Master Stipend

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

FOOD SERVICES SUPPLEMENTAL EARNINGS: 7.00 – 7.03

7.00 – Dual Cafeteria Supervisor

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

7.01 – Food Service Lead

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

7.02 – Training Supervisor

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

7.03 – Meal Equivalency Stipend

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

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

*The Tier I and Tier II cannot be combined.

POLICE AND SECURITY SUPPLEMENTAL EARNINGS: 8.00 – 8.07

8.00 – Police and Security Command Level Supervisor

Supplemental earning is designed to compensate command level staff for extra activities that require their supervisory presence at multiple district events on a 24/7 on call schedule. Eligible positions include the Assistant Chiefs, Deputy Chiefs, and Police Lieutenants. Command level staff must be sworn peace officers and approved by the Chief of Police to cover the event(s) in advance. Event coverage would be subject to review and adjustment based on police intelligence prior to the time of the event. A minimum of 5 events each semester is necessary to be eligible for the stipend. See chart below. ***The supplemental earning amount is up to \$8,000/year (up to \$4,000 paid in 50% December and 50% May).***

COMMAND LEVEL SUPERVISOR	
EVENTS PER SEMESTER	AMOUNT
5-10 events	\$ 2,000/semester
11-20 events	\$ 3,000/semester
21+ events	\$ 4,000/semester

8.01 – Night Shift Differential

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

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

8.02 – Peace Officer Certification Stipend

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

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

8.03 – Field Training Officer Stipend

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

8.04 – Critical Shortage Peace Officer Hiring Incentive

Supplemental earning is designed to compensate newly hired Peace Officers into the district or employees transferred into the 8681.PEACE OFFICER.SCHOOL DISTRICT.SECU role. Any employee already serving in a full-time 8681.PEACE OFFICER.SCHOOL DISTRICT.SECU role with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$4,000, with 50% paid in November 2026 paycheck and 50% paid January 2028paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

8.05 – Armed Security Officer Hiring Incentive

Supplemental earning is designed to compensate newly hired Armed Security Officers, who have the TCOLE license or that transfer into the 8684.ARMED SECURITY OFFICER.N/A.SECU role. Any employee already serving in a full-time 8684.ARMED SECURITY OFFICER.N/A.SECU role with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount \$2,000 (paid 50% in December and 50% May). This incentive is contingent on Human Capital Management approval and the availability of funds.***

8.06 – Commissioned Security Officer Hiring Incentive

Supplemental earning is designed to compensate newly hired Commissioned Security Officers into the 8686.COMMISSIONED SECURITY OFFICER.N/A.SECU role. The employee must have a Level III security license. Any employee already serving in a full-time 8686.COMMISSIONED SECURITY OFFICER.N/A.SECU role with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$2,000 (50% paid in December and 50% paid May). This incentive is contingent on Human Capital Management approval and the availability of funds.***

8.07 – Commissioned Security Officer Stipend

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

HUMAN CAPITAL MANAGEMENT

RECRUITMENT (SIGNING) SUPPLEMENTAL EARNINGS: 9.00 – 9.12

9.00 – Critical Shortage Occupational and Physical Therapist Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Occupational and Physical Therapists. This incentive applies to new Dallas ISD employees who are hired into a full time 6935.OCCUPATIONAL THERAPIST.N/A.THER role and 6938.PHYSICAL THERAPIST.N/A.THER role after acquiring a degree or license from the appropriate licensing agency in the critical shortage area of Occupational or Physical Therapy; as well as any candidate or employee hired, transferring, or promoted into the critical shortage areas listed above. Any employee already serving in a full-time Occupational or Physical Therapist position with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.01 – Critical Shortage Speech Therapist Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Speech Therapists. This incentive applies to new Dallas ISD employees who are hired into a full-time 6940.SPEECH THERAPIST.N/A.TEAC position after

acquiring a degree and license from the appropriate licensing agency in the critical shortage area of Speech Therapy; as well as any candidate or employee hired, transferred, or promoted into the critical shortage area listed above. Any employee already serving in a full-time Speech Therapist position with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.02 – Critical Shortage Bilingual Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Bilingual Teachers. The Teacher must hold a valid Bilingual Certification or Permit recognized by The State Board for Educator Certification, be placed in a full-time classroom instructional assignment with a minimum of four (4) Bilingual classes and complete the entire hiring process for the 2026-2027 school year. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the Bilingual critical shortage area after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into a Bilingual critical shortage area. Any employee already serving in a full-time Bilingual teaching position with the district OR who received the incentive beginning in 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$8,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.03 – Critical Shortage Science Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Science Teachers. The Teacher must hold a valid Science Certification, Permit, or District of Innovation exemption recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in Secondary Science. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Science after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Science. Any employee already serving in a full-time Secondary Science teaching position with the district OR who received the incentive beginning in 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and on the availability of funds.***

9.04 – Critical Shortage Math Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Math Teachers. The Teacher must hold a valid Math Certification, Permit, or District of Innovation exemption recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in Secondary Math. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Math after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Math. Any employee already serving in a full-time Secondary Math teaching position with the district OR who received the incentive beginning in 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and on the availability of funds.***

9.05 – Critical Shortage CTE Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Career & Technology Education (CTE) Teachers, specifically for high school teachers in one of the following areas: Engineering, Health Science, Culinary Arts, A/V and Communications, Aviation, Automotive, Business Marketing and Finance, Mechatronics, Manufacturing, Construction, Law and Public Safety and/or Information Technology. The Teacher must hold a valid CTE certification or state/local permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in one of the Career & Technology Education subjects listed above. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary CTE after acquiring a degree and a teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary CTE. Any employee already serving in a full-time Secondary CTE teaching position with the district OR who received the incentive beginning in 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.06 – Critical Shortage Self-Contained Classroom Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the district's critical shortage objectives for teachers in Self-Contained Classroom. The Self-Contained Classroom Teachers must hold a valid SPED and Core Subject Certification, or a Special Education Specialist EC-12 certificate (or must demonstrate competency through the state's High Objective Uniform State Standard of Evaluation for elementary and secondary special education teachers) recognized by The State Board for Educator Certification. In addition, the teacher must be hired into a 6062 or 6067 position and be placed in a full-time classroom instructional assignment. This incentive applies to new Dallas ISD employees who are hired full-time as a teacher of record for the Self-Contained Classroom as well as any candidate or employee hired, transferred, or promoted into critical shortage areas listed above. Any employee already serving in a full-time Self-Contained Classroom with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

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

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for secondary Languages Other Than English and American Sign Language teachers. The Teacher must hold a valid Languages Other Than English certificate, an American Sign Language Certificate or a Secondary foreign language teaching certificate in the appropriate language of their assignment or Permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment with a minimum of four (4) classes in the appropriate foreign language area. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment in the critical shortage area of Languages Other Than English and American Sign Language after acquiring a degree and teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Languages Other Than English and American Sign Language. Any employee already serving in a full-time Languages Other Than English (LOTE) and American Sign Language Teaching position with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

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

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Certified Teachers of the Deaf/Hard of Hearing and certified Sign Language Interpreters for the Deaf in the Regional Day School Program for the Deaf (RDSPD) in the job codes listed below. This incentive applies to new Dallas ISD employees who are hired into a full-time position listed below in the (RDSPD). Any employee already serving in a full-time position listed below with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$5,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

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

9.09 - Bilingual Counselor Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Bilingual Counselors. The Counselor must hold a valid Bilingual Certification or must take and pass the Language Testing International (LTI), Speaking ACTFL OPI 30-minute exam with a minimum advanced low level. This incentive applies to new Dallas ISD employees who are being hired into a full-time Counselor position as well as any candidate or employee hired, transferring, or promoted into a Counselor position who holds bilingual certification or demonstrated competency through the LTI exam requirements. ***The supplemental earning amount is \$6,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.10 – Critical Shortage New Nurse Hiring Incentive

Supplemental earning is design to compensate full-time nurses hired to the district. The employee must hold a valid Nursing license. This incentive applies to full-time Dallas ISD employees who are hired, transferred, or promoted into a nursing position, for the 2026-2027 SY. Any employee already serving in a full-time Nursing position with the district OR who received the incentive for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.11 – Critical Shortage Special Education Inclusion Signing Incentive

Supplemental earning is designed as a signing incentive to support the district's critical shortage objectives for Inclusion teachers. The Special Education Inclusion Teacher must hold a valid SPED Certification recognized by The State Board for Educator Certification. In addition, the teacher must be hired into a 6060.TEACHER.SPEC ED.TEAC position. This incentive applies to new Dallas ISD employees who are hired into a full-time Inclusion Teacher as well as any candidate or employee hired, transferred, or promoted into critical shortage areas listed above. Any employee already serving in a Special Education Inclusion full-time position for the 2025-2026 SY is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the employee's November 2026 paycheck and the remaining 50% paid on the January 2028 paycheck if eligibility is maintained, with no break in service. This incentive is contingent on Human Capital Management approval and the availability of funds.***

9.12 – Visiting International Teacher Hiring Incentive

Supplemental earning is design to compensate full-time Visiting International Educators/ Teachers (VIT) hired into the district -2026-2027 SY. The teacher must hold a valid VIT Certification. This incentive applies to new Dallas ISD employees who are being hired into a full-time classroom instructional assignment for the 2026-2027SY after acquiring a degree and a teaching certification. Any employee already serving in a full-time teaching position with the district is NOT eligible for the incentive. ***The supplemental earning amount is \$3,500 with paid on the employee's first paycheck. This incentive is contingent on Human Capital Management approval and the availability of funds.***

INSTRUCTIONAL

ACCELERATED LEARNING SUPPLEMENTAL EARNINGS: 10.00 – 10.02

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

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

10.01 – Gifted and Talented (GT) Manager

Supplemental earning is designed to compensate active full-time, professional employees who serve as the campus Gifted and

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

10.02 – Advanced Placement Lead Teacher

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

ALTERNATIVE EDUCATION AND SUMMER PROGRAMS SUPPLEMENTAL EARNINGS: 11.00 – 11.05

11.00 – Compensatory Education Home Instruction (CEHI)

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

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

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

11.02 – Reconnection Center Facilitator

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

11.03 – Summer School Academic Sessions

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

DISTRICT WIDE SUMMER SCHOOL AND ENRICHMENT PROGRAMS	
HIGH SCHOOL	
Principal	\$65.79/hour
Assistant Principal	\$49.34/hour
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$10.37/hour
MIDDLE SCHOOL	
Principal	\$52.63/hour
Assistant Principal	\$39.47/hour
Professional Duty Rate	\$31/hour

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

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

11.04 – Approved Stand-Alone Summer Programs

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

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

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

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

CAMPUS SUPPLEMENTAL EARNINGS: 12.00 – 12.22

12.00 – Before and After School Programs

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

12.01 – After School Program (ABC and ETC Programs)

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

12.02 – Class Coverage TA Full Day

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

12.03 – Class Coverage TA Half Day

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

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

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

12.04 – Class Coverage Teacher

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

12.05 – Multi Grade Level

Supplemental earning is designed to compensation elementary K-5th grade teachers who have more than one grade in a single classroom at the same time for instruction. Eligible teachers must have a minimum of 5 students in each grade level. The teacher must serve and be listed in PowerSchool as the teacher of record for all content areas and be responsible for grades and attendance for all students in the classroom. Any partner teaching or departmentalization structure will be prorated by teacher per content. Enrollment numbers will be verified twice a year, once in the fall semester (October 15, 2026) and once in the spring semester (April 15, 2027) for validation. Any partner teaching or departmentalization structure will be prorated by teacher per content. To be eligible to receive the stipend the teacher of record, must be present for a minimum of 80% of the instructional days per semester ***The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June). This stipend is contingent upon Human Capital Management and School Leadership approval.***

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

12.06 – 25 or more

Supplemental earning is designed to compensation elementary PreK4 - 4th grade teachers who have a class roster of 25 or more students. The teacher must serve and be listed in PowerSchool as the teacher of record of core content areas and be responsible for grades and attendance for all students in the classroom. Enrollment numbers will be verified twice a year, once in the fall semester (October 15, 2026) and once in the spring semester (April 15, 2027) for validation, final lists will be sent to the campus principals for verification. Any partner teaching or departmentalization structure will be prorated by teacher per content. ***To be eligible to receive the stipend the teacher of record, must be present for a minimum of 80% of the instructional days per semester. The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June). This stipend is contingent upon Human Capital Management and School Leadership approval.***

12.07 – Testing Coordinator

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

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

12.08 – Graduation Duty

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

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

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

12.10 – After School and Saturday Tutoring

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

12.11 – Tutoring by a Degreed and or Certified Substitute

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

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

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

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

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

12.13 – School Supply Stipend

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

12.14 – Opening Schools

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

12.15 – Closing Schools

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

12.16 – Textbook Duties

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

12.17 – Transcript Clerk (off contract only)

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

12.18 – Teacher Excellence Initiative Campus Expert Stipend

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

12.19 – CTE CTSO Sponsor

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

12.20 – CTE Lead Teacher

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

12.21 – Campus Asset Manager

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

- Complete required Asset Management (TIPWeb-IT) software training to receive access to the database by September 1st of the current school year.
- Serve as the primary Asset Management (TipWeb-IT) manager of student devices for their campus.
- Responsible for the daily management of the student device inventory in Asset Management (TIPWeb-IT) and the performance of annual asset inventories.

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

12.22 – HB 1416 Coordinator

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

COLLEGE READINESS SUPPLEMENTAL EARNINGS: 13.00 – 13.01

13.00 – AVID (Advancement via Individual Determination)

Supplemental earning is designed to compensate full-time professional employees who serve as the AVID Coordinator on campuses listed on the Dallas ISD AVID contract. To be eligible, the coordinator must meet the following requirements:

- Attend a two hour AVID training once per month.
- Gather and input critical data required by AVID Center; such as certification, and data reports.
- Conduct monthly meetings with campus AVID site team.
- Coordinate at least one AVID parent event per semester.
- Sponsor one or more field trips to colleges and universities.
- Ensure the implementation of the AVID site plan.

All documentation must be maintained by the employee. Failure to provide requested documentation may result in the stipend being recovered. ***The supplemental earning amount is \$2,000/year (50% paid in December and 50% paid in June) and is contingent on the availability of campus funds.***

13.01 – Dual Credit

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

CAMPUS LEADERSHIP SUPPLEMENTAL EARNINGS: 14.00 – 14.01

14.00 – Campus Size

Supplemental earning is designed to compensate District Principals for campus size based on the school's student enrollment submitted to PEIMS. **The supplemental earning amount is variable according to the chart below and is based on the official PEIMS data received during the 2025-2026 school year. Payment of stipends are to begin disbursement on the October 2026 paycheck. Amount is subject to Principal pay for performance rules and guidelines.**

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

14.01 – Interim Principal

Supplemental earning is designed to compensate select Assistant Principals who serve as a Principal throughout the school year. The stipend will compensate the employee for all time spent serving as the interim principal, including but not limited to days worked outside of contracted days/hours. **The stipend amount will vary by Principal as determined by the HCM Compensation Department. This stipend will pay monthly September through August and be prorated based on interim start and end date.**

MENTORSHIP SUPPLEMENTAL EARNINGS: 15.00 – 15.04

15.00 –School Improvement

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

15.01 –School Improvement Campus Trainer

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

15.02 – Teacher Mentor Stipend

Supplemental earning is designed to compensate a teacher who will serve as a mentor to a new teacher in the profession with 0-2 years or who will serve as the coordinator of mentors for the campus. The teacher mentor will be assigned by the campus administrator and is required to have at least three years of teaching experience and be an accomplished educator as shown by the Teacher Excellence Initiative. The teacher mentor will guide, assist, and support new teachers in areas such as planning, classroom management, classroom instruction, assessment, working with parents, and district policies. The Mentor Coordinator is responsible for coordinating mentor assignments and supporting the implementation of the campus mentoring program. **The supplemental earning amount is paid in December and in June. See table below**

Role	Amount	Payout
Mentor Coordinator	\$500/year	June
Teacher Mentor	\$1,000/mentee (up to 2 mentees)	50% in December and 50% in June

**Teachers may only qualify for either the Teacher Mentor Stipend or the LASO Prep Mentor Stipend NOT both.*

15.03 – AP Ally Stipend

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

15.04 - LASO Prep Mentor Stipend

Supplemental earning is designed to compensate a teacher in the Seagoville Vertical Team who will serve as a mentor to a new teacher in the profession with 0-2 years. The mentor will be assigned by the campus administrator and is required to have at least three years of teaching experience. The mentor will guide, assist, and support new teachers in areas such as planning, classroom management, classroom instruction, assessment, working with parents, and district policies. The mentor is to complete all responsibilities outlined by the LASO Prep mentor guidelines and criteria prior to receiving payment. ***The supplemental earning amount is \$1,500/mentee up to two mentees (50% paid in December and 50% paid in June).***

****Teachers may only qualify for either the LASO Prep Mentor or the Teacher Mentor Stipend NOT both.***

BILINGUAL ESL SUPPLEMENTAL EARNINGS: 16.00 – 16.04

16.00 – Bilingual Stipend

Supplemental earning is designed to compensate full-time, qualified personnel in key positions as outlined below: ***The supplemental earning amount is \$5,000 for certified bilingual teachers in designated job codes who hold the required certifications or permits, \$4,000 for counselors, and \$3,000 for eligible professional support positions listed in the table below. All supplemental earnings are paid over a 9-month period from December through August and are prorated based on the employee's contract start date***

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

Professional Development of Eligibility for Stipend

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

DUAL LANGUAGE ESL CONTACT INFORMATION

Dual Language ESL Department	BilingualESL@dallasisd.org
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Certification of Eligibility for Stipend

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

CERTIFICATION CONTACT INFORMATION

Certification Department	certification@dallasisd.org
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Teacher Job Positions (\$5,000)	Special Education Job Positions (\$5,000)	Certified Professional Counselors (\$4,000)	Certified Professional Job Positions (\$3,000)	Professional Job Positions (\$3,000)
60F0 Bilingual Teacher	6060 Special Education Teacher	6870 Counselor	6880 Educational Diagnostician	6890 Psychologist
61F0 Bilingual Teacher 5-6	6061 Special Education Teacher Adaptive PE		6785 Media Specialist	6935 Occupational Therapist
60KB Bilingual Teacher Pre-K	6062 Special Education Teacher Centralized Unit		6310 Itinerant Teacher	6938 Physical Therapist
60HB Bilingual Teacher Secondary Dual Language*	6063 Special Education Teacher Deaf Ed		6110 Dyslexia Teacher	6910 Social Worker
6156 Teacher Leader Intern	6064 Special Education Teacher Hospital/Homebound		6786 Literacy Specialist	6940 Speech Therapist
60P0 Newcomer Teacher**	6065 Special Education Teacher Itinerant Vision		6774 Acceleration Specialist	6945 Speech Therapist Assistant
6180 Title Bilingual Teacher	6066 Special Education Teacher Itinerant			6750 Nurse
				2713 Mental/Behavioral Health Clinician
Teachers must hold a valid bilingual certification or permit and must follow EHBE regulation and complete PD requirements. Only full-time FTEs are eligible. • Secondary Dual Language teachers as identified by the Dual Language Department. • 60P0 teachers may only qualify for either the ESL or Bilingual stipend, not both.	SPED teachers must hold valid SPED + bilingual certification and complete PD requirements. Only full-time FTEs are eligible.	Certified professional Counselors must hold a valid bilingual certification or pass the LTI exam at the designated level, and complete PD requirements. Only full-time FTEs are eligible.	Certified professionals must hold a valid license + bilingual certification and complete PD requirements. Only full-time FTEs are eligible.	Professionals must hold a valid license/certification, pass the LTI exam, at the designated level, and complete PD requirements. Only full-time FTEs are eligible.

16.01 – Language Proficiency Assessment Committee (LPAC)

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

16.02 – English as a Second Language (ESL) Stipend

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

- ESL newcomer teacher for Elementary School, Middle School, or High School. The teacher must be coded as a 60H0.TEACHER.ESOL.TEAC or 60P0.TEACHER.NEWCOMER.TEAC*, hold a valid certification in ESL and ELAR or Generalist, and teach a full course-load of ESL/ESOL courses as determined by the Dual Language ESL Department.
- Elementary ESL teachers in grades PreK-6th at elementary campuses in a 60KE/60W0/61W0/61X0** job code who hold a

valid Generalist and ESL certification. The teachers must hold the valid certifications and teach a core content area at the Elementary level. To be eligible, the employee must be a full-time employee of the district, be ESL certified as defined by the district, must have a valid certificate, probationary certificate, permit, or license in the discipline area on file with the district's Certification Department and must be working in the specified discipline area in a capacity as defined by the district.

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

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

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

16.03 – Dallas International Academy Stipend

Supplemental earning is designed to compensate full-time active employees in a 60H0 job code who are serving at the Dallas International Academy at Thomas Jefferson High School as ESL content certified teachers. To be eligible, the employee must be a full-time employee of the district, must have a valid ESL supplemental teaching certificate, probationary certificate, permit, AND valid content area specific certification on file with the district's Certification Department. The Dallas International Academy stipend will ensure Newcomer students participating in the program at Thomas Jefferson High School will receive instruction that simultaneously focuses on content and language mastery. Eligible employees must complete an annual 3.5 hours of required professional development to be completed by November 1, 2026, to ensure teachers are highly trained around best practices for meeting the diverse needs of Newcomer students. ***The supplemental earning amount is \$4,000 (50% in December and 50% in May).***

16.04 – ESL Certification Incentive

Supplemental earning is designed to compensate full-time teachers who become ESL certified during the 2026-2027 school year and meet the listed requirements. To qualify for the incentive, teachers must:

- Be a current core content elementary classroom teacher in grades PreK-5th/6th or a Secondary English Language Arts Reading classroom teacher who does not hold an ESL certification/endorsement.
- Attend a Dallas ISD in-person ESL Certification Preparation session hosted by the Dual Language ESL Department.
- Pass the TExES 154 ESL certification exam.
- Add the certification to your Texas Teaching License through SBEC.
- Submit their SBEC certification and proof of PD attendance to bilingualesl@dallasisd.org within the established timelines as determined by the Dual Language ESL Department.
- ESL Certification must have been obtained during the 2026-2027 SY.
- As a bilingual certification encompasses an ESL certification, current bilingual certified teachers are not eligible for this incentive.

The supplemental earning amount is \$500 to be paid as one-time incentive, upon completion of all criteria by December 1, 2026, for a January 2027 payout or by May 1, 2027, for a June 2027 payout.

SPECIAL SERVICES SUPPLEMENTAL EARNINGS: 17.00 – 17.11

17.00 – Level Interpreters for the Deaf

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

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

17.01 – Special Olympics Coach

Supplemental earning is designed to compensate Adapted Physical Education Teachers to serve as Special Olympics Coaches for

multiple sports. Eligible Job Codes: 6061 Teacher-Sp. Ed./Adapted PE-Teacher. ***The supplemental earning amount is \$3,000/year paid over 12 months, as determined by the department.***

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

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

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

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

EVALUATION/ASSESSMENT CHART 17.02		
Evaluation Type	Range	Explanation for Use of Range
6880 Diagnostician/ 6890 LSSP /2713 Licensed Behavioral Health Clinician/ Mental Health Clinician (LSSP licensure)	\$300-\$700	The scope of the evaluation, such as the complexity of the case; the areas of suspected disability that must be addressed; monolingual or bilingual assessments needed; the coordination needed to include all evaluators to address all suspected disabilities including instructional and related services.
6940 Speech Therapist / 6935 Occupational Therapist/6938 Physical Therapist, 2720 Coordinator (music therapist certification), 6066 Itinerant Assistive Technology Teacher (special education certification), 6776 Individual Evaluation Coach (LSSP licensure or Diagnostician certification), 2520 Supervisors (LSSP or SLP licensure, or Diagnostician certification)6930 Orientation & Mobility Therapist/6061 Adapted Physical Education/6065 Itinerant Vision.	\$300-\$550	The scope of the evaluation, such as whether it is monolingual or bilingual; the areas of speech, occupational, physical, vision, orientation & mobility, adapted physical education concerns involved; whether the case is primary speech or secondary and the coordination needed to collaborate on the case completion.

17.03 – ESY/Compensatory Therapy Supplemental (SEDH)

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

17.04 – Supervisor of Interns and Assistants Stipend

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

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

Speech Therapist Supervisory Duties may include:

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

Occupational or Physical Therapist supervisory duties may include:

- Serve as the PRIMARY supervisor of at least one (1) Certified Occupational Therapy Assistant (COTA) or at least one (1) Licensed Physical Therapist Assistant
- Required supervision of occupational or physical therapist interns
- Required supervision of occupational or physical therapy services for SHARS documentation
- Meeting Child Find obligations regarding the identification, evaluation, and therapy services for students
- Maintaining all TEA compliance, mentoring, implementation of evidence-based therapy strategies, and ARD representation

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

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

17.05 – Licensed Special School Psychologist Stipend

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

17.06 – Speech Language Pathologist Stipend

Supplemental earning is designed to compensate, qualified personnel in key positions. Eligible employees must be active in 6940.SPEECH THERAPIST.N/A.TEAC or 2712.BEHAVIOR ANALYST.BOARD CERTIFIED.ADMN position at the time of payout. Employees must maintain all valid certifications, licenses, or permits required for the position to be eligible. ***The supplemental earning amount is \$10,000/year (50% paid in December and 50% paid in June). This stipend is contingent on Human Capital Management approval and the availability of funds.***

17.07 – Deaf and Hard of Hearing (DHH) Teacher

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

17.08 – Over the Ratio

Supplemental earning is designed to compensate active teachers who serve in a 6062.TEACHER.SPEC ED/CENTRALIZED UNIT.TEAC job code and are providing specialized services in a self-contained classroom with above-ratio student enrollment. Eligible teachers must hold a valid SPED and Core Subject Certification (or must demonstrate competency through the state's High Objective Uniform State Standard of Evaluation for elementary and secondary special education teachers) recognized by The State Board for Educator Certification and be placed in a full-time classroom. The teacher must serve and be listed in PowerSchool as the teacher of record for all content areas and be responsible for grades and attendance for all students in the classroom. Enrollment numbers will be verified

twice a year, once in the fall semester (October 15, 2026) and once in the spring semester (April 15, 2027) for validation, final lists will be sent to the campus principals for verification. **The supplemental earning amount is up to \$5,000/year (\$2,500/semester paid in December and June).** Please refer to the Special Education Department for the ratio guidelines.

17.09 – Special Services Evaluator Mentor

Supplemental earning is designed to compensate licensed and/or certified professional employees who leverage their credentials to provide mentoring support to meet university/ESC program and district onboarding requirements. Eligible employees must be active in a 6880.DIAGNOSTICIAN.EDUCATIONAL.DIAG or 6890.SCHOOL PSYCHOLOGIST.N/A.PSYL position at the time of payout. Employees must maintain all valid certifications, licenses, or permits required for the position and mentor at least one Dallas ISD employee to receive the stipend. **The supplemental earning amount is \$2,000/year (50% paid in December and 50% June).**

17.10 – Special Services Referral Incentive

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

17.11 – Dyslexia Compensatory Extra Duty

Supplemental earning is designed to compensate dyslexia interventionists for providing compensatory services to fulfill IEP-determined instructional minutes not delivered during the regular instructional day. Services may be provided outside of contract hours, including before/after school, weekends (e.g., Saturday School), and summer programming, as determined by student need and documented through the ARD process. Dyslexia interventionists provide these services to support compliance with state and federal special education requirements. **The supplemental earning amount is \$31/hour.**

STRATEGIC CAMPUS SUPPLEMENTAL EARNINGS: 18.00 – 18.05

18.00 – Additional Days School Year (ADSY)

Supplemental earning is designed to compensate elementary and middle school staff at campuses identified as Additional Days School Year (ADSY) sites. Eligible staff members will begin the school year 10 days early (July 20) to deliver high-quality instruction to students. **The supplemental earning amount varies per position as outlined in the table below. See Appendix C for a list of schools.**

ADSY Compensation		
Position	Compensation	Pay Period
Principal	\$3,000/YR	September 2026
Assistant Principals / Instructional Specialists / Campus Coordinator	\$2,000/YR	September 2026
Teachers / Other Campus Professional Staff	\$350/day for days worked off contract	August 2026

*Support/non-exempt staff will utilize SPS and may receive overtime for additional hours worked due to ADSY

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

Supplemental earning is designed to compensate employees who serve at campuses identified as one of the three District Support Initiatives, Pathway to Excellence (PTE), Strategic Support School (SSS), or Strategically Staffed High School (SSHS). Teachers must be in a TEI eligible position and have a valid effectiveness level to receive the stipend. Core content teachers must teach core content 50% or more of all total assigned periods (i.e. high school teachers teach 6 out of 8, a minimum of 3 periods must be core content to be eligible for the core teacher stipend). Principals and Assistant Principals must have a valid effectiveness level of Proficient I or higher to be eligible for the stipend. The employee must be active at the campus at the time of payout to receive payment. **The supplemental earning amount is up to \$13,000/year as outlined in the table below (50% paid in December and 50% paid in May). The teacher must serve and be listed in PowerSchool as the teacher of record on October 15, 2026, and April 15, 2027, at the time of verification. See Appendix D for a list of schools.**

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

Campus Administration	Amount		
Principal (Proficient I +)	\$13,000		
Assistant Principal (Proficient I +)	\$7,000		
Teacher	PTE Core Content	SSS/SSHS Core Content	PTE/SSS/SSHS Non-Core Content
Progressing, Novice, New Hire, or No Level	N/A	N/A	N/A
Proficient I	\$9,000	\$7,000	\$5,000
Proficient II or TIA Recognized	\$11,000	\$9,000	\$7,000
Proficient III or TIA Exemplary	\$12,000	\$10,000	\$8,500
Exemplary I/II, Master or TIA Master	\$13,000	\$11,000	\$10,000

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

18.02 – Saturday Spark Sessions

Supplemental earning designed to compensate classroom Teachers at Pathways to Excellence (PTE) and Additional Days School Year (ADSY) campuses who work designated Saturdays through the school to offer enrichment and additional academic support for students. ***The supplemental earning is \$350/day, maximum 5 Saturdays throughout the school year.***

18.03 – Read and Conquer Stipend

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

18.04 – Reset Coordinator Stipend

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

18.05 – Retirement Service Award Incentive

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

GENERAL SUPPLEMENTAL EARNINGS: 19.00 – 19.07

19.00 – Stipend

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

stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will be determined on a case by case basis and will be distributed as approved by the appropriate levels.***

19.01 – Professional Extra Duty Flat Rate

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

19.02 – Professional Extra Duty Hourly

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

19.03 – Support Extra Duty Hourly (off contract)

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

19.04 – Texas Education Agency (TEA) Stipend

Supplemental earning is designed to compensate employees entitled to TEA funding from various programs including but not limited to TEA Academies, and TEA certification incentive. Funding and eligibility is typically provided by the agency and payment is facilitated through the Compensation Department. This stipend is not meant to circumvent the process of obtaining approval for the creation of a new stipend, and should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement at stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is determined by the Texas Education Agency (TEA).***

19.05 – Donations

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

19.06 – Leadership Initiated

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

19.07 – Board Services Parliamentarian

Supplemental earning is designed to compensate a professional employee for serving as the Board Services Parliamentarian to ensure meetings run efficiently, fairly and within all legal constraints and requirements. This person will be responsible for attending all Board meetings, Board Briefing meetings, or Board subcommittee meetings, and all other meetings in which a parliamentarian is

requested/needed to offer impartial advice on procedure, help manage debates, protect the rights of all members and ensure decisions align with established rules and bylaws acting as in a parliamentary consultant capacity to the Board. ***The supplemental earning amount is \$600/month paid upon completion.***

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

SUBSTITUTES PAY SCHEDULE: 20.00

20.00 – Substitutes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX A

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

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

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

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

Middle Schools that field both a 7th grade team and an 8th grade team for football will be allocated one head coach stipend and two assistant coach stipends per number of teams. For example, a MS with both a 7th and 8th grade team will have one head coach, two 8th grade assistants, and two 7th grade assistant coach stipends, for a total of five coaches. This also applies to middle schools that field two football teams, such as an A-Team and a B-Team, which may be a mix of 7th and 8th grade student-athletes.

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

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

Middle Schools that do not field both a 7th grade team and an 8th grade team for volleyball, basketball, and soccer will only be allowed one head coach with no assistant. Middle Schools that do not field both a 7th grade team and an 8th grade team for baseball and softball will be allocated one head coach and one assistant coach. This also applies to middle schools that field two teams, such as an A-Team and a B-Team, which may be a mix of 7th and 8th grade student-athletes.

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

APPENDIX A

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

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

Specialized use of allocated assistant football coach stipends requires approval from the Department of Athletics. Approval will only be granted to campuses that have a single Athletic Coordinator/Head Football Coach position and successfully completed the 2025 football season with all three team levels. Examples of approved specialized roles include Academic Advisor Coach or Assistant for Football Operations. Campuses are not eligible to repurpose an assistant coach stipend for a specialized designation if the Head Football Coach and Athletic Coordinator roles are split, or if the campus did not field all three football teams during the 2025 season.

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

Note: These are STIPEND Allocations, NOT FTE Allocations.

All 22 high schools will receive one Assistant Athletic Coordinator (AAC) allocation. Additional AAC allocations will be determined based on team sport participation, specifically the number of teams that completed the 2025–2026 season:

Only schools that had three football teams complete the season, three boys basketball teams and three girls basketball teams complete the season, and at least two teams in all other team sports qualify for an additional AAC allocation.

For schools with split Head Football Coach and Athletic Coordinator roles, additional AAC allocations will only be considered if two or more of the following team sports have three or more teams that completed the 2025–2026 season—Volleyball, Boys Soccer, Girls Soccer, Baseball, and/or Softball—and the school also meets the above criteria of three football teams and three boys and girls basketball teams completing the season.

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

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

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

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

APPENDIX B

1.1 Athletic Department Event Positions

FOOTBALL - VARSITY ONLY

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour			
Clerk	\$80	\$160			
Ticket Seller	\$60	\$120			
Ticket Taker	\$60	\$120			
Hand Wand	\$60	\$120			
Gate	\$60	\$120			
Announcer	\$100	\$200			
Scoreboard Operator	\$60	\$120			
40/25 Send Play Clock Operator	\$60	\$120			
Chain Crew	\$60	\$120			

FOOTBALL - JUNIOR VARSITY/ FRESHMAN/ MIDDLE SCHOOL

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour			
Clerk	\$60	\$120			
Ticket Seller	\$45	\$75			
Ticket Taker	\$45	\$75			
Hand Wand	\$45	\$75			
Gate	\$45	\$75			
Scoreboard Operator	\$40	\$80			
40/25 Send Play Clock Operator	\$40	\$80			

BASKETBALL/ VOLLEYBALL - VARSITY/ JUNIOR VARSITY/ FRESHMAN

POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	TOURNAMENT
Manager	\$30/hour	\$30/hour	\$30/hour	\$30/hour	\$30/hour
Clerk	\$60	\$100	\$140	\$180	\$220/day
Call Center					\$165/day
Floor Supervisor					\$165/day
Ticket Seller	\$45	\$75	\$105	\$135	\$165/day
Ticket Taker	\$45	\$75	\$105	\$135	\$165/day
Hand Wand	\$45	\$75	\$105	\$135	\$165/day
Gate	\$45	\$75	\$105	\$135	\$165/day
Announcer (Varsity Only)	\$50	\$100	\$150	\$200	\$250/day
Scoreboard Operator	\$40	\$80	\$120	\$160	\$200/day
Scorebook (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day
Libero Tracker (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day
Lines Judge (Varsity Only)	\$40	\$80	\$120	\$160	\$200/day

APPENDIX B

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

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

1.3 ATHLETIC EVENT POSITIONS - TOURNAMENT/ MEET/ SPECIAL EVENTS

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

1.4 ATHLETIC EVENT POSITIONS - TOURNAMENT/ MEET/ SPECIAL EVENTS

TRACK AND FIELD

POSITION	TRACK & FIELD		POSITION	TRACK & FIELD
Timing System Director	\$300/meet		Result/ Award	\$75/day
Meet Director	\$125/day (\$75/day MS)		Certified USATF Referee	\$100/day
HYTEK (Scoring System)	\$125/day (\$75/day MS)		Certified USATF Official (Various)	\$50/day
FINISHLYNX (Set Up)	\$100/day		Weight Implement Inspector	\$50/day
FINISHLYNX (Timing System)	\$500/Meet		Stadium Manager	\$30/hour
Scoreboard Operator- Regionals	\$100/day		Clerk	\$80 half day/ \$160 full day
Starter	\$300/day		Ticket Seller	\$60 half day/ \$120 full day
Announcer	\$150/day		Ticket Taker	\$60 half day/ \$120 full day
Field Event Head Official	\$75/day		Hand Wand	\$60 half day/ \$120 full day
Back-Up Starter	\$200/day		Gate	\$60 half day/ \$120 full day
Start Clerk	\$125/day			
Finish Clerk	\$125/day			

Clerk of Course/ Hip# Check-in	\$75/day			
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1.5 ATHLETIC EVENT POSITIONS - CAMPUS SITES

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

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

BASKETBALL/ VOLLEYBALL - MIDDLE SCHOOL (DISTRICT ONLY)

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

BASEBALL/ SOFTBALL - VARSITY/ JV (DISTRICT ONLY)

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

1.6 ATHLETIC DEPARTMENT AUDIO AND VIDEO POSITIONS

FOOTBALL – VARSITY

POSITION	1 GAME				
Per Crew Member	\$80				
Director	\$100				

FOOTBALL - MIDDLE SCHOOL

POSITION		2 GAMES			
Per Crew Member		\$60			
Director		\$75			

BASKETBALL – VARSITY

POSITION	1 GAME	2 GAMES			
Per Crew Member	\$60	\$100			
Director	\$75	\$125			

BASKETBALL - MIDDLE SCHOOL

POSITION		2 GAMES		4 GAMES	
Per Crew Member		\$60		\$80	
Director		\$75		\$100	

TOURNAMENTS

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

APPENDIX C

2026-2027 ADSY CAMPUSES			
Org	Campus Name	Level	Notes
235	ALEXANDER ELEMENTARY	ES	ADSY
114	BRYAN ELEMENTARY	ES	ADSY
142	ERVIN ELEMENTARY	ES	ADSY
240	FRANK GUZICK ELEMENTARY	ES	ADSY
307	H S THOMPSON ELEMENTARY	ES	ADSY
76	H W LANG MIDDLE SCHOOL	MS	ADSY
115	HARRELL BUDD ELEMENTARY	ES	ADSY
77	HECTOR GARCIA MIDDLE SCHOOL	MS	ADSY
158	HOOE ELEMENTARY	ES	ADSY
101	J Q ADAMS ELEMENTARY	ES	ADSY
107	JOSE JOE MAY ELEMENTARY SCHOOL	ES	ADSY
286	LEE MCSHAN JR ELEMENTARY	ES	ADSY
182	MARCUS LEADERSHIP ACADEMY	ES	ADSY
264	MCNAIR ELEMENTARY	ES	ADSY
354	ROYCE WEST LEADERSHIP ACADEMY	MS	ADSY
271	SALDIVAR ELEMENTARY	ES	ADSY
83	SAM TASBY MIDDLE SCHOOL	MS	ADSY
60	STOREY MIDDLE SCHOOL	MS	ADSY
43	T W BROWNE MIDDLE SCHOOL	MS	ADSY
46	YOUNG MEN'S LEADERSHIP ACADEMY AT FRED F FLORENCE MS	MS	ADSY

APPENDIX D

2026-2027 District Support Initiative (DSI) Campus Roster

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

APPENDIX E

Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
5	Mathematics KN	1599	US HISTORY-R SEM 2	2455	ADVANCED PLACEMENT EUROPEAN HISTORY	3309	IB ENVIRONMENTAL SYS & SOC SLB
6	Social Studies KN	1601	BIOLOGY-R SEM 2	2460	AP HUMAN GEOGRAPHY	6238	SPEC TOPICS IN SCI 1 ONRAMPS
7	Science/Health KN	1603	ALGEBRA I-R SEM 2	2462	AP HUMAN GEOGRAPHY sem 2	6253	GEOSCIENCES
27	Span Lang Arts/Read KN	1605	ENGLISH I-R SEM 2	2495	US HISTORY STUDIES 1877 Advanced	6254	ALGEBRA II GRD 8 TxVSN
28	Eng Lang Arts/Read KN	1606	INTRO RENEW ENERGY HSC	2498	DL MATHEMATICS 7 ADVANCED	6255	CPC ELA - TEXAS COLLEGE BRIDGE
29	Social Studies PK	1609	ENGLISH II-R SEM 2	2499	MATHEMATICS 7 ADVANCED	6550	CPC MATHEMATICS - TEXAS COLLEGE BRIDGE
31	Mathematics PK	1614	DL EMERGENT LIT-READING PK	2525	SHELTERED MATHEMATICS 8	6553	SPECIALIZED TOPICS IN SCIENCE 1
33	Science/Health PK	1615	DL EMERGENT LIT-WRITING PK	2549	GEOMETRY FOR 8TH GRADERS	6556	SPECIALIZED TOPICS IN SCIENCE 2
57	Language and Comm PK	1616	DL LANGUAGE AND COMM PK	2550	MATHEMATICS 8	6618	SPECIALIZED TOPICS IN SCIENCE 3
60	Emergent Lit-Reading PK	1617	DL MATHEMATICS PK	2551	DL MATHEMATICS 8	6619	STRATEGIC LEARNING FOR HS MATH
61	Emergent Lit-Writing PK	1618	DL SCIENCE/HEALTH PK	2555	ALGEBRA I Advanced (GRD 08 ONLY)	6666	DL ALGEBRA II
86	Span Lang Arts/Read DL KN	1619	DL SOCIAL STUDIES PK	2556	DL ALGEBRA I ADVANCED (GRD 8 ONLY)	6675	IND STUDY ENGLISH (1ST): AP SEMINAR
105	Mathematics 1	1623	DL MATHEMATICS KN	2559	ALGEBRA II INTERNATIONAL SCHOLARS	6681	IND STUDY ENGLISH (2ND): AP RESEARCH
106	Social Studies 1	1624	DL SCIENCE/HEALTH KN	2562	GEOMETRY INTERNATIONAL SCHOLARS	6697	SP TOPICS SCIENCE I: AP SEMINAR
107	Science/Health 1	1625	DL SOCIAL STUDIES KN	2599	ALGEBRA I Advanced HS	6699	SOC STUD ADV STUDIES: AP SEMINAR S2
127	Span Lang Arts/Read 1	1626	DL MATHEMATICS 1	2600	ALGEBRA I	6896	SOCSTUD RES METHOD: AP RESEARCH S2
128	Eng Lang Arts/Read 1	1627	DL SCIENCE/HEALTH 1	2602	ALGEBRA I sem 2	6901	AP PHYSICS 1
205	Mathematics 2	1628	DL SOCIAL STUDIES 1	2604	SHELTERED ALGEBRA I	6907	AP PHYSICS 2
206	Social Studies 2	1629	DL ENG LANG ARTS/READ 2	2610	DL ALGEBRA I	6910	AP PHYSICS C: MECHANICS
207	Science/Health 2	1630	DL MATHEMATICS 2	2613	SHELTERED ALGEBRA II	6917	AP PHYSICS C: E AND M
227	Span Lang Arts/Read 2	1631	DL SCIENCE/HEALTH 2	2615	STATISTICS	7121	AP Pre-Calculus
228	Eng Lang Arts/Read 2	1632	DL SOCIAL STUDIES 2	2616	ALGEBRAIC REASONING	7122	RECONNECTION FALL
305	Mathematics 3	1633	DL ENG LANG ARTS/READ 3	2618	ALGEBRAIC REASONING sem 2	7597	RECONNECTION SPRING
306	Social Studies 3	1634	DL MATHEMATICS 3	2619	STATISTICS (DC) SEM 1	7598	INDEPT STUDY ENG BRIT LIT (DC)
307	Science/Health 3	1635	DL SCIENCE/HEALTH 3	2620	STATISTICS (DC) SEM 2	7599	INDEPT STU ENG - WLD LIT (DC)
327	Span Lang Arts/Read 3	1636	DL SOCIAL STUDIES 3	2630	GEOMETRY	8972	INDEPENDENT STUDIES ENG (DEPT APPRO
328	Eng Lang Arts/Read 3	1637	DL ENG LANG ARTS/READ 4	2632	GEOMETRY sem 2	8973	SHELTERED MATHEMATIC 6 ADVANCED
405	Mathematics 4	1638	DL MATHEMATICS 4	2633	SHELTERED GEOMETRY	8981	SHELTERED MATH 7 Advanced
406	Social Studies 4	1639	DL SCIENCE/HEALTH 4	2636	DL GEOMETRY	9008	MTHD AC & PER SUC Yrb
407	Science/Health 4	1640	DL SOCIAL STUDIES 4	2639	INDEP STUDY MATH 1 MFTI (DC) SEM 1	9101	SHELTERED WORLD CULTURE 6
427	Span Lang Arts/Read 4	1641	DL ENG LANG ARTS/READ 5	2640	INDEP STUDY MATH 1 MFTI (DC) SEM 2	9102	FUNCTIONAL COMMUNICATION SKILLS 7
428	Eng Lang Arts/Read 4	1642	DL MATHEMATICS 5	2659	ALGEBRA I Advanced HS sem 2	9106	FUNCTIONAL COMMUNICATION SKILLS 8
505	Mathematics 5	1643	DL SCIENCE/HEALTH 5	2660	GEOMETRY Advanced	9108	FUNCTIONAL TEXAS STUDIES 7
506	Social Studies 5	1644	DL SOCIAL STUDIES 5	2662	GEOMETRY Advanced sem 2	9126	BASIC HEALTH AND GROOMING
507	Science/Health 5	1645	DL READING LANGUAGE ARTS 6	2665	IB MATH ANALYSIS APPROACH SLB	9128	FUNCTIONAL U S STUDIES 8
527	Span Lang Arts/Read 5	1646	DL READING LANGUAGE ARTS 6 ADVANCED	2667	IB MATH ANALYSIS APPROACH SLD	9162	BASIC HEALTH AND GROOMING
528	Eng Lang Arts/Read 5	1680	SHELTERED PERSONAL FINANCIAL LIT	2673	IB MATH APPL/INTERPRETATIONS SLB	9163	FUNCTIONAL READING LANGUAGE ARTS
972	Eng Lang Arts/Read DL-2	1681	MODIFIED PERSONAL FINANCIAL LIT	2675	IB MATH APPL/INTERPRETATIONS SLD	9164	FUNCTIONAL ACADEMICS MATH 7
975	Eng Lang Arts/Read DL-5	1682	FUNCTIONAL PERSONAL FINANCIAL LIT	2719	DL ALGEBRA II ADVANCED	9200	FUNCTIONAL ACADEMICS MATH 8
1000	READING LANGUAGE ARTS 7	1701	PRE-CALCULUS ONRAMPS	2720	ALGEBRA II	9201	FUNCTIONAL ENGLISH I
1001	READING LANG ARTS 6 Advanced DL	1702	ENGLISH III ONRAMPS	2722	ALGEBRA II sem 2	9202	FUNCTIONAL ENGLISH II
1005	READING LANGUAGE ARTS 7 Advanced	1703	US HISTORY ONRAMPS	2723	ADVANCED QUANT REASONING (DC) SEM 1	9203	FUNCTIONAL ENGLISH III
1007	DL READING LANGUAGE ARTS 8 ADVANCED	1891	ADVANCED BROADCAST JOURNALIST I	2724	ADVANCED QUANT REASONING (DC) SEM 2	9208	FUNCTIONAL ENGLISH IV
1015	READING MASTERY 7	1893	ADV BROADCAST JOURNALIST I sem 2	2727	ADVANCED QUANTITATIVE REASONING	9209	FUNCTIONAL BIOLOGY
1047	READING LANG ARTS ESL INTERMEDIATE	1896	ADV BROADCAST JOURNALIST II sem 2	2729	ADVANCED QUANTITATIVE REASONING (sem 2)	9210	FUNCTIONAL INT PHY/CHEM
1048	READING 7 ESL BEG/INT	1900	JOURNALISM I	2730	ALGEBRA II Advanced	9211	FUNCTIONAL CHEMISTRY
1049	READING LANG ARTS 8 ESL INTERMEDIAT	1902	JOURNALISM I sem 2	2731	ALGEBRA II Advanced sem 1	9212	FUNCTIONAL PHYSICS
1060	READING 8 ESL BEG/INT	1910	ADVANCED JOURNALISM NEWSPAPER I	2732	ALGEBRA II Advanced sem 2	9213	FUNCTIONAL WORLD HISTORY
1074	READING LANG ARTS 6 ESL BEGINNER	1915	ADVANCED JOURNALISM YEARBOOK I	2738	ALGEBRA II ONRAMPS	9214	FUNCTIONAL WORLD GEOGRAPHY
1075	READING LANG ARTS 7 ESL BEGINNING	1917	ADV JOURNALISM YEARBOOK I sem 2	2840	PRE-CALCULUS	9237	FUNCTIONAL US HISTORY
1076	READING LANG ARTS 8 ESL BEGINNER	1923	ADVANCED JOURNALISM NEWSPAPER II	2845	PRE-CALCULUS Advanced	9238	FUNCTIONAL ALGEBRA I
1100	READING LANGUAGE ARTS 8	1926	ADVANCED JOURNALISM YEARBOOK II	2846	PRE-CALCULUS Advanced S1	9239	FUNCTIONAL GEOMETRY
1102	READING LANGUAGE ARTS 8 Advanced	1928	ADV JOURNALISM YEARBOOK II sem 2	2847	PRE-CALCULUS Advanced S2	9240	FUNCTIONAL MATH MODELS
1106	CREATIVE WRITING	1930	SPEECH 7	2850	PRE-CALCULUS DUAL CREDIT (SEM 1)	9268	FUNCTIONAL ALG II
1107	LITERARY GENRES	1931	SPEECH 7	2851	PRE-CALCULUS DUAL CREDIT SEM 2	9270	FUNCTIONAL MATH MODELS sem 2
1108	DEBATE I MS	1935	SPEECH 8	2897	ADVANCED PLACEMENT CALCULUS BC	9296	FUNCTIONAL ENGLISH I sem 2
1109	JOURNALISM MS	1936	SPEECH 8	2900	ADVANCED PLACEMENT CALCULUS AB	9301	FUNCTIONAL ENV SYSTEMS
1115	READING MSTRY 8	1943	COMMUNICATION APPLICATIONS (DUAL CR	2901	ADV PLACEMENT CALCULUS AB sem 1	9304	FUNCTIONAL ASTRONOMY
1134	SPLZD TOPICS IN SCI 2 (DC) ONRAMPS CHEM	1944	COMMUNICATION APPLICATIONS	2902	ADV PLACEMENT CALCULUS AB sem 2	9309	ASTRONOMY MODIFIED
1143	AP AFRICAN AMERICAN STUDIES	1945	PUBLIC SPEAKING I	2919	IND STUDY MATH FIRST TIME SEM 2	9316	AQUATIC SCIENCE MODIFIED
1159	DL STATISTICS	1950	PUBLIC SPEAKING II	2921	IND STUDY MATH SEC TIME SEM 2	9317	FUNCTIONAL AQUATIC SCIENCE
1167	SPECIALIZED TOPICS IN SCIENCE Ia DC	1960	PUBLIC SPEAKING III DC	2923	IND STUDY MATH THIRD TIME SEM 2	9377	Functional Earth Systems Science
1169	SPECIALIZED TOPICS IN SCIENCE Ila DC	1961	TEMPORARY MEDIA	2926	INDEPENDENT STUDY MATH3 PCAL (DC)	9390	COMMUNICATIONS APPLICATIONS
1170	SHELTERED READING LANG ARTS 7	1962	DEBATE I	2928	ADVANCED PLACEMENT STATISTICS	9391	FUNCTIO
1171	SPECIALIZED TOPICS IN SCIENCE Iib DC	1963	DEBATE II	2934	MATHEMATICAL MODELS WITH APPLICATIO	9392	FUNDAMENTALS OF READING I
1172	SPECIALIZED TOPICS IN SCIENCE Iila DC	1964	DEBATE III	2936	MATH MODELS WITH APPLICATION sem 2	9396	FUNDAMENTALS OF READING II
1173	SPECIALIZED TOPICS IN SCIENCE Iiib DC	1965	ADVANCED JOURNALISM NEWSPAPER III	2937	Functional Earth Systems Science 1	9453	FUNDAMENTALS OF READING III
1174	PERSONAL FINANCIAL LIT AND ECON	1968	ADVANCED JOURNALISM YEARBOOK III	2942	INDEPENDENT STUDY MATH 2 DC SEM 2	9456	FUNDAMENTALS OF READING II (sem 2)
1180	SHELTERED READING LANGUAGE ARTS 8	1975	PHOTOJOURNALISM	2943	INDEPENDENT ST MATH 3 CAL I DC	9476	TEXAS STUDIES 7 MODIFIED
							U S STUDIES 8 MODIFIED
							FUNCTIONAL ECONOMICS

Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
1183	ADV QUANTITATIVE REASONING MOD	1976	PHOTOJOURNALISM	2944	INDEPENDENT STUDY MATH CAL BUS DC	9480	AFRICAN AMERICAN STUDIES MSHC
1200	ENGLISH I	1983	DEBATE I sem 2	2970	DL PHYSICS HSC ADVANCED	9481	MEXICAN AMERICAN STUDIES MSHC
1202	ENGLISH I sem 2	1999	DL TEXAS STUDIES 7	2973	PHYSICS HSC Advanced	9576	MATH MODELS MODIFIED
1211	ENGLISH I Advanced	2000	TEXAS STUDIES 7	2975	PHYSICS HSC Advancedb	9620	FUNDAMENTALS OF SCIENCE 7
1213	ENGLISH I Advanced SEM 2	2002	TX STUDIES 7 Advanced	2976	PHYSICS HSC Advanced SH	9621	FUNDAMENTALS OF SCIENCE 8
1224	READING I	2050	U S STUDIES 8	2984	AQUATIC SCIENCE MODb	9628	ENVIRONMENTAL SYSTEMS MODIFIED
1226	READING I (sem 2)	2052	DL U S STUDIES 8 ADVANCED	2990	BIOLOGY OUT OF DISTRICTb	9636	PHYSICS MODIFIED
1227	COLLEGE READINESS & STUDY SKILLS	2055	U S STUDIES 8 Advanced	3000	DL ASTRONOMY	9638	CHEMISTRY MODIFIED
1228	RESEARCH AND TECHNICAL WRITING	2070	SHELTERED TEXAS STUDIES 7	3008	SCIENCE 7 Advanced	9701	FUNCTIONAL RLA 7
1229	READING II	2071	SHELTERED U S STUDIES 8	3010	SCIENCE 7	9705	READ LA 7 BASIC
1231	READING II (sem 2)	2095	SHELTERED WORLD HISTORY STUDIES	3012	SHELTERED SCIENCE 7	9708	MATH 7 BASIC
1235	READING III	2100	DL WORLD HISTORY ADVANCED	3014	SCIENCE 8	9711	READING 7 BASIC
1261	READ STUDENTS INTERRUPTED ED	2101	WORLD HISTORY ADVANCED PLACEMENT	3016	SHELTERED SCIENCE 8	9735	READING LANGUAGE ARTS 8 BASIC
1262	READING I ESOL BEG/INT	2103	WORLD HISTORY ADV PLACEMENT sem 2	3019	DL SCIENCE 6	9739	READING 8 BASIC
1263	PRACTICAL WRITING ESOL	2105	WORLD HISTORY STUDIES	3020	DL SCIENCE 6 ADVANCED	9744	MATH 8 BASIC
1264	ENGLISH II ESOL BEG/INT	2107	WORLD HISTORY STUDIES sem 2	3021	DL SCIENCE 7	9751	ENGLISH I MODIFIED
1265	READING II ESOL	2110	WORLD HISTORY STUDIES Advanced	3079	IB GLOBAL POLITICS HLD	9753	ENGLISH II MODIFIED
1266	ENGLISH I ESOL INTERMEDIATE	2112	WORLD HISTORY STUDIES Advanced sem 2	3081	IB GLOBAL POLITICS SLB	9754	ENGLISH II MODIFIED (sem 2)
1280	SHELTERED ENGLISH I	2115	SHELTERED WORLD GEOGRAPHY STUDIES	3083	IB GLOBAL POLITICS SLD	9755	ENGLISH III MODIFIED
1283	SHELTERED ENGLISH II	2117	SHELT WORLD GEOGRAPHY STUDIES sem 2	3102	Earth Systems Science 2	9756	ENGLISH III MODIFIED (sem 2)
1285	SHELTERED ENGLISH II sem 2	2120	WORLD GEOGRAPHY STUDIES	3104	Earth Systems Science	9757	ENGLISH IV MODIFIED
1300	ENGLISH II	2122	WORLD GEOGRAPHY STUDIES sem 2	3115	ADVANCED PLACEMENT ENVIRONMENTAL SC	9759	READING BASIC
1302	ENGLISH II sem 2	2124	DL WORLD GEOGRAPHY ADVANCED	3117	ADV PLACEMENT ENVIRON SCIENCE sem 2	9761	WORLD GEOGRAPHY MODIFIED
1303	ENGLISH II Advanced	2125	WORLD GEOGRAPHY STUDIES Advanced	3125	ASTRONOMY	9770	READING BASIC (sem 2)
1304	ENGLISH II Advanced sem 1	2127	WORLD GEOG STUDIES Advanced sem 2	3127	ASTRONOMY sem 2	9776	READING BASIC (sem 1)
1305	ENGLISH II Advanced sem 2	2149	IB HISTORY OF THE AMERICAS HLB	3128	ENVIRONMENTAL SYSTEMS	9777	READING BASIC II
1360	SHELTERED ENGLISH III	2151	IB HISTORY OF THE AMERICAS HLD	3130	ENVIRONMENTAL SYSTEMS sem 2	9778	READING BASIC III
1362	SHELTERED ENGLISH III sem 2	2307	UNITED STATES GOVERNMENT	3132	AQUATIC SCIENCE	9779	UNITED STATES GOVERNMENT MODIFIED
1365	SHELTERED ENGLISH IV	2308	SHELTERED GOVERNMENT	3140	SHELTERED BIOLOGY	9785	ALGEBRA I MODIFIED
1370	ENGLISH I ESOL BEGINNER	2312	ADVANCED PLACEMENT U S GOVERNMENT	3150	BIOLOGY	9786	ALGEBRA II MODIFIED
1396	READING II /ESL 2 INTERMEDIATE	2313	AP COMPARATIVE GOVERNMENT AND POLIT	3152	BIOLOGY sem 2	9787	GEOMETRY MODIFIED
1397	READING III/ESL	2314	U S GOVERNMENT - DUAL CREDIT	3153	DL BIOLOGY	9789	INTEGRATED PHYSICS/CHEM MOD
1400	ENGLISH III	2315	SHELTERED UNITED STATES HISTORY STU	3160	DL ENVIRONMENTAL SYSTEMS	9795	BIOLOGY MODIFIED
1402	ENGLISH III sem 2	2320	UNITED STATES HISTORY STUDIES	3161	ENV SYS (DC) 1	9798	BIOLOGY MODIFIED (sem 2)
1420	ENGLISH IIIa (DC)	2322	UNITED STATES HISTORY STUDIES 2	3162	ENV SYS (DC) 2	9802	ECONOMICS MODIFIED
1421	ENGLISH IIIb (DC)	2328	UNITED STATES HISTORY (DC) sem 1	3172	IB BIOLOGY SLB	9817	FUNCTIONAL U S GOVT
1430	IB LANGUAGE STUDIES A: LITERATURE HLB	2329	UNITED STATES HISTORY (DC) sem 2	3174	IB BIOLOGY SLD	9831	WORLD HISTORY MODIFIED
1432	IB LANGUAGE STUDIES A: LITERATURE HLD	2348	PERSONAL FINANCIAL LITERACY	3176	IB BIOLOGY HLB	9833	WORLD HISTORY MODIFIED 2
1434	IB LANG STUDIES LANG & LIT HLB	2349	SHELTERED ECONOMICS	3178	IB BIOLOGY HLD	9834	US HISTORY MODIFIED
1436	IB LANG STUDIES LANG & LIT HLD	2351	ECONOMICS	3190	BIOLOGY Advanced	9879	DL MATHEMATICS 6 ADVANCED
1447	ENGLISH I INTERNATIONAL SCHOLARS	2352	ECONOMICS SEM (DC)	3192	BIOLOGY Advanced sem 2	9880	MATHEMATICS 6 ADVANCED
1450	ENGLISH II INTERNATIONAL SCHOLARS	2356	ADVANCED PLACEMENT ECONOMICS MICRO	3193	BIOLOGY INTERNATIONAL SCHOLARS	9881	DL WORLD CULTURES 6 ADVANCED
1463	IB THEORY OF KNOWLEDGE A	2357	ADVANCED PLACEMENT ECONOMICS MACRO	3200	ADVANCED PLACEMENT BIOLOGY	9887	DL TEXAS STUDIES 7 ADVANCED
1464	IB THEORY OF KNOWLEDGE B	2363	SPECIAL TOPICS IN SOCIAL STUDIES	3202	ADVANCED PLACEMENT BIOLOGY sem 2	9891	DL WORLD CULTURES 6
1500	ENGLISH IV	2364	SPECIAL TOPICS 2	3210	CHEMISTRY Advanced	9892	READING LANGUAGE ARTS 6 DUAL LANG
1502	ENGLISH IV sem 2	2370	ADV STUDIES IN SOCIAL STUDIES 3 DC	3212	CHEMISTRY Advanced sem 2	9893	SPEECH 6
1505	ADV PLACEMENT LITERATURE AND COMPOS	2371	ADV STUDIES IN SOCIAL STUDIES 4 DC	3213	CHEMISTRY INTERNATIONAL SCHOLARS	9895	SCIENCE 6 Advanced
1507	AP LITERATURE & COMPOSITION sem 2	2372	SPEC TOPICS IN SOCIAL STUDIES 4 DC	3217	SHELTERED CHEMISTRY	9896	WORLD CULTURES Advanced 6
1515	ADV PLACEMENT LANGUAGE AND COMPOSIT	2373	SOCIAL STUDIES ADV STUDIES (DC) 1	3220	CHEMISTRY	9900	READING LANGUAGE ARTS 6
1532	CREATIVE IMAGINATIVE WRITING	2376	AFRICAN AMERICAN STUDIES SEM2	3222	CHEMISTRY sem 2	9904	READING LANGUAGE ARTS 6 Advanced
1533	PRACTICAL WRITING SKILLS	2378	ETHNIC STUDIES-MEXICAN AMERICAN: SEM 2	3229	SHELTERED AQUATIC SCIENCE	9906	SCIENCE 6
1534	PRACTICAL WRITING SKILLS	2379	AFRICAN AMERICAN STUDIES	3230	SHELTERED PHYSICS	9907	WORLD CULTURES 6
1535	CREATIVE IMAGINATIVE WRITING	2380	ETHNIC STUDIES-MEXICAN AMERICAN	3231	SHELTERED ENVIRONMENTAL SYSTEMS	9910	SHELTERED SCIENCE 6
1536	IND STUDY/ENGLISH PRINCETON REVIEW	2381	DL ETHNIC STUDIES MEXICAN AMERICAN	3235	ADVANCED PLACEMENT CHEMISTRY	9912	SHELTERED READING LANGUAGE ARTS 6
1543	HUMANITIES 1ST TT DC	2414	IB PSYCHOLOGY SLB	3245	PHYSICS Advanced	9918	READING LANG ARTS ESL INTERMEDIATE
1544	INDEP STUDY IN ENGLISH 2TT DC	2416	IB PSYCHOLOGY SLD	3247	PHYSICS Advanced sem 2	9920	READING 6 ESL BEG/INT
1548	ANALYSIS OF VISUAL MEDIA	2418	IB PSYCHOLOGY HLB	3260	PHYSICS	9943	READING MASTERY 6
1549	HUMANITIES	2420	IB PSYCHOLOGY HLD	3262	PHYSICS sem 2	9960	READING LANGUAGE ARTS 6 BASIC
1550	HUMANITIES	2430	INTRODUCTION TO PSYCHOLOGY - DUAL C	3264	DL PHYSICS ADVANCED	9962	FUNCTIONAL READING LANGUAGE ARTS 6
1554	LITERARY GENRES	2435	ADVANCED PLACEMENT PSYCHOLOGY	3276	INTEGRATED PHYSICS AND CHEMISTRY	9963	READING 6 BASIC
1559	LITERARY GENRES FY	2436	PSYCHOLOGY	3280	SHELTERED INTEGRATED PHYSICS & CHEM	9965	FUNCTIONAL COMMUNICATIONS SKILLS 6
1579	SHELTERED WORLD CULTURE 6 Advanced	2437	SOCIOLOGY	3294	GEOL-EARTH SCI FOR NON-SCI MAJOR I (DC)	9966	MATHEMATICS 6 BASIC
1580	SHELTERED TX STUDIES 7 Advanced	2438	INTRODUCTION TO SOCIOLOGY - DUAL CR	3295	Geol-Earth Sci for Non-Sci Major II (DC)	9968	FUNCTIONAL ACADEMICS MATHEMATICS 6
1581	SHELTERED US STUDIES 8 Advanced	2443	RESEARCHMETHODS:CULTURALSTUDIES (DC) SEM	3296	EARTH SYSTEMS SCIENCE Dca	9977	FUNDAMENTALS OF SCIENCE 6
1582	SHELTERED SCIENCE 6 Advanced	2450	ADVANCED PLACEMENT UNITED STATES HI	3298	BIOLOGY 2406 ENVIRON SYSTEMS (DC)	9995	WORLD CULTURES 6 MODIFIED
1583	SHELTERED SCIENCE 7 Advanced	2452	ADV PLACEMENT U S HISTORY sem 2	3303	IB PHYSICS SLD	9998	FUNCTIONAL WORLD CULTURES 6

Non-Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
41	Homeroom EC	4629	VARSITY V1 FOOTBALL SPRING	7362	ANIMATION II	8426	NON-VARSITY JAZZ ENSEMBLE II
56	Social Emotional Dev PK	4635	VARSITY V2 FOOTBALL SPRING	7364	AUDIO/VIDEO PRODUCTION II	8427	NON-VARSITY JAZZ ENSEMBLE III
58	Physical Development PK	4637	VARSITY V3 FOOTBALL SPRING	7365	PRACTICUM IN AUDIO VIDEO PRODUCTION	8428	NON-VARSITY JAZZ ENSEMBLE IV
62	Homeroom PK	4639	VARSITY V4 FOOTBALL SPRING	7367	GRAPHIC DESIGN & ILLUSTRATION I	8429	VARSITY STRINGS IV
700	Art KN	4642	7TH GRADE BOYS ATHLETICS YR	7368	GRAPHIC DESIGN & ILLUS AD DESIGN II	8432	NON-VARSITY STRINGS II
701	Art 1	4643	7TH GRADE BOYS ATHLETICS SEM	7369	PRAC IN GRAPH DSGN & ILLUS ADDESIGN	8433	VARSITY STRINGS II
702	Art 2	4644	7TH GRADE GIRLS ATHLETICS YR	7374	FASHION DESIGN I	8434	VARSITY STRINGS III
703	Art 3	4645	7TH GRADE GIRLS ATHLETICS SEM	7376	PRACTICUM IN FASHION DESIGN	8438	NON-VARSITY STRINGS III
704	Art 4	4646	8TH GRADE BOYS ATHLETICS YR	7380	PROFESSIONAL COMMUNICATIONS	8439	NON-VARSITY STRINGS IV
705	Art 5	4647	8TH GRADE BOYS ATHLETICS SEM	7384	INTERIOR DESIGN I	8444	CHAMBER ENSEMBLE II
710	Music KN	4648	8TH GRADE GIRLS ATHLETICS YR	7385	INTERIOR DESIGN I (SKYLINE)	8445	CHAMBER ENSEMBLE III
711	Music 1	4649	8TH GRADE GIRLS ATHLETICS SEM	7387	INTERIOR DESIGN II	8446	CHAMBER ENSEMBLE IV
712	Music 2	4669	PEER COACHING PARTNER PE	7388	PRACTICUM IN INTERIOR DESIGN I	8447	VARSITY DANCE ENSEMBLE II
713	Music 3	4670	PE EQ ATHLETICS LOCL CREDIT FULL YR	7390	ARCHITECTURAL DESIGN I	8448	VARSITY DANCE ENSEMBLE III
714	Music 4	4673	PE EQ ATHLETICS LOCAL SPRING SEM	7392	ARCHITECTURAL DESIGN II	8449	VARSITY DANCE ENSEMBLE IV
715	Music 5	4674	CHEERLEADER-LOCAL CREDIT	7393	PRACTICUM IN ARCH DESIGN	8454	NON-VARSITY DANCE ENSEMBLE II
720	Theatre Arts KN	4675	CHEERLEADER-LOCAL CREDIT	7396	CONSTRUCTION TECHNOLOGY I	8455	NON-VARSITY DANCE ENSEMBLE III
721	Theatre Arts 1	4676	DRILL TEAM-LOCAL CREDIT	7398	CONSTRUCTION TECHNOLOGY II	8456	NON-VARSITY DANCE ENSEMBLE IV
722	Theatre Arts 2	4677	DRILL TEAM-LOCAL CREDIT	7401	ELECTRICAL TECHNOLOGY I	8457	STUDIO ART III
723	Theatre Arts 3	4688	IB SPORTS, EXERCISE & HEALTH SCI Slb	7403	ELECTRICAL TECHNOLOGY II	8468	CHOIR VARSITY MIXED III
724	Theatre Arts 4	4704	MS OFF-CAMPUS PHYSICAL ED-7 SEM 2	7404	HVAC & REFRIGERATION TECHNOLOGY I	8469	CHOIR VARSITY MIXED IV
725	Theatre Arts 5	4706	MS OFF-CAMPUS PHYSICAL ED-8 SEM2	7405	HVAC & REFRIGERATION TECHNOLOGY II	8474	HANDBELLS VARSITY II
726	Theatre Arts 6	4723	JROTC (LET I)	7406	PLUMBING TECHNOLOGY I	8479	HANDBELLS VARSITY III
734	Band/Orchestra 4	4726	JROTC LET II	7407	PLUMBING TECHNOLOGY II	8484	HANDBELLS VARSITY IV
735	Band/Orchestra 5	4728	NJROTC 1	7412	PRINCIPLES OF EDUCATION & TRAINING	8488	CERAMICS IV
750	Dance KN	4729	JROTC LET III	7413	HUMAN GROWTH & DEVELOPMENT	8497	MS DANCE 1
751	Dance 1	4732	JROTC LET IV	7414	INSTRUCTIONAL PRACTICES	8498	MS DANCE 1 (sem)
752	Dance 2	4733	JROTC DRILL TEAM (LOCAL CREDIT)	7415	PRACTICUM IN EDUCATION & TRAINING	8499	MS DANCE 2
753	Dance 3	4738	NAVY JROTC	7416	MONEY MATTERS	8501	MS DANCE 3
754	Dance 4	4739	MC JROTC 1	7418	SECURITIES AND INVESTMENTS	8503	MS THEATRE 1 GRADE 6
755	Dance 5	4741	NAVY JROTC	7419	INSURANCE OPERATIONS	8504	MS THEATRE 1 GRADE 6 (sem)
800	Physical Education KN	4744	NAVY JROTC	7420	ACCOUNTING I	8505	MS THEATRE 1
801	Physical Education 1	4745	LEARNING CADET CORPS 6 (full yr)	7421	ACCOUNTING II	8506	MS THEATRE 1 (sem)
802	Physical Education 2	4747	MARINE CORPS JROTC II	7422	FINANCIAL ANALYSIS	8507	MS THEATRE 2
803	Physical Education 3	4748	MARINE CORPS JROTC III	7426	PRINCIPLES OF HEALTH SCIENCE	8509	MS THEATRE 3
804	Physical Education 4	4749	MARINE CORPS JROTC IV	7427	MEDICAL TERMINOLOGY	8511	MS CHOIR GRADE 6
805	Physical Education 5	4750	LEADERSHIP CADET CORPS 7	7429	HEALTH SCIENCE THEORY	8512	MS MODERN BAND 1
860	Piano KN	4751	LEADERSHIP CADET CORPS 8	7433	DENTAL ASSIST I PRACTICUM 1	8513	MS CHOIR VARSITY MIXED 2
861	Piano 1	4752	MS PEER COACHING PARTNER PE	7435	PRACTICUM IN HEALTH SCIENCE I	8514	MS CHOIR VARSITY TREBLE 2
862	Piano 2	4779	JROTC (LET I) (sem 2)	7436	CLIN MED ASST PRACT I	8515	MS CHOIR N-VARSITY TREBLE 2
863	Piano 3	4824	PE EQ OFF-CAMPUS BOYS I SPRING	7437	MEDICAL LAB PRACT I	8516	MS CHOIR VARSITY TENOR/BASS 2
864	Piano 4	4826	PE EQ OFF-CAMPUS I SPRING	7439	Practicum in Exercise Science I	8517	MS CHOIR NON VARSITY TENOR/BASS 2
865	Piano 5	4828	PE EQ OFF CAMPUS BOYS II SPRING	7442	DENTAL ASST II PRACTICUM 2	8518	MS VARSITY VOCAL ENSEMBLE 1
881	Strings 1	4832	PE EQ OFF CAMPUS BOYS III SPRING	7446	CLIN MED ASST PRACT II	8519	MS PIANO 1
882	Strings 2	4840	PE EQ BOYS ATHLETICS I SPRING	7448	MEDICAL LAB II PRACT II	8520	MS VARSITY BAND 1
883	Strings 3	4842	PE EQ GIRLS ATHLETICS 1 SPRING	7455	ANATOMY & PHYSIOLOGY	8521	MS NON VARSITY BAND 1
884	Strings 4	4844	PE EQ BOYS ATHLETICS 2 SPRING	7463	PRIN OF ART, A/V TECH & COMM (MS)	8522	MS WOODWIND
885	Strings 5	4846	PE EQ GIRLS ATHLETICS 2 SPRING	7464	PROFESSIONAL COMMUNICATIONS (MS)	8523	MS BRASS
886	Strings 6	4848	PE EQ BOYS ATHLETICS 3 SPRING	7465	PRIN OF BUSINESS, MRKTING & FINANCE (MS)	8524	MS PERCUSSION
894	Band 4	4850	PE EQ GIRLS ATHLETICS 3 SPRING	7466	TOUCH SYSTEM DATA ENTRY MS (sem)	8525	MS JAZZ ENSEMBLE 1
895	Band 5	4851	PE EQ BOYS ATHLETICS 4 FALL	7467	LIFETIME NUTRITION & WELLNESS (MS)	8526	MS VARSITY ORCHESTRA 1
896	Band 6	4852	PE EQ BOYS ATHLETICS 4 SPRING	7468	PRIN OF INFORMATION TECHNOLOGY (MS)	8527	MS NON VARSITY ORCHESTRA 1
960	Homeroom/Conduct KN	4854	PE EQ GIRLS ATHLETICS 4 SPRING	7469	PRIN APPLIED ENGINEERING (MS)	8528	MS STRINGS
961	Homeroom/Conduct 1	4856	PE EQUIVALENT DIRLL TEAM II sem 2	7477	COMPUTER MAINTENANCE	8529	MS CHAMBER ENSEMBLE 1
962	Homeroom 2	4861	PE SUBSTITUTION CHEERLEADING SPRING	7499	PRACTICUM IN BUSINESS MANAGEMENT II	8530	MS ART I STUDIO
963	Homeroom 3	4865	PE SUBSTITUTION DRILL TEAM SPRING	7531	PRACTICUM IN PHARMACY TECH II	8531	MS ART II STUDIO
964	Homeroom 4	4877	INTRODUCTION TO ROBOTICS	7566	GLOBAL BUSINESS (DC)	8532	MS ART III STUDIO
965	Homeroom 5	4879	INTRODUCTION TO PROGRAMMING	7572	VIRTUAL BUSINESS (DC)	8533	MS ART I FOUNDATION
966	Homeroom 6	4977	ADVANCED ROBOTICS MS	7574	ADVANCED PLANT & SOIL SCIENCE	8534	MS ART II FOUNDATION (sem)
1034	Dyslexia Middle School (Spring)	4978	ADVANCED ROBOTICS II MS	7575	ADV ENERGY & NATURAL RESOURCES TECH	8535	MS ART III FOUNDATION (sem)
1065	ESL LANGUAGE SUPPORT	5072	CHILD DEVELOPMENT DUAL CREDIT SEM 2	7576	PRACTICUM IN PATIENT CARE TECH II	8536	STUDIO ART IV
1135	ADVANCED PROGRAMMING - GAME DESIGN	5233	PRACT IN ANIMATION EXT I Dca	7578	ENGINEERING DESIGN & PROBLEM SOLVIN	8542	DESIGN STUDIO IV
1136	INTRODUCTION TO DRONES MS	5238	PRINC OF CONST DL	7581	SMALL ANIMAL MANAGEMENT	8543	PHOTOGRAPHY STUDIO IV
1138	PRACTICUM IN TRANSPORTATION SYSTEMS II	5241	WEB GAME DEVELOPMENT Dca	7584	LAW ENFORCEMENT I (DC) SEM 1	8544	MODERN BAND VARSITY III
1140	MASONRY TECHNOLOGY II	5243	MOBILE APPLICATION DEVELOPMENT Dca	7585	LAW ENFORCEMENT I (DC) SEM 2	8545	MODERN BAND VARSITY IV
1145	DANCE PRODUCTION I	5246	DIGITAL COMM IN 21ST CENTURY Dca	7606	PEER ASSISTANCE AND LEADERSHIP I	8546	MODERN BAND NON VARSITY II
1148	MS DANCE ENTREPRENEURSHIP SEM	5250	COMP SCI III WECC Dca	7608	PEER ASSISTANCE AND LEADERSHIP II	8547	MODERN BAND NON VARSITY III
1149	MS DANCE FOUNDATIONS	5251	DIGITAL DESIGN & MEDIA PROD Dca	7609	PEER ASSISTANCE AND LEADER (sem 2)	8548	MODERN BAND NON VARSITY IV
1152	MYP SPANISH I	5266	INDEP STUDY IN TECH APPS 2TT Dcb	7616	FINANCIAL MATH (DC) SEM 1	8549	PIANO FORTE II
1153	MYP SPANISH III	5517	EXTENDED PRACT IN MARKETING DC 1b	7630	GT INTERDISCIPLINARY SEMINAR 7	8550	PIANO FORTE III
1154	MYP FRENCH I	5638	DEBATE/MOCK TRIAL/CRIMINAL	7631	GT INTERDISCIPLINARY SEMINAR 8	8551	PIANO FORTE
1161	SCRID I Dca	5640	DEBATE/MOCK TRIAL/CRIMINAL	7634	LIFETIME NUTRITION AND WELLNESS (DC	8552	CHOIR VARSITY TREBLE II
1162	SCRID I Dcb	5642	DEBATE GRADE 6	7635	ACADEMIC DECATHALON	8553	CHOIR VARSITY TREBLE III
1163	SCRID II Dca	5826	COLLEGE TRANSITION	7636	PRINT IMAGINE TECH II (DC) 1	8554	CHOIR VARSITY TREBLE IV
1164	SCRID II Dcb	5827	COLLEGE TRANSITION (DC) 2	7646	PRINT IMAGING TECH II (DC) SEM 2	8555	CHOIR VARSITY MIXED II
1165	SCRID III Dca	6077	LATE ARRIVAL SEM	7670	MEDICAL MICROBIOLOGY	8556	VARSITY VOCAL ENSEMBLE II
1166	SCRID III Dcb	6148	Entrepreneurship I	7673	SOLID STATE ELECTRONICS (DC) 1	8557	VARSITY VOCAL ENSEMBLE III
1168	SPECIALIZED TOPICS IN SCIENCE Ib DC	6149	Entrepreneurship II	7674	SOLID STATE ELECTRONICS (DC) 2	8558	VARSITY VOCAL ENSEMBLE IV
1175	PRINCIPLES OF ARCHITECTURE CONST	6152	HVAC & Refrigeration Technology I (DC) 1	7675	PRINCIPLES OF BMF DC SEM 1	8559	CHOIR NON VARSITY TENOR BASS II
1181	COMPUTER MAINTENANCE DC 2	6153	HVAC & Refrigeration Technology I (DC) 2	7676	PRINCIPLES OF BMF DC SEM 2	8560	CHOIR NON VARSITY TENOR BASS III
1232	RESEARCH & TECHNICAL WRITING DC	6154	HVAC & Refrig Tech II 2PER (DC) 1	7689	ADVANCED CULINARY ARTS	8561	CHOIR NON VARSITY TENOR BASS IV
1260	ENGLISH STUDENTS INTERUPED EDUCATIO	6155	HVAC & Refrig Tech II 2PER (DC) 2	7706	PRINCIPLES OF LAW MIDDLE SCHOOL	8562	CHOIR VARSITY TENOR/BASS II
1271	Dyslexia High School (Spring)	6156	Building Maint Tech I 2PER (DC) TM+	7712	AC/DC ELECTRONICS (DC) 1	8563	CHOIR VARSITY TENOR BASS III
1272	DYSLEXIA II S1 MSC	6157	Building Maint Tech II 2PER (DC) TM+	7713	AC/DC ELECTRONICS (DC) 2	8564	CHOIR VARSITY TENOR BASS IV
1273	DYSLEXIA II S2 MSC	6159	Digital Electronics (DC) TM+	7714	MEDICAL INTERVENTIONS PLTW1	8565	CHOIR NON VARSITY TREBLE II

Non-Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
1275	DYSLEXIA II S2 HSC	6160	Practicum in Business Mgt I 2PER (DC) 1	7715	BIOMEDICAL INNOVATION PLTW1	8566	CHOIR NON VARSITY TREBLE III
1572	FIBER ARTS STUDIO II	6161	Practicum in Business Mgt I 2PER (DC) 2	7716	PRIN OF BIOMEDICAL SCIENCE PLTW2	8567	CHOIR NON VARSITY TREBLE IV
1575	ART APPRECIATION	6163	Principles of Manufacturing (DC) TM+	7717	HUMAN BODY SYSTEMS PLTW2	8568	STAGE DIRECTING
1576	MIME TROUPE 1	6164	ADVANCED VIDEO GAME PROGRAMMING	7721	DIGITAL ELECTRONICS PLTW1	8569	MS VARSITY BAND 2
1577	PK MUSIC	6167	GENERAL EMPLOYABILITY SKILLS	7723	ENGINEERING SCIENCE PLTW2	8570	MS NON-VARSITY BAND 2
1578	PK ART	6171	MATHEMATICS MEDICAL PROFESSIONALS	7727	BUSINESS INFO MANAGEMENT (DC) sem 1	8571	MS NON-VARSITY BAND 0
1585	PRINCIPLES OF HOSPITALITY MS	6175	TOPOGRAPHICAL DRAFTING (DC) TM+	7728	BUSINESS INFO MANAGEMENT (DC) SEM 2	8572	MS JAZZ ENSEMBLE 2
1588	MIME TROUPE 2	6181	Prac in IT I 2PER (DC) 2	7737	TOUCH DATA ENTRY (DC) 1	8573	MS VARSITY ORCH 2
1589	MIME TROUPE 3	6186	CONSTRUCTION TECHNOLOGY II (DC) 2	7748	PRACTICUM AUD VID (DC) 2	8574	MS VARSITY ORCHESTRA 0
1591	STAGE COMBAT 1	6189	ELECTRICAL TECHNOLOGY I (DC) TM+	7751	DIGITAL AUDIO TECHNOLOGY II	8575	MS NON-VARSITY ORCHESTRA 2
1592	THEATRICAL MAKE UP 2	6190	ELECTRICAL TECHNOLOGY II (DC) 1 TM+	7752	DIGITAL AUDIO TECHNOLOGY I	8576	MS NON-VARSITY ORCHESTRA 0
1594	PATH COLLEGE CAREER II MS	6193	PLUMBING TECHNOLOGY I (DC) 2	7753	ANIMATION I & LAB (DC) 1	8577	MS CHAMBER ENSEMBLE 2
1595	INTRO TO C# PROGRAMMING DC 2	6195	PLUMBING TECHNOLOGY II (DC) 2 TM+	7756	ANIMATION II & LAB (DC) 1	8578	MS CHAMBER ENSEMBLE 3
1597	IND STUD EV/EMERG TECH 1 DCb	6196	BUSINESS ENGLISH (DC) TM+	7761	A/V PROD I & LAB	8579	MS MODERN BAND 2
1612	FLES FRENCH GR 3	6200	PUBLIC MANAGEMENT & ADMIN (DC) TM+	7764	AUDIO/VIDEO PRODUCTION II & LAB	8580	MS MODERN BAND 3
1613	FLES FRENCH GR 4	6204	CORRECTIONAL SERVICES (DC) 2	7782	BUSINESS MANAGEMENT (DC) SEM 2	8582	MS CHOIR NON VARSITY TENOR/BASS 3
1620	DL FINE ARTS PK	6214	ENGINEERING DESIGN PRESENTAT I (DC) TM+	7784	HUMAN RESOURCES MANAGEMENT (DC)	8583	MS CHOIR VARSITY TREBLE 3
1621	DL PHYSICAL DEVELOPMENT PK	6218	ENGINEERING DES & PROB SOLVING (DC) TM+	7789	PHARMACOLOGY (DC) 1	8585	MS CHOIR VARSITY TENOR/BASS 3
1622	DL SOCIAL EMOTIONAL DEV PK	6221	ENGINEERING SCI (DC) TM+	7791	STUDENT CLUBS 6-8	8586	MS VARSITY VOCAL ENSEMBLE 2
1650	FLES FRENCH GR 5	6222	PIPE FITTING TECHNOLOGY I (DC) 1	7792	PHARMACOLOGY (DC) 2	8587	MS PIANO 2
1677	CAREER AND COLLEGE EXPLOR 1ST TT	6223	PIPE FITTING TECHNOLOGY I (DC) 2	7796	HEALTH SCIENCE THEORY & CLINICAL	8588	MS PIANO 3
1678	COMP AIDED DRAFT FOR ARCH DC	6227	PARENTING-SCHL AGED PARENTS II (DC) TM+	7798	EXTENDED PRACTICUM HEALTH SCIENCE	8589	APPLIED MUSIC II VOCAL TECH
1685	INTRODUCTION TO WELDING DC	6230	EMERGENCY MED TECH BASIC (DC) 2 TM+	7800	OFFICE ASSISTANT	8593	APPLIED MUSIC II OPERA
1691	BARBERING I	6233	Practicum in Exercise Science II	7801	OFFICE ASSISTANT	8594	APPLIED MUSIC III OPERA
1692	BARBERING II	6241	STAT & BUSINESS DECISION MAKING 1a DC	7803	INTRODUCTION TO CULINARY ARTS	8595	APPLIED MUSIC IV OPERA
1694	IB BUSINESS AND MANAGEMENT SL	6245	Practicum in Entrep-1st Time Taken	7805	COMPUTER MAINTENANCE & LAB (DC) 1	8596	APPLIED MUSIC JAZZ PIANO I
1697	PROGRAMMABLE LOGIC CONTROLLER II DC	6250	DL TO LOTE SPAN CONNECT	7806	COMPUTER MAINTENANCE & LAB (DC) 2	8598	APPLIED MUSIC JAZZ PIANO III
1698	MANUFACTURING ENGINEERING TECH I DC	6301	ENGINEERING APPLICATIONS OF CSP DC	7807	OFFICE ASSISTANT (sem 2)	8599	APPLIED MUSIC JAZZ PIANO IV
1705	SCIRD OnRamps Physics	6303	3-D MODELING AND ANIMATION DC	7808	OFFICE ASSISTANT (sem 1)	8601	APPLIED MUSIC I CONDUCTING
1706	MS ART 1 GR 6 - ES	6308	PRACTICUM IN IT/EXT PRACTICUM IN IT 1TT	7813	DIGITAL MEDIA (DC) 2	8609	MUSIC COMPOSITION I
1716	MS MUSIC 1 GR 6 - ES	6309	CYBERSECURITY CAPSTONE DC	7818	Criminal Investigation	8611	MUSIC COMPOSITION II
2327	SOCIAL STUDIES APPLI & STU sem 2	6311	KINESIOLOGY I DC	7820	STUDENT LEADERSHIP TRAINING (LOCAL)	8615	WORLD MUS ENS II MEISTERSINGERS
2490	ACTING FOR THE CAMERA	6312	KINESIOLOGY II DC	7821	STUDENT LEADER	8616	WORLD MUS ENS III MEISTERSINGERS
2492	MS SUB NONVARSITY BAND LEV 0	6346	Career Prep for Progs of Study/Ext 1TT	7822	STUDENT LEADER sem 1	8617	WORLD MUS ENS IV MEISTERSINGERS
2493	MS SUB NONVARSITY BAND LEV 1	6350	FIREFIGHTER CERTIFICATION I DC	7823	STUDENT LEADER sem 2	8618	GUITAR STYLES & TECHNIQUES I
2494	MS SUB NONVARSITY BAND LEV 2	6357	CAREER PREPARATION I (DC) 1 TM+	7824	INTRODUCTION TO WELDING	8619	GUITAR STYLES & TECHNIQUES II
2497	VIDEO GAME PROGRAMMING	6361	PROJ-BASED RESEARCH (DC) 1	7825	STUDENT LEADERSHIP TRAINING 7-8	8624	GUITAR STYLES & TECHNIQUES III
2507	APPLIED NUTRITION AND DIETETICS	6363	PROJECT BASED RESEARCH III DC	7826	COLLEGE TRANSITION (DC) 1	8625	GUITAR STYLES & TECHNIQUES IV
2510	COMPUTER AIDED DRAFTING FOR ARCH	6366	INTERMEDIATE CADD (DC) 1	7830	OFFICE ASSISTANT	8631	GUITAR ENSEMBLE I
2512	SPORTS & ENTERTAINMENT MARKET II	6367	INTERMEDIATE CADD (DC) 2	7831	PATH TO COLLEGE CAREER 1	8632	GUITAR ENSEMBLE II
2513	FUNDAMENTALS OF REAL ESTATE	6500	IB VISUAL ARTS SLB	7833	PATH TO COLLEGE 3	8633	GUITAR ENSEMBLE III
2514	RETAIL MANAGEMENT	6502	IB VISUAL ART HLB	7834	PATH TO COLLEGE 4	8638	GUITAR ENSEMBLE IV
2523	ADV LEGAL SKILLS & PROFESSIONS	6504	IB FILM SLB	7838	MTHD AC & PER SUC YR	8639	MUSIC & MEDIA COM I
2524	DIMENSIONS OF DIPLOMACY	6506	IB FILM HLB	7842	EARLY RELEASE SEM	8641	MUSIC & MEDIA COM II
2527	COMPUTER SCIENCE I LOTE	6508	IB MUSIC STUDIES SLB	7845	EXTENDED PRACTICUM MARKETING	8684	POP ENSEMBLE III
2530	TECHNOLOGY APPLICATIONS	6510	IB MUSIC STUDIES HLB	7846	SOCIAL MEDIA MARKETING	8685	POP ENSEMBLE IV
2534	RETAIL MANAGEMENT	6533	FLES CHINESE GR K	7847	ROBOTICS II	8689	FULL ORCHESTRA I
2535	MARKETING	6534	FLES CHINESE GR 1	7850	AUTOMOTIVE BASICS	8691	FULL ORCHESTRA III
2541	FOUNDATIONS OF RESTAURANT MANAGEMENT	6535	FLES CHINESE GR 2	7854	INTRODUCTION TO AIRCRAFT TECHNOLOGY	8692	FULL ORCHESTRA IV
2542	FOUNDATIONS OF USER EXPERIENCE	6536	FLES CHINESE GR 3	7857	BASIC COLLISION REPAIR REFINISH	8694	MARIACHI I
2553	EXPLORING ENGINEERING 6	6537	FLES CHINESE GR 4	7860	PRACTICUM IN TRANSPORT SYS	8698	MARIACHI II
2554	EXPLORING ENGINEERING 7	6539	ADVANCED SPANISH LITERATURE	7863	ADVISORY FOR HIGH SCHOOL	8699	MARIACHI III
2557	EXPLORING ENGINEERING 8	6540	BUILDING MAINTENANCE TECH I	7864	ADVISORY FOR HIGH SCHOOL	8701	MARIACHI IV
2571	CONSTRUCTION TECHNOLOGY I DL	6541	BUILDING MAINTENANCE TECH II	7865	ADVISORY FOR HIGH SCHOOL	8703	JAZZ IMPROV I
2572	HVAC & REFRIGERATION TECH I DL	6542	FLES CHINESE GR5	7867	ADVISORY 6TH GRADE	8707	BIG BAND II
2680	3D MODELING AND ANIMATION DCa	6559	Audio/ Video Production I	7868	ADVISORY	8708	BIG BAND III
2681	3D MODELING AND ANIMATION DCb	6560	ADVANCED ROBOTICS MS III	7869	ADVISORY	8709	BIG BAND IV
2682	DIGITAL COMM IN 21ST CENTURY	6567	Vet Med Applications Lab	7874	ANATOMY & PHYSIOLOGY DUAL LANGUAGE	8711	MODERN BAND VARSITY II
2683	WEB GAME DEVELOPMENT	6571	LIFETIME REC OUTDOOR PURSUITS	7881	ANIMATION (DC) 1	8748	THEATRE MANAGEMENT I
2684	COMPUTER SCIENCE FUNDAMENTALS MSHC	6572	SKILL BASED LIFE ACTIVITIES	7882	ANIMATION (DC) 2	8749	THEATRE MANAGEMENT II
2685	COMPUTER SCIENCE I	6573	LIFETIME FIT WELLNESS PURSUITS	7883	ANATOMY AND PHYSIOLOGY (DC) 1	8752	THEATRE MANAGEMENT III
2686	DIGITAL DESIGN & MEDIA PROD	6574	YOUR HEALTH REAL WORLD	7884	ANATOMY AND PHYSIOLOGY (DC) 2	8754	DESIGN THEATRE II
2687	COMPUTER SCIENCE I DCa	6575	HEALTH I	7886	ADVISORY FOR HIGH SCHOOL	8764	DESIGN THEATRE III
2688	COMPUTER SCIENCE I DCb	6583	Health I DC	7891	ACCOUNTING I (DC) 1	8765	MAKEUP THEATRE
2689	MOBILE APPLICATION DEVELOPMENT	6584	Lifetime Fit and Wellness Pursuits DC	7892	ACCOUNTING I (DC) 2	8766	COSTUME CONSTRUCTION I (SEM)
2690	FUNDAMENTALS OF COMPUTER SCIENCE	6589	Skilled-Based Lifetime Activities b	7893	ACCOUNTING II (DC) 1	8767	COSTUME CONSTRUCTION II
2691	GAME PROG AND DESIGN	6624	ADVANCED PROGRAMMING	7894	ACCOUNTING II (DC) 2	8770	LIGHT SOUND I
2692	DIGITAL ART AND ANIMATION	6649	Energy and Natural Resource Tec Lab	7896	BUSINESS INFO MGMT II (DC) 2	8771	LIGHT SOUND II
2694	AP COMP SCI PRINCIPLES	6700	Partner Physical Education	7897	INTERNETWORKING TECH I (DC) 1	8772	LIGHT SOUND III
2697	AP COMPUTER SCIENCE A-MATH	6701	Partner Physical Education II	7898	INTERNETWORKING TECH I (DC) 2	8773	STAGE CONSTRUCTION I
2703	AP COMP SCI PRINCIPLES LOTE	6702	Func Lifetime Fit and Well Pursuits	7899	INTERNETWORKING TECH II (DC) 1	8774	STAGE CONSTRUCTION II
2704	COMPUTER SCIENCE III	6703	Func Skill Based Life Activities	7900	INTERNETWORKING TECH II (DC) 2	8775	STAGE CONSTRUCTION III
2705	FUNCTIONAL COMPUTER LIT	6706	Practicum in Education and Training II	7903	NETWORKING (DC) 1	8776	COSTUME CONSTRUCTION III
2706	COMPUTER LITERACY BASIC	6937	ANIMATION II SEM 2 (DC)	7907	PRAC ARCH DESIGN (DC) 1	8777	JAZZ DANCE I
2708	CYBERSECURITY CAPSTONE	6950	INTRO TO UNMANNED AERIAL VEHICLE	7917	ADVANCED MARKETING (DC) 1	8778	JAZZ DANCE II
2710	FOUNDATIONS OF CYBERSECURITY	6966	ADVANCED CLOUD COMPUTING DC	7919	WORLD HEALTH RESEARCH (DC) 1	8779	COMPOSITION IMPROVISATION I
2711	3D MODELING AND ANIMATION	6969	LEGAL RESEARCH & WRITING	7924	LAW ENFORCEMENT II (DC) 1	8780	COMPOSITION IMPROVISATION II
2715	INDEP STUDY IN TECH APPS 1TTa	6973	Your Health In The Real World	7925	LAW ENFORCEMENT II (DC) 2	8781	COMPOSITION IMPROVISATION III
2716	INDEP STUDY IN TECH APPS 1TTb	6974	PRINCIPLES OF HEALTH SCIENCE (DC)	7936	INSTRUCTIONAL PRACTICES (DC) 1	8782	COMPOSITION IMPROVISATION IV
2717	WEB DESIGN	6977	PRACTICUM IN HEALTH SCIENCE 1b (DC)	7937	INSTRUCTIONAL PRACTICES (DC) 2	8783	MODERN CONTEMPORARY I
2718	INDEP STUDY IN TECH APPS 2TT	6982	HEALTH SCIENCE THEORY SEM1 (DC)	7944	FINANCIAL MATHEMATICS	8784	MODERN CONTEMPORARY II
2736	COMPUTER SCIENCE Advanced	6983	HEALTH SCIENCE THEORY SEM 2 (DC)	7948	VIDEO GAME DESIGN (DC) 1	8785	MODERN CONTEMPORARY III
2739	DIGITAL FORENSICS	6986	ADVISORY ECHS1b GR11	7949	VIDEO GAME DESIGN (DC) 2	8786	MODERN CONTEMPORARY IV
2740	WEB COMMUNICATIONS	6988	ADVISORY ECHS 2b GR12	7952	HUMAN GROWTH & DEVELOP (DC) 1	8790	DANCE WELLNESS KINES

Non-Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
2741	INDEP STUDY IN EVO/EM TECH I	7017	GREENHOUSE OPERATIONS & PROD	7953	HUMAN GROWTH & DEVELOP (DC) 2	8791	WORLD DANCE FORMS I
2744	PRACTICUM IN AGRICULTURE MECHANICS I	7021	PRINCIPLES OF CONSTRUCTION	7956	COMPUTER MAINTENANCE (DC) 1	8792	HISTORY OF DANCE I
2745	PRACTICUM IN VETERINARY MEDICINE I	7022	PRACTICUM IN CONSTRUCTION TECH	7960	EXTENDED PRACTICUM IN MARKETING 2	8793	CLASSICAL BALLET I
2746	PRACTICUM IN PATIENT CARE TECH I	7023	PRINCIPLES OF ARCHITECTURE	7961	TOUCH SYSTEMS DATA ENTRY	8794	CLASSICAL BALLET II
2747	PRACTICUM IN PHARMACY TECH I	7024	PRINCIPLES OF CONSTRUCTION (DC) 1	7962	COSMETOLOGY I & LAB	8795	CLASSICAL BALLET III
			MATH APPLICATION & STUDY SKLS sem 2				
2748	AVIATION GROUND SCHOOL	7037		7963	COSMETOLOGY II & LAB	8796	CLASSICAL BALLET IV
2949	COLLEGE ENTRANCE ASSESSMENT PREP S2	7038	GT MENTORSHIP IND STUDIES 1	7964	COURT SYSTEMS AND PRACTICES (DC) 1	8797	MS VARSITY BAND 0
3002	ANATOMY AND PHYSIOLOGYb	7040	GT MENTORSHIP IND STUDIES 1 (sem 2)	7966	FAMILY AND COMMUNITY SVCS (DC) 1	8798	DIGITAL IMAGE PROCESSING (DC)
3007	PATH COLLEGE CAREER I Dca	7041	GT MENTORSHIP IND STUDIES 2	7974	BLUEPRINT RDG FOR MA (DC) 1	8835	MUSIC APPRECIAT I dual credit sem 1
3025	ENVIRONMENTALSTUDIES7DALLASENVSCACA	7043	GT MENTORSHIP IND STUDIES 2 (sem 2)	7975	BLUEPRINT RDG FOR MA (DC) 2	8837	MUSIC APPRECIAT I dual credit sem 2
	INTRODUCTION TO AEROSPACE AND AVIATION	7046	GT MENTORSHIP IND STUDIES 3 (sem 2)	7976	INTRO C# PROG (DC) 1	8845	THEATRE I (DC) 1
3112					INTRO C# PROG (DC) 2	8853	THEATRE I (DC) 2
3113	SCIENTIFIC RESEARCH & DESIGN Ila (DC)	7051	APPLICATION AND STUDY SKILLS MS	7977			DANCE APPRECIATION DUAL CREDIT SEM1
3114	SCIENTIFIC RESEARCH & DESIGN Iib (DC)	7053	MATH APPLICATION & STUDY SKLS	7982	BASIC FLUID PWR (DC) 1	8878	
3270	SCIENCE APPLICATION & STU SKIL	7054	MATH APPLICATIONS & STUDY SKILLS 7	7983	BASIC FLUID PWR (DC) 2	8881	MS BEGINNING TRUMPET
3274	SCIENCE APPLICATION & STU SKIL sem2	7056	MATH APPLICATIONS & STUDY SKILLS 8	7988	PRIN ARTS AUDIO VIDEO TECH (DC) TM+	8883	MS BEGINNING CLARINET
3440	HEALTH EDUCATION 8	7061	FASHION DESIGN II & LAB	7990	PRINT IMAGING TECH I (DC) TM+	8888	MS BEGINNING EUPH-TUBA
3453	PORTUGUESE II	7064	SOCIAL STUDIES APPLICATION & STUDY	7993	BUSINESS INFO MANAGEMENT (DC) TM+	8889	MS BEGINNING TROMBONE
3480	KOREAN I - MS	7065	MYP DESIGN AND ENRICHMENT 6 sem	7995	MONEY MATTERS (DC) TM+	8893	MS BEGINNING SAXOPHONE
3481	KOREAN II - MS	7067	MYP DESIGN AND ENRICHMENT 7 sem	7996	PRINCIPLES OF INFO TECH (DC) TM+	8894	MS BEGINNING FLUTE
3493	IB LANGUAGE B MOD LANG FREN SLB	7068	MYP DESIGN AND ENRICHMENT 7	7997	PRINC LAW & PUB SAFETY (DC) TM+	8897	MS BEGINNING FRENCH HORN
					PRACT IN CONSTRUCTION TECH-DC (1ST TIME)	8944	FOLKLORICO DANCE I
3495	IB LANGUAGE B MOD LANG FREN SLD	7069	MYP DESIGN AND ENRICHMENT 8 sem	8009		8960	IB DANCE I LEVEL III SLB
3500	SPECIAL TOPICS IN LOTE TM+	7070	MYP DESIGN AND ENRICHMENT 8	8034	THEATRE I	8962	IB DANCE II LEVEL IV HLB
3527	GERMAN I MS	7071	VIDEO GAME DESIGN	8035	THEATRE II	8963	WORLD DANCE DC
3528	GERMAN II MS	7072	PRACTICUM IN ANIMATION	8036	THEATRE III	8964	DANCE COMPOSITION DC
3540	DISCOVERING LANGUAGES	7075	GRAPHIC DESIGN ILLUS I & LAB (DC) 1	8037	THEATRE IV	8965	BEGINNING JAZZ DANCE 1 DC
3541	DISCOVERING LANGUAGES (SEM)	7076	GRAPHIC DESIGN ILLUS I & LAB (DC) 2	8038	THEATRE TECH I	8984	VIDEO GAME PROGRAMMING DC
3543	SPAN HERITAGE SPKRS FUNDAMENTALS	7077	GRAPHIC DESIGN ILLU II & LAB (DC) 1	8039	THEATRE TECH II		
			SCH NEWSPAPER-MDL SCH YRS (RDG DEPT	8066	THEATRE TECH III	9016	COMPUTER TECH PRACT II DC 1
3544	SPAN HERITAGE SPKRS ADVANCED	7080		8067	THEATRE TECH IV	9019	COMPUTER TECH PRACT II DC 2
3545	DL SPANISH 7	7085	PRECOLLEGE PREPARATION	8068	THEATRE PRODUCTION ENSEMBLE I	9090	SELF MANAGEMENT OF LEARNING 9-12
3546	DL SPANISH 8	7088	PRECOLLEGE PREPARATION	8069	THEATRE PRODUCTION ENSEMBLE II	9091	PARTNER BAND
3548	SPANISH III Advanced MS	7094	AVID 7	8074	THEATRE PRODUCTION ENSEMBLE III	9093	FUNC EMPLOYABILITY SKILLS
3557	SPANISH III INTERNATIONAL SCHOLARS	7095	AVID 8	8075	THEATRE PRODUCTION ENSEMBLE IV	9193	JOB TRAINING 1 period sem 2
3560	SPANISH II INTERNATIONAL SCHOLARS	7096	AVID I	8076	THEATRE & MEDIA COMMUNICATIONS I	9205	COGNITIVE SKILLS DEVELOPMENT II
3577	SPANISH I MS	7097	AVID II	8077	THEATRE & MEDIA COMMUNICATIONS II	9206	COGNITIVE SKILLS DEVELOPMENT III
3579	SPANISH I MS	7098	AVID III	8078	MUSICAL THEATRE PRACTICUM I	9207	COGNITIVE SKILLS DEVELOPMENT IV
3590	AMERICAN SIGN LANGUAGE I	7099	AVID IV	8079	MUSICAL THEATRE PRACTICUM II	9217	DAILY LIVING SKILLS II
3592	AMERICAN SIGN LANGUAGE I (sem 2)	7149	MULT CAREERS AM S2 (SPRG)	8089	MUSICAL THEATRE PRACTICUM IV	9218	DAILY LIVING SKILLS III
3594	AMERICAN SIGN LANGUAGE II (sem 2)	7150	MULT CAREERS PM S2 (Spr)	8147	PLAYWRITING I	9219	DAILY LIVING SKILLS IV
3595	AMERICAN SIGN LANGUAGE II	7151	PRINCIPLES BUS, MKG, AND FINANCE	8152	PLAYWRITING II	9221	DAILY LIVING SKILLS 1
3596	AMERICAN SIGN LANGUAGE III	7154	BUSINESS INF MGT I	8153	COSTUME CONSTRUCTION	9226	VOCATIONAL ACADEMICS II
3598	AMERICAN SIGN LANGUAGE IV	7155	Business Inf Mgt II	8159	DANCE ARTS I	9227	VOCATIONAL ACADEMICS III
3610	FRENCH I	7157	BUSINESS LAW	8160	DANCE ARTS II	9229	WORK BASED LEARNING I
3613	MYP FRENCH II 8	7158	GLOBAL BUSINESS	8161	DANCE ARTS III	9230	WORK BASED LEARNING II
3625	FRENCH II	7159	HUMAN RESOURCES MGT	8162	DANCE ARTS IV	9231	WORK BASED LEARNING III
3637	FRENCH III Advanced	7160	VIRTUAL BUSINESS	8163	VARSTY DANCE ENSEMBLE I	9232	WORK BASED LEARNING IV
3654	ADV PLACEMENT FRENCH	7161	BUSINESS MANAGEMENT	8164	NON-VARSITY DANCE ENSEMBLE I	9246	FUNCTIONAL HEALTH ED
3675	GERMAN I	7163	PRACTICUM BUS MGT I	8169	CHOIR-VARSITY MIXED I	9328	MAKING CONNECTIONS I SEM
3681	IB LANGUAGE B MOD LANG SPAN SLB	7166	ADVERTISING	8170	CHOIR-VARSITY TREBLE I	9329	MAKING CONNECTIONS II SEM
3683	IB LANGUAGE B MOD LANG SPAN SLD	7167	FASHION MARKETING	8171	CHOIR NON-VARSITY TREBLE I	9330	MAKING CONNECTIONS III SEM
3687	IB LANGUAGE B MOD LANG SPAN HLD	7171	SPORTS ENT MKG	8172	CHOIR-VARSITY TENOR-BASS I	9331	MAKING CONNECTIONS IV SEM
3690	GERMAN II	7172	ADVANCED MARKETING	8173	CHOIR NON-VARSITY TENOR/BASS I	9339	INVESTIGATE AND EXPLORE I
3702	GERMAN III Advanced	7173	PRACTICUM IN MARKETING				
			PRACTICUM MARKETING 2ND TIME TAKEN	8174	VARSTY-VOCAL ENSEMBLE I	9340	INVESTIGATE AND EXPLORE II
3704	GERMAN III Advanced sem 2	7174		8175	PIANO FORTE I	9341	INVESTIGATE AND EXPLORE III
3709	ADV PLACEMENT GERMAN	7175	PRINCIPLES OF APPLIED ENGINEERING	8176	MUSIC APPRECIATION I	9342	INVESTIGATE AND EXPLORE IV
3731	GERMAN I - CI	7177	BIOTECHNOLOGY I	8177	MUSIC APPRECIATION II	9343	INVESTIGATE AND EXPLORE V
3732	GERMAN II - CI	7178	ENGINEERING DESIGN PRESENTATION	8179	MUSIC THEORY LEVEL I	9367	VOCATIONAL ACADEMICS IV (sem 2)
3734	SPANISH II - CI	7180	ENGINEERING MATHEMATICS	8180	MUSIC THEORY Advanced	9414	FUNC OCCUP PREP I
3740	SPAN HERITAGE SPEAK FOR CAREERS	7181	AC/DC ELECTRONICS	8181	AP MUSIC THEORY	9415	FUNC OCCUP PREP II
3770	ITALIAN I	7183	ROBOTICS I	8182	MUSIC PRODUCTION LEVEL I	9416	FUNC OCCUP PREP III
3775	ITALIAN II	7185	SCIENTIFIC RESEARCH AND DESIGN	8183	MUSIC PRODUCTION LEVEL II	9417	FUNC OCCUP PREP IV
3780	ITALIAN III Advanced	7204	ENERGY POWER TRANS SYS (COLLISION)	8188	MUSIC BUSINESS LEVEL I	9451	PHOENIX PROGRAM
3783	ITALIAN IV	7207	AIRCRAFT AIRFRAME TECHNOLOGY	8189	MUSIC BUSINESS LEVEL II	9484	COMPUTER SCIENCE II LOTE
3786	ADV PLACEMENT ITALIAN	7208	AIRCRAFT POWERPLANT TECHNOLOGY	8190	MODERN BAND NON-VARSITY I	9487	MANUFACTURING ENGINEERING TECH II
3790	JAPANESE I	7209	AUTO TECH I: MAINTENANCE LT REPAIR	8191	MODERN BAND VARSITY I	9489	PRACT IN EMERGENCY SERVICES I
3801	KOREAN III	7211	AUTO TECH II: AUTOMOTIVE SERVICE	8193	HANDBELLS VARSITY I	9536	COMPUTER APPLICATIONS BASIC
3802	KOREAN I	7213	COLLISION REPAIR	8195	VARSTY WINDS & PERC I (SPRING)	9643	SOCIAL SKILLS DEVELOPMENT GR 6
3803	KOREAN II	7214	PAINT AND REFINISHING	8199	NON-VAR WINDS / PERC I (SPRING)	9644	SOCIAL SKILLS DEVELOPMENT GR 7
3804	KOREAN IV	7232	CAREER PREPARATION PRACTICE A	8200	INTERMEDIATE WINDS & PERCUSSION I	9645	SOCIAL SKILLS DEVELOPMENT GR 8
3849	CHINESE II MS	7233	CAREER PREPARATION PRACTICE B	8201	VARSTY JAZZ ENSEMBLE I	9646	SOCIAL SKILLS DEVELOPMENT GR 9
3854	CHINESE I MS	7234	CAREER PREPARATION PRACTICE C				
			PRINCIPL AGRICUL FOOD & NATL RESOUR	8202	NON VARSITY JAZZ ENSEMBLE I	9647	SOCIAL SKILLS DEVELOPMENT GR 10
3886	SPANISH DL 6TH GRADERS	7238		8203	VARSTY STRINGS I	9648	SOCIAL SKILLS DEVELOPMENT GR 11
3888	MYP SPANISH II 8	7245	ENERGY & NATURAL RESOURCES TECH	8204	NON-VARSITY STRINGS I	9649	SOCIAL SKILLS DEVELOPMENT GR 12
3890	SPANISH I	7247	FLORAL DESIGN	8205	CHAMBER ENSEMBLE I	9668	MS ACADEMIC COMPETITION COURSE 6
3892	SPANISH I sem 2	7249	HORTICULTURAL SCIENCE				
			AGRICULTURAL MECHANICS & METAL TECH	8206	AP DRAWING STUDIO	9669	MS ACADEMIC COMPETITION COURSE 7
3896	MYP SPANISH I 7	7250		8209	AP ART HISTORY	9670	MSCOMPETE8
3925	SPANISH II	7251	AGRI STRUCTURES DESIGN FABRICATION				
			PRACTICUM AG FOOD & NATL RESOURCE I	8238	AP 3D DESIGN STUDIO	9720	PARTNER PE 6
3927	SPANISH II sem 2	7253					
			PRACTICUM AG FOOD & NATL RESOURCE I	8243	MUSICAL THEATRE I	9721	PARTNER PE 7-8
3932	ADV PLCMT SPANISH IV LANG (sem 2)	7254					

Non-Core Content Courses							
Course Number	Course Name	Course Number	Course Name	Course Number	Course Name	Course Number	Course Name
3951	SPANISH III Advanced	7256	PRACTICUM AG FOOD NATRL RESOURCE II	8282	AP 2D DESIGN STUDIO	9725	PERSONAL SOCIAL SKILLS 7
3953	SPANISH III Advanced sem 2	7261	POLITICAL SCIENCE I	8285	STUDIO ART I	9726	PERSONAL SOCIAL SKILLS 8
3958	ADV PLACEMENT SPANISH LANGUAGE	7262	POLITICAL SCIENCE II	8291	STUDIO ART I sem 2	9727	DAILY LIVING SKILLS 7
3961	ADV PLACEMENT SPANISH LITERATURE	7264	PLANNING AND GOVERNANCE	8292	STUDIO ART I Advanced	9728	DAILY LIVING SKILLS 8
3962	SPANISH VI INDEPENDENT STUDIES	7270	PRINCIPLES HOSPITALITY AND TOURISM	8294	STUDIO ART I sem 2 Advanced	9729	WORK TASK & WORK SAMPLE 7
3964	SPANISH III - DUAL CREDIT SEM 1	7271	HOTEL MANAGEMENT	8308	STUDIO ART II Advanced	9730	WORK TASK & WORK SAMPLE 8
3965	SPANISH III - DUAL CREDIT SEM 2	7273	TRAVEL AND TOURISM MGT	8319	STUDIO ART II	9731	PERSONAL CARE 7
3968	SPANISH IV - DUAL CREDIT SEM 2	7276	CULINARY ARTS	8323	STUDIO ART II sem 2	9732	PERSONAL CARE 8
3972	ADVANCED SPANISH LANGUAGE	7278	PRAC IN CULINARY ARTS	8324	PAINTING STUDIO II	9734	PHYSICAL EDUCATION BASIC 8
3992	IB LANG AB INITIO SPANISH SLB	7281	PRAC IN CULINARY ARTS II	8329	DRAWING STUDIO II	9740	PHYSICAL EDUCATION BASIC 7 SPED
3994	IB LANG AB INITIO SPANISH SLD	7284	HOSPITALITY SERVICES	8332	DIGITAL ARTS & MEDIA STUDIO II	9741	PHYSICAL EDUCATION BASIC 8 SPED
3992	IB LANG AB INITIO SPANISH SLB	7281	PRAC IN CULINARY ARTS II	8329	DRAWING STUDIO II	9740	PHYSICAL EDUCATION BASIC 7 SPED
3994	IB LANG AB INITIO SPANISH SLD	7284	HOSPITALITY SERVICES	8332	DIGITAL ARTS & MEDIA STUDIO II	9741	PHYSICAL EDUCATION BASIC 8 SPED
4000	JAPANESE II	7286	PRACTICUM HOSPITALITY TOURISM	8335	DESIGN STUDIO II	9746	WORK ACTIVITY CENTER
4003	JAPANESE III	7291	PRINCIPLES OF HUMAN SERVICES	8338	CERAMICS STUDIO II	9749	HEALTH EDUCATION BASIC 8
4008	JAPANESE IV	7292	INTERPERSONAL STUDIES	8341	PAINTING STUDIO III	9851	Career Prep General-1st Time Taken
4201	APPLIED MUSIC VOCAL TECH	7295	COUNSELING & MENTAL HEALTH	8344	CERAMICS STUDIO III	9852	Career Prep General-2nd Time Taken
4403	ART I DUAL CREDIT sem 1	7296	CHILD DEVELOPMENT	8347	DESIGN STUDIO III	9853	Career Prep for Progs of Study-1st Time
4404	ART I DUAL CREDIT sem 2	7299	FAMILY & COMMUNITY SERVICES	8353	DRAWING STUDIO III	9854	Career Prep for Progs of Study-2nd Time
4413	MIXED CHOIR I (NON VARSITY)	7301	PRACTICUM IN HUMAN SERVICES I	8356	SCULPTURE STUDIO II	9855	CTE Project-Based Capstone-1st Time
4414	MIXED CHOIR II (NON VARSITY)	7303	INTRODUCTION TO COSMETOLOGY	8359	PRINTMAKING STUDIO II	9882	MS THEATRE PERFORMANCE II
4418	MIXED CHOIR III (NON VARSITY)	7309	PRINCIPLES OF INFO TECHNOLOGY	8362	JEWELRY STUDIO II	9883	MS THEATRE PERFORMANCE III
4419	MIXED CHOIR IV (NON VARSITY)	7311	NETWORKING	8365	SCULPTURE STUDIO III	9884	MS DANCE PERFORMANCE II
4548	MYP VISUAL ARTS II YR	7315	DIGITAL MEDIA	8368	PRINTMAKING STUDIO III	9885	MS DANCE PERFORMANCE III
4549	MYP VISUAL ARTS III YR	7317	PRACTICUM IN INFO TECHNOLOGY	8371	JEWELRY STUDIO III	9886	EXPLORATORY WHEEL ARTS
4550	MYP VISUAL ARTS I SEM	7326	PRIN LAW, PUB SAFETY, CORR SEC	8374	SCULPTURE STUDIO IV	9897	SCIENCE 7 APPLICATION & STUDY SKILL
4551	MYP VISUAL ARTS II SEM	7327	LAW ENFORCEMENT I	8377	PRINTMAKING STUDIO IV	9898	SCIENCE 8 APPLICATION / STUDY SKILL
4552	MYP VISUAL ARTS III SEM	7330	LAW ENFORCEMENT II	8380	PAINTING STUDIO IV	9916	SOCIAL STUDIES APPLICATION & STUDY
4554	MS DANCE AND MEDIA COMMUNICATIONS I	7333	FORENSIC SCIENCE	8383	JEWELRY STUDIO IV	9925	MATH APPLICATIONS & STUDY SKILLS 6
4565	TEAM SPORT OFFICIATING	7334	COURT SYSTEMS AND PRACTICES	8386	DRAWING STUDIO IV	9935	AVID 6
4585	PHYSICAL EDUCATION 7	7335	CORRECTIONAL SERVICES	8389	CERAMICS STUDIO IV	9937	SCIENCE 6 APPLICATION & STUDY SKILL
4586	PHYSICAL EDUCATION 8	7337	FIREFIGHTER I	8392	PHOTOGRAPHY STUDIO II	9939	PHYSICAL EDUCATION 6
4590	7TH GRADE BOYS' ATHLETICS	7339	PRAC LAW, PUBSEV, CORR, SEC	8395	PHOTOGRAPHY STUDIO III	9940	ENVIRONMENTAL STUDIES, GRD 6 (DESA
4592	7TH GRADE GIRLS' ATHLETICS	7340	PRAC LAW, PUBSEV, CORR, SEC II	8402	Varsity Winds & Perc II (Spring)	9941	HEALTH EDUCATION 6
4594	8TH GRADE BOYS' ATHLETICS	7341	DISASTER RESPONSE	8403	Varsity Winds & Perc III (Spring)	9942	PHYSICAL EDUCATION 6th (full year)
4595	8TH GRADE BOYS' ATHLETICS	7342	FORENSIC PSYCHOLOGY	8404	Varsity Winds & Perc IV (Spring)	9954	MOTOR DEVELOPMENT 6
4596	8TH GRADE GIRLS' ATHLETICS	7343	PRINCIPLES OF MANUFACTURING	8414	NON-VAR WINDS & PERC II (Spring)	9955	PERSONAL SOCIAL SKILLS 6
4597	8TH GRADE GIRLS' ATHLETICS	7345	WELDING I	8415	NON-VAR WINDS & PERC III (Spring)	9957	DAILY LIVING SKILLS 6
4598	Community Health	7346	WELDING II	8416	NON-VAR WINDS & PERC IV (Spring)	9958	WORK TASK & WORK SAMPLE 6
4599	Outdoor Recreation & Fitness	7351	MANUFACTURING ENGINEERING TECH I	8417	INTERMEDIATE WINDS & PERCUSSION II	9959	PERSONAL CARE 6
4615	9TH GRADE FOOTBALL SPRING	7353	PRACTICUM IN MANUFACTURING	8418	INTERMEDIATE WINDS & PERCUSSION III	9983	HEALTH EDUCATION BASIC 6
4617	JV1 FOOTBALL SPRING	7355	PRINCIPLE ART AV TECH COMMUNICATION	8419	INTERMEDIATE WINDS & PERCUSSION IV	9984	GT INTERDISCIPLINARY SEMINAR 6
4619	JV2 FOOTBALL SPRING	7359	PRINCIPLE ART AV TECH COM (AVPROD)	8423	Varsity Jazz Ensemble II	9988	STRINGS 6
4625	JV3 FOOTBALL SPRING	7360	PRINCIPLE ART AV TECH COM (FSHDSGN)	8424	Varsity Jazz Ensemble III	9990	BASIC HEALTH AND GROOMING 6
4627	JV4 FOOTBALL SPRING	7361	ANIMATION I	8425	Varsity Jazz Ensemble IV		

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

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

The District's emergent bilingual programs are based on the following regulations:

Dual Language in Elementary

Instruction will be in English and the primary language of Spanish for students identified as emergent bilingual (EB) who are enrolled in dual language classrooms in Prekindergarten through grade 5/6.

In Prekindergarten through grade 1, literacy will be developed in the child's foundational language of Spanish. In grade 1, the student's second language of English is utilized as the language of instruction, every other week, in Mathematics. In grade 2, formal literacy instruction shall begin in the student's second language of English. In contrast, literacy instruction in the foundational language of Spanish continues through the end of the elementary years. In grades 2-5, Spanish shall be used for instruction in Reading Language Arts, Science, and Social Studies. English shall be utilized for English Reading Language Arts and Mathematics instruction. Students will have opportunities to bridge both Spanish and English throughout the day across the content areas.

English as a Second Language/Sheltered

English as a Second Language (ESL) instruction shall be provided to all students categorized as non-Spanish speaking EBs in elementary grades and for all EBs at secondary campuses. The ESL program is implemented through Content-Based Language Instruction (CBLI) in both ESL and Sheltered courses.

ESL-trained teachers shall teach the ESL and Sheltered content courses utilizing ContentBased Language Instruction (CBLI).

All core content teachers shall be provided with Content-Based Language Instruction training and best practices for EBs.

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

Dallas ISD	
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SPECIAL PROGRAMS	EHBE
BILINGUAL EDUCATION/ESL	(REGULATION)

PARENTAL DENIAL OF PROGRAM SERVICES

If the parent denies permission to enroll the student in the state-required bilingual education or ESL program as recommended by the Language Proficiency Assessment Committee (LPAC), a conference must be held with an administrator, the parent, and another member of the LPAC. The conference will address and strive to ensure that the parent understands the purpose and content of the dual language/bilingual education or ESL program. The conference shall be documented using the Parent Denial Plan of Action and signed by the Executive Director of the vertical team for approval.

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

MONITORING AND REVIEWING STUDENT PERFORMANCE

Each LPAC in the District shall assess achievement for essential knowledge and skills in accordance with Education Code Chapter 39 to ensure accountability for emergent bilingual (EB) students and the schools that serve them. [See EHBE(LEGAL)] In grades 3–12, an EB student shall participate in the assessment of academic skills in accordance with the commissioner's rules at 19 TAC Chapter 101, subchapter AA. [See EKB]]

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

PARTICIPATION OF NON-EMERGENT BILINGUAL STUDENTS

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

EXIT PROCEDURES

LPACs are responsible for reclassifying all identified EB students as non-EB, according to the procedures listed below. The actions and recommendation of the LPAC are documented in the student's record.

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

To exit from a developmental bilingual education or ESL program, a student must meet the current established reclassification/exit criteria set by the Texas Education Agency (TEA).

Recommendations for students to exit will be made only after review of test data for students in grades 1–12, at the end of each school year. LPACs are responsible for informing parents in writing when students meet the exit criteria and exit from a dual language/bilingual education or ESL program.

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SPECIAL PROGRAMS	EHBE
BILINGUAL EDUCATION/ESL	(REGULATION)

Students who meet the reclassification criteria and have been recommended for exit by the LPAC may exit the bilingual or ESL program only with parental approval.

GRADING EMERGENT BILINGUAL STUDENTS

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

MONITORING FORMER ELL STUDENTS

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

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

PROGRAM EVALUATION

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

process, and product evaluations.

The District will give specific attention to the proper progression of all EB students in the programs in which they are enrolled by the use of the language proficiency assessment. Progression will be based on annual data.

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

APPENDIX G

	ACADEMIC DECATHLON	ACADEMIC PENTATLON	*CHEER	CHES	DEBATE	**DESTINATION IMAGINATION	ESPORTS	***LINK CREW / WEB	LONE STAR CHALLENGE	STUDENT PUBLICATIONS	TMSCA	UIL ACADEMICS
PK-2				Grade K-2: 1 Coach		2 Stipends						
PK-4			1 Coach	Grade K-2: 1 Coach Grade 3-4: 1 Coach		2 Stipends	Grade 4: 1 Coach		Grade 4: 1 Coach		Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach
PK-5			1 Coach	Grade K-2: 1 Coach Grade 3-5: 1 Coach	Grade 5: 1 Coach	2 Stipends	Grade 4-5: 1 Coach		Grade 4-5: 1 Coach		Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach
PK-6			1 ES Coach	Grade K-2: 1 Coach Grade 3-6: 2 Coaches	Grade 5: 1 Coach	ES: 2 Stipends Grade 6: 2 Stipends	Grade 4-6: 1 Coach		Grade 4-6: 1 Coach		Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach
PK-7		Grades 6-7: 2 Coaches	1 ES Coach 1 MS Coach	Grade K-2: 1 Coach Grade 3-5: 1 Coach Grade 6-7: 2 Coaches	Grade 5: 1 Coach 1 MS Head Coach 1 MS Assist. Coach	ES: 2 Stipends Grade 6-7: 2 Stipends	Grade 4-5: 1 Coach Grade 6-7: 2 Coaches		Grade 4-6: 1 Coach	1 Yearbook Advisor	Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach 1 MS Coach
PK-8		Grades 6-8: 2 Coaches	1 ES Coach 1 MS Coach	Grade K-2: 1 Coach Grade 3-5: 1 Coach Grade 6-8: 2 Coaches	Grade 5: 1 Coach 1 MS Head Coach 1 MS Assist. Coach	ES: 2 Stipends Grade 6-8: 2 Stipends	Grade 4-5: 1 Coach Grade 6-8: 2 Coaches		Grade 4-6: 1 Coach	1 Yearbook Advisor	Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach 1 MS Coach
3-8		Grades 6-8: 2 Coaches	1 ES Coach 1 MS Coach	Grade 3-5: 1 Coach Grade 6-8: 2 Coaches	Grade 5: 1 Coach 1 MS Head Coach 1 MS Assist. Coach	ES: 2 Stipends Grade 6-8: 2 Stipends	Grade 4-5: 1 Coach Grade 6-8: 2 Coaches		Grade 4-6: 1 Coach	1 Yearbook Advisor	Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach 1 MS Coach
4-8		2 Coaches	1 ES Coach 1 MS Coach	Grades 4-5: 1 Coach Grade 6-8: 2 Coaches	Grade 5: 1 Coach 1 MS Head Coach 1 MS Assist. Coach	ES: 2 Stipends Grade 6-8: 2 Stipends	Grade 4-5: 1 Coach Grade 6-8: 2 Coaches		Grade 4-6: 1 Coach	1 Yearbook Advisor	Up To 3 Stipends (One Stipend Per Coach)	1 ES Coach 1 MS Coach
MS 6-8		2 Coaches	1 MS Coach	Grade 6-8: 2 Coaches	1 MS Head Coach 1 MS Assist. Coach	2 Stipends	Grade 6-8: 2 Coaches	***BASED ON 6TH GRADE ENROLLMENT		1 Yearbook Advisor	Up To 2 Stipends (One Stipend Per Coach)	1 MS Coach
MS 7-8		2 Coaches	1 MS Coach	Grade 7-8: 2 Coaches	1 MS Head Coach 1 MS Assist. Coach	2 Stipends	Grade 7-8: 2 Coaches	***BASED ON 7TH GRADE ENROLLMENT		1 Yearbook Advisor	Up To 2 Stipends (One Stipend Per Coach)	1 MS Coach
6-10	2 Coaches	2 Coaches	1 MS Coach	Grade 6-8: 2 Coaches Grade 9-10: 2 Coaches	1 MS Head Coach 1 MS Assist. Coach Grade 9-10: 1 Head Coach	Grade 6-8: 2 Stipends Grade 9-10: 2 Stipends	Grade 6-8: 2 Coaches Grade 9-10: 2 Coaches	***BASED ON 6TH GRADE ENROLLMENT AND/OR FRESHMAN ENROLLMENT		1 Yearbook Advisor 1 Newspaper Advisor (HS Only)	Up To 2 Stipends (One Stipend Per Coach)	1 MS Coach 1 HS Coach
6-11	2 Coaches	2 Coaches	1 MS Coach	Grade 6-8: 2 Coaches Grade 9-11: 2 Coaches	1 MS Head Coach 1 MS Assist. Coach Grade 9-10: 1 Head Coach	Grade 6-8: 2 Stipends Grade 9-11: 2 Stipends	Grade 6-8: 2 Coaches Grade 9-11: 2 Coaches	***BASED ON 6TH GRADE ENROLLMENT AND/OR FRESHMAN ENROLLMENT		1 Yearbook Advisor 1 Newspaper Advisor (HS Only)	Up To 2 Stipends (One Stipend Per Coach)	1 MS Coach 1 HS Coach
6-12	2 Coaches	2 Coaches	1 MS Coach	Grade 6-8: 2 Coaches Grade 9-12: 2 Coaches	1 MS Head Coach 1 MS Assist. Coach 1 HS Head Coach 1 HS Assist. Coach	Grade 6-8: 2 Stipends Grade 9-12: 2 Stipends	Grade 6-8: 2 Coaches Grade 9-12: 2 Coaches	***BASED ON 6TH GRADE ENROLLMENT AND/OR FRESHMAN ENROLLMENT		1 Yearbook Advisor 1 Newspaper Advisor (HS Only)	Up To 2 Stipends (One Stipend Per Coach)	1 MS Coach 1 HS Coach
HS 9-12	2 Coaches		1 Varsity Coach 1 JV Coach 1 Freshman Coach 1 HS Spirit Coach	Grade 9-12: 2 Coaches	1 HS Head Coach 1 HS Assist. Coach	2 Stipends	Grade 9-12: 2 Coaches	***BASED ON FRESHMAN ENROLLMENT		1 Yearbook Advisor 1 Newspaper Advisor (HS Only)	Up To 2 Stipends (One Stipend Per Coach)	1 HS Coach

HISTORICAL COMPENSATION EXCEPTIONS

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

A

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

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

B

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

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

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

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

C

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

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

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

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

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

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

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

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

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

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

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

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

D

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

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

Downsizing- Reducing the size of the work force.

E

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

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

F

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

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

G

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

H

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

I

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

J

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

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

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

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

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

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

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

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

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

M

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

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

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

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

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

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

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

N

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

O

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

P

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

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

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

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

R

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

S

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

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

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

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

T

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