

Section VI: Supplemental Pay (Stipends)

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, coaching stipends, auto and cell phone allowances, and others as identified. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All submissions at rates differing from those contained in this manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

Also, some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Stipend Information (A-Z)

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary (see [Section I](#) of this manual for more information on pay grade transition). Exceptions to this rule require the approval of the Superintendent or an appropriate Leadership Team member, with amounts being determined by the Compensation Department.

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Academic Coaches

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation. For additional information please contact the appropriate Program Director.

Additionally:

- Stipends may be combined pending program requirements
- Stipends are contingent upon fulfillment of departmental requirements

Stipend	Annual Amt.
Coordinator, Academic	\$2,000.00
Coordinator, UIL Campus High School	\$1,600.00
Coordinator, UIL Campus Middle School	\$900.00
UIL Cross Examination Debate Coach	\$2,200.00
UIL Lincoln Douglas Debate Coach	\$2,200.00
UIL Non-athletic Event Coach/High School (excluding One-Act Play, LD Cross-X Debate)	\$600.00
Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for details	\$800.00 max.
Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for details	\$750.00/each
Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for details	\$750.00 max.
Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for details	\$650.00/each

Athletic Coaches

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coaches') activities as scheduled.
2. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.
3. Coaches that drive a full-size yellow school bus will be paid a flat rate of \$100.00 per full trip (drop off and return to campus). \$50.00 for a half trip.

Athletic stipends are paid on a semi-monthly basis, August through July.

Athletic Stipend (Other)	Annual Rate
Athletic Trainer	\$6,500.00
Defensive Coordinator – Football (one stipend only)	\$9,000.00
Offensive Coordinator – Football (one stipend only)	\$9,000.00

Head Coach for High School	Annual Rate
Head Baseball	\$9,800.00
Head Basketball	\$9,800.00
Head Cross Country	\$8,500.00
Head Football	\$14,465.00
Head Golf	\$8,500.00
Head Golf – Spring	\$4,250.00
Head Powerlifting (Campus-Based Activity)	\$8,500.00
Head Soccer	\$9,800.00
Head Softball	\$9,800.00

Head Swimming	\$8,500.00
Head Tennis	\$8,500.00
Head Tennis – Semester	\$4,250.00
Head Track	\$8,500.00
Head Volleyball	\$9,800.00
Head Wrestling	\$8,500.00
Head Flag Football	\$5,000.00

Assistant Coach for High School	Annual Rate
Assistant Baseball	\$6,000.00
Assistant Basketball	\$6,000.00
Assistant Cross Country	\$5,000.00
Assistant Football	\$7,000.00
Assistant Golf	\$5,000.00
Assistant Powerlifting (Campus-Based Activity)	\$5,000.00
Assistant Soccer	\$6,000.00
Assistant Softball	\$6,000.00
Assistant Swimming	\$5,000.00
Assistant Tennis	\$5,000.00
Assistant Track	\$5,000.00
Assistant Volleyball	\$6,000.00

Assistant Wrestling	\$5,000.00
Assistant Flag Football	\$3,000.00

Coach for Middle School	Annual Rate
Basketball	\$3,650.00
Cross Country	\$2,800.00
Football	\$4,550.00
Soccer	\$3,650.00
Track	\$2,800.00
Volleyball	\$3,650.00

Cheerleading / Drill Team	Annual Rate
Assistant Cheerleading	\$3,400.00
Head Cheerleading	\$7,000.00
MS Cheerleading Sponsor	\$2,125.00
Head Drill Team	\$7,000.00

Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive one-twenty-fourth (1/24) of the annual allowance paid on a semi-monthly basis.

Position	Annual Rate
Superintendent	per contract
Assistant Director – Athletics / Facilities Manager	\$2,160.00
Director – Operations Business Services / After School Programs / Athletics	\$2,160.00
Director – Communications / Transformation / Adult Education / Capital Improvement Prog.	\$2,160.00
Manager – Student Records	\$2,160.00
Manager – Safety Construction	\$2,160.00
Senior Officer	\$3,510.00
Executive Director, Asst. General Counsel	\$3,510.00
Executive Career Pathway (Chiefs, Deputy Superintendent, General Counsel, Regional Chiefs)	\$4,500.00
Campus Instructional Support (50+ campuses)	\$2,500.00
Auto Stipend (Mobile Campus Monitors)	\$1,370.00

Bilingual Stipends for Secretary / Clerk

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information, call Talent Management at 817.814.2717.

Position	Annual Rate
Secretary / Clerk, Bilingual (must pass proficiency exam)	\$450.00

Bilingual / ESL Education Stipends

These stipends (amounts vary) are designed to compensate employees who hold SBEC Bilingual or ESL certification and provide Bilingual or ESL services to students. The criteria for stipend eligibility are designated by the Bilingual / ESL Department for each position.

Position	Annual Rate
Bilingual Counselor or Librarian	\$4,000.00
Teacher, Elementary DLI - Bilingual	\$5,000.00
Teacher, Elementary DLI - ESL	\$1,000.00
Teacher, Elementary ESL / Transition ESL (Secondary)	\$1,000.00

Cell Phone Allowance

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information, please contact your Leadership Team member.

Position	Annual Rate
All Managerial Staff / Principals	\$480.00
Coordinator to Chief, Associate Superintendent	\$480.00
Executive Director	\$600.00
Executive Career Pathway (Senior Officers, Associate Superintendent, General Counsel)	\$720.00
Mobile Campus Monitors/Operations	\$400.00

Career & Technical Education (CTE)

Agriculture Stipend -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District's barn, campus greenhouse, and for additional duties and responsibilities assigned by the Career & Technical Education Department.

Campus Liaison Stipend -- This rate is designed to compensate CTE teachers for serving as department heads over CTE teachers and for performing additional duties and responsibilities assigned by Career & Technical Education.

These CTE stipends are contingent upon fulfillment of department requirements.

Position	Annual Rate
CTE Campus Liaison	\$1,350.00
CTE Agriculture Teachers	\$5,000.00

Deaf Education Transcription & Interpretation

These stipends are designed to compensate employees who provide Deaf Education Transcription or Interpretation services.

Position	Annual Rate
Deaf Education Transcriber	\$450.00
Interpreter for the Deaf – Not Yet Certified	\$450.00
Interpreter for the Deaf – Level 1 Basic Certification	\$1,500.00
Interpreter for the Deaf – Level 2 Advanced Certification	\$2,500.00
Interpreter for the Deaf – Level 3 Master Certification	\$3,500.00

Enrollment Stipend

This annual stipend is for **principals only**. For additional information, please contact Compensation at 817.814.2080.

Enrollment Count	Elementary	Middle	High
1801 or more	X	X	\$1,800.00
1200 – 1800	X	X	\$900.00
901 or more	\$2,700.00	\$2,700.00	X
701 – 900	\$1,800.00	\$1,800.00	X
350 – 700	\$900.00	\$900.00	X

Internal Finance Mentoring Program (IF Mentoring) Stipend

The IF Mentoring Stipend is available to designated participants for the purpose of assisting campus finance personnel in the use of the School Funds Online (SFO) software, the SchoolCash Online (SCO) payment system, as well as all other aspects of their finance responsibilities.

Recipients will receive a \$1,000 stipend payable in eighteen (18) semi-monthly installments of \$55.55 beginning with the October 15, 2025 paycheck.

JROTC / JCC

This stipend is designed to compensate middle school JCC teachers for extracurricular duties, community service events and service-learning projects.

Position	Annual Rate
Teacher, Junior Cadet Corp (JCC) Middle School	\$2,880.00

Leadership Academy Network

These stipends are only for campuses designated as Leadership Academy Network Schools (Como ES, JT White ES, Leonard MS, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS). Stipends will be paid out in two installments. For additional information, please contact Bethany Mulligan, TXWES at 817.531.4216.

Position	Annual Rate
Academic Content Specialist	\$7,000.00
Administrative Associate	\$1,000.00
Assistant Principal	\$8,000.00
Attendance Clerk	\$600.00
Campus Monitor	\$600.00
Counselor	\$5,000.00
Custodian	\$600.00
Campus Data Leader	\$5,000.00
Data Clerk	\$600.00
Dean of Instruction	\$8,000.00
Intervention Specialist, Support Specialist	\$5,000.00
Librarian	\$5,000.00
Nurse	\$5,000.00
Nurse Assistant	\$600.00
Family Engagement Specialist	\$600.00
Principal	\$8,000.00

Teacher	\$5,000.00
Teacher Assistant	\$1,000.00

*Stipends are budget-dependent and subject to change based upon budgetary constraints.

Language Proficiency Assessment Committee (LPAC)

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1,300 per year. (Pay Code 770)

Maintenance Department Night Stipend

Every full-time, 8-hour per day auxiliary employee in a manual trade classification who works a continuous 8-hour shift, which ends at or after 7:30 p.m., will be paid a night stipend for the entire shift.

Position	Frequency	Amount
Hourly Employee – Night Shift (Custodians)	Per Year	\$420.00

Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually.

Miscellaneous

These rates are paid in 24 semi-monthly payments from August through July of each year.

Position	Annual Rate
Counselor, Lead	\$2,250.00

These rates are not coordinated by Compensation and may be paid in different schedules.

Position	Annual Rate
Coordinator, AVID	\$1,800.00
Teacher, Bridge (Elementary Schools)	\$675.00
New Teacher Mentor (rate per employee mentored)	\$500.00

Performing Arts

These stipends are designed to compensate the teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements.

Position	Annual Rate
High School Assistant Band Director	\$6,500.00
High School Assistant Dance Director	\$3,000.00
High School Assistant Mariachi Director	\$4,500.00
High School Assistant Theatre Director	\$3,800.00
High School Assistant Choral	\$4,000.00
High School Choral Director	\$7,000.00
High School Dance Director	\$7,000.00
High School Head Band Director	\$10,000.00
High School Jazz Band Director	\$6,000.00
High School Mariachi Director	\$7,000.00
High School Orchestra Director	\$5,900.00
High School Theatre Director	\$6,500.00
Middle School Assistant Band Director	\$4,300.00
Middle School Assistant Choir Director	\$2,250.00
Middle School Assistant Dance Director	\$2,500.00
Middle School Assistant Mariachi Director	\$2,500.00
Middle School Choral Director	\$3,500.00

Middle School Dance Director	\$3,000.00
Middle School Head Band Director	\$6,500.00
Middle School Orchestra Director	\$4,000.00
Middle School Mariachi Director	\$4,000.00
Middle School Theatre Director	\$2,500.00
Middle School/High School Choir Director	\$7,000.00
Middle School/High School Orchestra School Director (conducts both MS & HS)	\$5,000.00
Secondary Assistant Band/Orchestra Director	\$4,500.00
Secondary Assistant Mariachi/Orchestra Director	\$4,300.00
Secondary Head Band/Orchestra Director	\$7,000.00
Secondary Head Mariachi/Orchestra Director	\$6,500.00

Special Education

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments.

Position	Annual Rate
Special Education Teacher on Special Assignment (Program Manager)	\$2,700.00
Teacher, Special Education Inclusion/Resource	\$3,000.00
Teacher, Special Education Intensive Programs	\$5,000.00
Bilingual Special Education Evaluation Services	\$4,000.00
Special Olympics Head of Delegation	\$6,000.00
Special Olympics Assistant Head of Delegation	\$3,000.00
Blended Teacher ESCE Pre-K 4	\$2,000.00
Blended Teacher ESCE Pre-K 3	\$2,000.00

Yearbook Sponsor

These stipends are designed to compensate teachers providing services for the development of the campus yearbook. One stipend will be awarded per campus. These stipends are contingent upon fulfillment of certain requirements.

Position	Annual Rate
Middle School Yearbook Sponsor	\$1,000.00
High School Yearbook Sponsor – 125 or fewer pages	\$1,500.00
High School Yearbook Sponsor – 126-225 pages	\$2,000.00
High School Yearbook Sponsor – 226 or more pages	\$3,000.00