HUMAN RESOURCES
CANUTILLO A Premier District

2026-2027

Canutillo ISD Temporary Employment, Non-contractual Stipend and Supplemental Pay Schedule

A stipend is an additional amount paid to an employee to compensate for a higher degree, specialized certification, or as an incentive to fill a position in an area of critical need. Position stipends are assigned specific roles and are not tied to the individual employee; therefore, they do not transfer if the employee is reassigned. Employees are subject to reassignment at any time by the superintendent or designee and stipend assignments are subject to discontinuation at any time. Stipends will be prorated to reflect the actual duration of time served in the assignment. In accordance with the Fair Labor Standards Act (FLSA), hourly employees are not eligible for stipend assignments. Future salaries are not guaranteed or implied based on this schedule.

Substitute Teacher Pay	Rate Per Day	Long Term on 11th day consecutive
Non-Degreed (38 - 59 College Hours) – INCLUDING GRANDFATHERED	$90.00	$100.00
Non-Degreed (60+ College Hours)	$100.00	$110.00
Degreed	$115.00	$125.00
TX Certified	$125.00	$140.00
Special Education (High Impact Only)	**RATE PER DAY**	**Long Term on 11th day consecutive**
Non-Degreed (38 - 59 College Hours) – HIGH IMPACT ONLY INCLUDING GRANDFATHERED	$100.00	$110.00
Non-Degreed – 60+ HIGH IMPACT ONLY	$110.00	$120.00
Degreed - HIGH IMPACT ONLY	$125.00	$135.00
TX Certified – HIGH IMPACT ONLY	$140.00	$150.00

Tutor / Intern / Crossing Guard / Athletic Event Worker	Rate Per Hour
Academic Tutor with 60+ College Hours / Associates Degree	$10.00
Academic Tutor with Degree(s) & Temp-Part Time 21st Century Activity Leader	$15.00
Academic Tutor with Teacher Certification (Texas)	$23.50
College Student Intern (Freshman and Sophomore classification)	$ 8.00
College Student Intern (Junior and Senior classification)	$12.00
High School Student Intern	$ 7.25
Crossing Guard	$ 9.17
Athletic Event Workers / Ticket Sellers	$10.00

Extra-Duty / Function Pay	Rate Per Hour
Exempt Personnel	$23.50
Exempt Personnel - Teacher (Intercession)	$35
Homebound Teacher	$35
Non-Exempt Personnel	$12
Non-Exempt Personnel (Paraprofessional) (**Intercession) – Duties within job scope**)	Regular Hourly rate
Interim Pay for Temporary Assignments (Exempt Personnel Only)	Superintendent Discretion

*This pay option may only be used when the employee works outside their regular work calendar **or** if duty is not related to employee's job function. Must be pre-approved by Payroll at Supervisor's request. Employees that work more than forty hours in a single work week shall be compensated overtime in accordance with the Fair Labor Standards Act.*

Street Address:
7965 Artcraft Rd.
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Temporary / Substitute Administrator	
Supplemental rate based on job assignment & pay range	Rate set by the Administrative Professional Pay Scale

Staff Development (Exempt Staff)	**Rate Per Day**
Full-day	$120.00
Half-day	$60.00
*Or per grant/contract if less	

Summer School Employment for TEKS-Based Instruction	**Rate**	
Summer School Non-Exempt Personnel	Current hourly rate per hour	
Summer School Exempt Personnel	$35	Per Hour

Elementary School Extra-Curricular Stipends	**#**	**Amount**	
Campus Science Fair Coordinator (per campus)	1	$500	(*)
District Science Fair Coordinator	1	$350	(*)
Father / Son (per campus)	1	$1,000	(**)
Mother / Daughter (per campus)	1	$1,000	(**)
Multicultural Club : French (1) / Spanish (1); (per campus)	2	$200	(*)
Spelling Bee Coach English (1) / Spanish (1); (per campus)	2	$175	(*)
UIL Coaches (per campus)	25	$400	(*)
UIL Coordinator (per campus)	1	$900	(*)
Yearbook Sponsor (per campus)	1	$350	(*)

(*) Stipend paid in (1) payment; second semester
(**) Stipend will be paid in (2) payments: ½ per semester

Middle School Extra-Curricular Stipends	**#**	**Amount**	
Campus Science Fair Coordinator (per campus)	1	$300	(*)
District Science Fair Coordinator	1	$350	(*)
Cheerleading Sponsor (per campus)	1	$2,000	(**)
Department Heads (per campus) *Math, Science, English, SS, ESL, Sp Ed, 6th Grade & Electives*	8	$600	(*)
Multicultural Club : French (1) / Spanish (1); (per campus)	2	$300	(*)
National Honor Society (per campus)	1	$700	(**)
Spelling Bee Coach (per Campus)	1	$175	(*)
School-Based Clubs (per campus)	7	$200	(*)
Student Council (per campus)	1	$700	(**)
UIL Coaches (per event)		$400	(*)
UIL Coordinator (per campus)	1	$900	(*)
Yearbook Sponsor (per campus)	1	$1,000	(*)

(*) Stipend paid in (1) payment; second semester
(**) Stipend will be paid in (2) payments: ½ per semester

High School Extra-Curricular Clubs / Sponsors	**#**	**Amount**	
Art Club	1	$200	(*)
Assistant Varsity Cheerleader Sponsor	1	$2,500	(**)
Varsity Cheerleader Sponsor	1	$4,500	(**)
Class Sponsor - Freshman	1	$200	(*)
Class Sponsor - Sophomore	1	$200	(*)

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Class Sponsor - Junior	1	$1,000	(*)
Class Sponsor - Senior	1	$500	(*)
Dance Sponsor	1	$2,750	(*)
Department Heads: Math, Science, English, SS, SPED, Fine Arts, CTE & Foreign Lang.	8	$1,000	(**)
Department Head Advanced Placement	1	$2,000	(**)
Department Head Dual Credit	1	$2,000	(**)
Flags Sponsor	1	$1,000	(*)
French Club (1) / Spanish Club (1); (per campus)	2	$400	(*)
International Friendship Club	1	$200	(*)
National Honor Society	1	$1,000	(*)
Newspaper Sponsor (if produced outside the classroom)	1	$1,000	(**)
Science Fair	1	$350	(*)
Student Council Sponsor	1	$1,000	(**)
Yearbook Sponsor	1	$2,200	(*)

(*) Stipend paid in (1) payment; second semester
(**) Stipend will be paid in (2) payments: ½ per semester

High School Extra-Curricular Stipends UIL (1 per event)	#	Amount	
Academic Decathlon	1	$2,500	(*)
Accounting	1	$450	(*)
Biology	1	$450	(*)
Calculator Applications	1	$450	(*)
Chemistry	1	$450	(*)
Computer Application	1	$450	(*)
Computer Science	1	$450	(*)
Copy Editing	1	$450	(*)
Current Events	1	$450	(*)
Drama Advisor	1	$2,000	(**)
Editorial Writing	1	$450	(*)
Feature Writing	1	$450	(*)
Headline Writing	1	$450	(*)
High - Q	1	$1,500	(**)
Informative Speaking	1	$450	(*)
Journalism - News Story	1	$450	(*)
Literary Criticism	1	$450	(*)
Mathematics	1	$450	(*)
Mock Trial	1	$1,500	(*)
Number Sense	1	$450	(*)
Persuasive Speaking	1	$450	(*)
Physics	1	$450	(*)
Poetry Interpretation	1	$450	(*)
Prose Interpretation	1	$450	(*)
Ready Writing	1	$450	(*)
Science	1	$450	(*)
Social Studies	1	$450	(*)
Speech Debate Advisor	1	$2,200	(*)
Spelling & Plain Writing	1	$450	(*)
UIL Coordinator	1	$900	(*)

(*) Stipend paid in (1) payment; second semester

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Northwest Early College Extra-Curricular Stipend UIL	#	Amount
eSport Sponsor / Coach	1	$2,000(**)

(**) Stipends will be paid in (2) payment: ½ per semester

Band/Choral Music (per campus if applicable)	#	Amount
Choir - HS Full-time	1	$4,500
Choir - HS Part-time	1	$2,250
Choir - MS Full-time	1	$3,000
Choir - MS Part-time	1	$1,500
Middle School Band	1	$3,500
Canutillo HS Band	1	$4,000

Stipends will be prorated

Career & Technical Education (CTE)	#	Amount
Agriculture Science	1	$5,800
BPA – High School (Business Professionals of America)	1	$1,700 (*)
DECA (Student Marketing Organization)	1	$1,700 (*)
FCCLA (Family, Career & Community Leaders)	1	$1,700 (*)
FFA (Ag. Science)	2	$1,700 (*)
Health Science	2	$2,000 (*)
HOSA – High School (Health Occupations Students of America)	2	$1,700 (*)
HOSA – Middle School (Health Occupations Students of America)	1	$850 (*)
Computer Science Honor Society	1	$1,700 (*)
Texas Skills USA Middle School	1	$850 (*)
Texas Association Of Future Educators	1	$1,700 (*)
Texas Skills USA - VICS (Trades & Industry Ed.)	3	$1,700 (*)
TSA – High School (Technology Students of America)	2	$1,700 (*)
TSA – Middle School (Technology Students of America)	1	$850 (*)

(*) CTE Stipends will be paid in (1) payment: 2nd semester
CTE-One Sponsor per club per campus

Girls Who Code & Robotics	#	Amount
Girls Who Code – Elementary School (per campus)	2	$500
Girls Who Code – High School (per campus)	2	$1,000
Girls Who Code – Middle School (per campus)	2	$700
Robotics – Elementary School Coach (per campus)	2	$500
Robotics – Middle School Coach (per campus)	2	$700
Robotics – High School	2	$1,700

Stipends will be paid in (1) payment: 2nd semester

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Teaching / Other Professional Supplement	Amount	
Auxiliary Employee of the Year finalist (11)	$500	
Bilingual Fully certified in a bilingual teaching assignment at the elementary level	$2,500	
Campus Teacher of the year (11)	$500	
Canutillo ISD Region XIX Elementary or Secondary Teacher of the Year(1) or (2)	$1,000	
District Auxiliary Employee of the Year (1)	$1,000	(*)
District Elementary and Secondary Teacher of the Year(2)	$1,000	(*)
Doctorate – Elementary (Content specific)	$3,000	
Doctorate – Secondary (Core-content specific)	$6,000	
Dual Credit Teacher 5+ Periods Fully credentialed. ($1000 per semester, maximum $2,000 per school year)	$2,000	
Dual Credit Teacher 4 Periods Fully credentialed.($800 per semester)	$1,600	
Dual Credit Teacher 3 Periods Fully credentialed.($600 per semester)	$1,200	
Dual Credit Teacher 2 Periods Fully credentialed. ($400 per semester)	$800	
Dual Credit Teacher 1 Periods Fully credentialed. ($200 per semester)	$400	
ESL Elementary Fully certified elementary ESL teacher assigned full time to a Dual Language Monolingual classroom	$1,500	
ESL Secondary Fully certified secondary ESL teacher assigned to ESL classes only [in order to receive the ESL stipend, the class must consist of at least 51% ELL students	$400 per class (Maximum: $2,000)	
Grant Project Manager- Literacy	$5,000	(**)
Grant Project Manager- Math	$2,000	(**)
Lead Counselor (1)	$5,000	
Lead Physical Education Teacher	$2,500	(**)
Lead Health Education Teacher	$2,500	(**)
Master's Degree – Elementary (Content specific)	$1,500	
Master's Degree – Secondary (Core-content teaching area)	$3,000	
Math Fully certified secondary math teacher assigned to math classroom	$4,000	
Mentor Liaison for New & Student Teachers	$1000	(**)
Mentor Teacher for UTEP Student Residents	$1000	(*)
Migrant Mentor	$500 Per Year	(*)
National Board Certified Teacher with Bachelor's Degree	$3,000	
National Board Certified Teacher with Master's Degree	$4,000	
National Board Certified Teacher with Doctorate Degree **In addition, the District will pay test fee for teachers challenging the certifying exam for the first time, provided the teacher has successfully passed the preparation course offered at UTEP**	$5,000	
National Board Certified Coordinator Elementary (1)	$3,500	
National Board Certified Coordinator Secondary (1)	$5,000	
National Board Certified Teacher Mentor (5)	$2,500	(*)
Nurse / SNAP – 1 District-wide	$750	(*)
P-Tech High School Counselor	$2,000	(**)
Science **Fully certified secondary science composite teacher assigned to science classroom**	$4,000	
Secondary Advanced Academics Teacher / **Convener 1 at each secondary campus; 4 total**	$500	(*)
Special Education (Fully certified assigned to Special Education classes)	$2,000	
Special Education (Self-Contained ONLY)	$3,000	
Special Education Multilingual Stipend- Diagnostics (4)	$1,000	(**)
Special Education Multilingual Stipend-Speech Language Pathologist (6)	$1,000	(**)

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Special Olympics Coordinator (4)	$500	
Special Education Dyslexia (13)	$500	(*)
Special Education Lead Autism (12)	$1,000	(*)
State Teacher of the Year (End of Year)	$2,000	
TIA C& I Support (5)	$3,500	(*)
TIA Data Support IT (1)	$1,500	(*)
TIA Data Coordinator (1)	$10,500	(*)
TIA Financial Support Specialist (1)	$2,000	(*)
TIA Data Support Specialist (2)	$1,500	(*)

Wellness Coordinator (per campus; 2)	$500	(**)
Wellness Coordinator (Central Office / Student Support; 2)	$500	(**)
Zero and / or 9th Period Classes (Secondary Campuses Only) Campus requesting the stipend must allocate funds from their budget for Zero and / or 9th Period classes	$1,800 Per Class / Per Semester	(**)

Stipends will be paid in (1) payment: 2nd semester
(**) Stipends will be paid in (2) payment: ½ per semester
**Stipends will be paid in (1) payment: at the end of the school year*

Supplemental Pay for Campus Based Educators Pursuing Dual Credit Accreditation	Amount
3-5 graduate college credit hours	$800
6 + graduate college credit hours	$1,200

Teachers are required to submit official transcripts verifying accumulated graduate college hours. Courses must have been passed with at least a "C" average

Sign-On Bonus Amounts (New Hires Only) (Only Offered to Early College)	Amount
Master's Degree (Paid over 2 years fully credentialed for dual credit)	$3,000
Doctorate Degree (Paid over 2 years fully credentialed for dual credit)	$5,000
Health Science (Paid over 2 years for fully certified Health Science)	$2,000

Degree must be in specific subject teaching area

Food Service / Child Nutrition Allowance	Amount
Uniform Allowance (Paid Annually) Prorated	$375
Child Nutrition Certification Level 1	$50
Child Nutrition Certification Level 2	$100
Child Nutrition Certification Level 3	$150
Child Nutrition Certification Level 4	$200
Child Nutrition Certification Level 5	$250

These allowances are awarded as the employee completes the certifications and are paid at the end of the fiscal year. Employee must submit to the Human Resources Division the original certificate with a written request to be paid the stipend. These stipends may only be requested once for each employee attaining the certification.

Information Technology Department-Specific	Amount
Cisco Certified Network Associate	(Cost of Exam)
Cisco Certified Network Professional	(Cost of Exam)
Microsoft Certified Professional	(Cost of Exam)
Microsoft Certified System Administrator	(Cost of Exam)
Microsoft Certified System Engineer	(Cost of Exam)
Network+	(Cost of Exam)
Server+	(Cost of Exam)

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Athletic Stipends	#	Amount
Athletic Trainer	2	$5,000
Baseball-JV Asst.	1	$3,225
Baseball - JV Coach	1	$3,925
Baseball - Middle School Coach (per campus)	2	$1,300
Baseball - Varsity Coach	1	$7,100
Basketball - 7th Coach (per campus)	2	$2,300
Basketball - 8th Coach (per campus)	2	$2,300
Basketball - 9th Coach	2	$3,600
Basketball - JV Coach	2	$3,800
Basketball - Varsity Coach	2	$10,600
Cheer	1	$500
Cross Country - Middle School 7th and 8th (per campus)	1	$3,300
Cross Country - Varsity Coach	1	$6,100
Football - 7th Grade Asst.	2	$2,800
Football - 7th Grade Head Coach	2	$3,300
Football - 8th Grade Asst.	2	$2,800
Football - 8th Grade Head Coach	2	$3,300
Football - 9th Grade Coach	3	$7,400
Football - Assistant Middle School (per campus)	1	$2,300
Football - Coordinator	2	$11,600
Football - Varsity Assistant	6	$8,400
Golf - Varsity Coach	1	$5,000
Intersession Coaching	29	$250
Middle School Athletic Coordinator (per campus)	1	$3,300
Soccer - 7th Grade Coach (per campus)	2	$1,800
Soccer - 8th Grade Coach (per campus)	2	$1,800
Soccer - JV Coach	2	$3,800
Soccer - Varsity Coach	2	$6,800
Soccer Developmental	2	$2,425
Summer Athletic Program	1	$1,500
Summer Open Gym	1	$1,200
Summer Strengthening Program	2	$1,200
Softball - JV Assistant	1	$3,225
Softball - JV Coach	1	$3,800
Softball - Middle School Coach (per campus)	2	$1,300
Softball - Varsity Coach	1	$6,800
Tennis - Varsity Coach	1	$6,800
Track - 7th Grade Coach (per campus)	2	$1,800
Track - 8th Grade Coach (per campus)	2	$1,800
Track - Varsity Assistant	5	$4,200
Track Head Coach Boys / Girls	1	$8,160
Volleyball - 7th Grade Coach (per campus)	1	$2,300
Volleyball - 8th Grade Coach (per campus)	1	$2,500
Volleyball - 9th Grade Coach	1	$4,200
Volleyball - JV Coach	1	$4,200
Volleyball - Varsity Coach	1	$7,400

Athletic stipends at the middle school level will be paid as a flat stipend at the end of first semester or second semester depending on when the season is over.

Athletic Stipends at the high school level will be prorated per month (24 increments). Should an employee separate from the district, prorated amount will be paid through last day of employment

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