Supplemental Pay Schedule

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

Supplemental pay is not eligible to exempt employees who are performing their primary duties beyond the normal work hours within the contract period. ***Supplemental pay is for duties performed outside of normal work hours.*** All supplemental pay must be approved prior to the start of the supplemental duty being performed. The supplemental pay rates are approved by the Board.

Co-Curricular and Instructional Duties (Teachers/Professionals)	**Rate**	**Frequency**
Curriculum Writing	$40.00/ $300.00	Hourly/ Daily
Curriculum Writing Facilitators	$500.00	Per Project
CPR Instructor (if performed outside of contract hours)	$45.00	Hourly
OCPA Monitoring (assigned by District Health/PE Coordinator)	$40.00	Hourly
Saturday School	$25.00	Hourly
Technology Make-Ready	$30.00	Hourly
Test Administration/Student Testing	$30.00	Hourly
Test Proctor	$30.00	Hourly
Homebound Teacher (Assigned by District Homebound Coordinator)	$55.00	Hourly
SAT/ACT Workshop	$155.00	Per Student
Special Education Extended Day Services Teacher	IHR*	Hourly
Special Education In Home Trainer/Parent Training	$50.00	Hourly
Virtual Academy (1 Student)	$400.00	Per Student
Virtual Academy (2-5 Students)	$300.00	Per Student
Virtual Academy (6-12 Students)	$250.00	Per Student
Virtual Academy Planning (5-9 Students in same semester/summer session)	$150.00	Lump Sum
Virtual Academy Planning (10-12 Students in same semester/summer session)	$250.00	Lump Sum
Extra Duty (Associated with recurring extra duty w/ no grading Responsibilities)	$25.00	Hourly
Extra Duty (Actual activity must be specified; prior approval required by Human Resources)	$30.00	Hourly
Professional Development	**Rate**	**Frequency**

Presenter/Facilitator	$40.00	Hourly
Professional Development Preparation (not to exceed 3 days)	$35.00	Hourly
Non-exempt Paraprofessional or Clerical	**Rate**	**Frequency**
Clerical/Administrative Assistance	$19.75	Hourly
Homebound Instructional Assistant	$25.00	Hourly or IHR*

Non-exempt Paraprofessional or Clerical *(cont.)*	**Rate**	**Frequency**
Saturday School*	$ 20.00	Hourly or IHR*
Special Education Extended Day Services Instructional Assistant*	IHR*	Hourly
Special Education In-Home Trainer Instructional Assistant	$ 25.00	Hourly or IHR*
Special Education Parent Training Instructional Assistant	$ 25.00	Hourly or IHR*
Technology Make Ready	$ 25.00	Hourly
Transportation	**Rate**	**Frequency**
The following pay applies to current employees who are not employed as bus drivers or bus monitors and are fulfilling the following roles. If transportation duties begin during the employee's regular workday, compensation will not begin until the employee's workday has ended. Pay will continue until the bus is returned.		
Special Education Bus Monitor	$20.00	Hourly
Special Education Bus Driver	$30.00	Hourly
Bus Driver – Field Trip	$30.00	Hourly
Coaches Pay for Bus Driving		
The following pay is for the coach who drives his/her sport from his/her campus to games, meets, and tournaments only. Only for HPISD coachliner bus. Practice will not be paid. Van drivers will not be paid.		
Within Dallas County	$60.00	Round trip
Outside Dallas County but within Collin, Denton, Ellis, Kaufman, Johnson, Rockwall, and Tarrant County	$75.00	Round trip
All other counties not listed	$100.00	Round trip
The following pay applies to a coach who transports students from his/her campus or another HPISD campus to games, meets, or tournaments for a sport that the coach does not coach. Only for HPISD coachliner bus. Van drivers will not be paid. ***Ex: MS coach drives HS team.***		
Compensation includes only time worked outside the employee's regular workday. Driving pay is calculated from the start of eligible driving duties outside the regular workday until the bus is returned to the District.	Minimum hourly rate	Hourly
Bus Drivers (Temporary)		
Compensation is determined using Placement of External New Hires.	IHR*	Hourly
Summer School (includes ESY)	**Rate**	**Frequency**
Summer School Principal/Director	$5,500.00	Stipend
Summer School Counselor	$4,000.00	Stipend
Summer School Counseling Substitute	$300.00	Daily
Summer School Teacher/Instructor	$ 40.00	Hourly

Summer School Instructional Assistant	$ 20.00	Hourly
Summer Library – Professional	$ 35.00	Hourly
Summer Library – Paraprofessional/Non-exempt	$ 20.00	Hourly
Summer School Nurse	$ 50.00	Hourly
Summer Counseling Office Assistance (Beyond the work calendar)	IHR*	Hourly
Summer School Administrative Assistant (Beyond the work calendar)	IHR*	Hourly
Summer Custodial Assistance	Min. Custodial Rate	Hourly
Supplemental Days Approved beyond contract	**Rate**	**Frequency**
STEAM Instructional Coach Additional Days (not to exceed 20 days)	IDR**	Daily
Campus Instructional Technologist Additional Days (not to exceed 10 days)	IDR**	Daily
Campus Instructional Coach Additional Days (not to exceed 10 days)	IDR**	Daily
Food Service	**Rate**	**Frequency**
Manager/Supervisor Special Event	$35.00	Hourly
Cafeteria Workers (Regular Hourly Rate + Overtime when over 40 hours)	IHR*	Hourly
Summer Athletics	**Rate**	**Frequency**
Football Videographer	$10.00	Hourly
Summer Athletics Student Worker	$15.00	Hourly
Summer Gym Coordinator	$25.00	Hourly
Summer Gym Worker	$15.00	Hourly
Summer Camp (Coaches)	100% profit minus cost of payroll benefits, insurance, administrative, custodial cost.	
Summer Skills Session (per UIL – 2 hours per week)	$30.00	Hourly
SEAY Tennis Center	**Rate**	**Frequency**
All Seay Tennis Center Compensation and Rates	All compensation and rates will be outlined in the Seay Tennis Center Operations Manual.	
Academy Lifelong Learning	**Rate**	**Frequency**
Piano Lessons	$52.50	Hourly
Bridge Lessons	$100	Per Student
Community Education Class Instructor	$30.00 - $35.00	Hourly
Extended School Day (Refer to Specific Exemptions on Early Release Days)	$30.00	Hourly
Lead Teacher for Extended School Day	$10.00/school day	Flat Rate
Specialized Instruction Instructor	$20.00 - $100.00	Per Hour or Per Student

F.O.C.U.S. Event	77%	Percent of proceeds
Parent's Night Out	77%	Percent of proceeds
Safety and Security	**Rate**	**Frequency**
Safety Monitor	IHR + OT when eligible	Hourly
Off-Duty Peace Officer- Minimum of 4hours	$60.00	Hourly
Off-Duty Firefighter/Paramedic – Minimum of 4 hours	$95.00	Hourly
Special Education Services (Temporary Employees)	**Rate**	**Frequency**
Speech Language Pathologist	$70.00	Hourly
Physical Therapist	$70.00	Hourly
Occupational Therapist	$70.00	Hourly
Diagnostician	$70.00	Hourly
Music Therapist	$70.00	Hourly
LSSP – Licensed School Psychologist	$70.00	Hourly
Fine Arts (Temporary Employees)	**Rate**	**Frequency**
Accompanist/Musical Assistance – approval through HR prior to event	$50.00 - $200.00	Per day
Contest Manager	Determined by UIL	Per Contest
Digitarium	**Rate**	**Frequency**
Supervision/Oversight (work performed outside of work hours)	$30.00	Hourly
UIL District Assistance* (Based on Qualifying Criteria)	**Rate**	**Frequency**
Clerical Assistance	Determined by UIL	Per Year
*IHR	Individual Hourly Rate	
**IDR	Individual Daily Rate	
***Non-exempt employees may be subject to overtime		