

STIPEND STUDY MARCH 2015

PRESENTED BY:
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DEPUTY SUPERINTENDENT

NOTE: Some district's stipends may have been adjusted to reflect a more accurate comparison (i.e. extra duty days converted to flat rate).

AREA STIPENDS REVIEWED:

Allen ISD
Birdville ISD
C-F-B ISD
Denton ISD
E-M-S ISD
Frisco ISD
Garland ISD
H-E-B ISD
Irving ISD
Keller ISD
Lewisville ISD
McKinney ISD
Mansfield ISD
Northwest ISD
Plano ISD

2 TYPES OF STIPENDS IN DENTON ISD

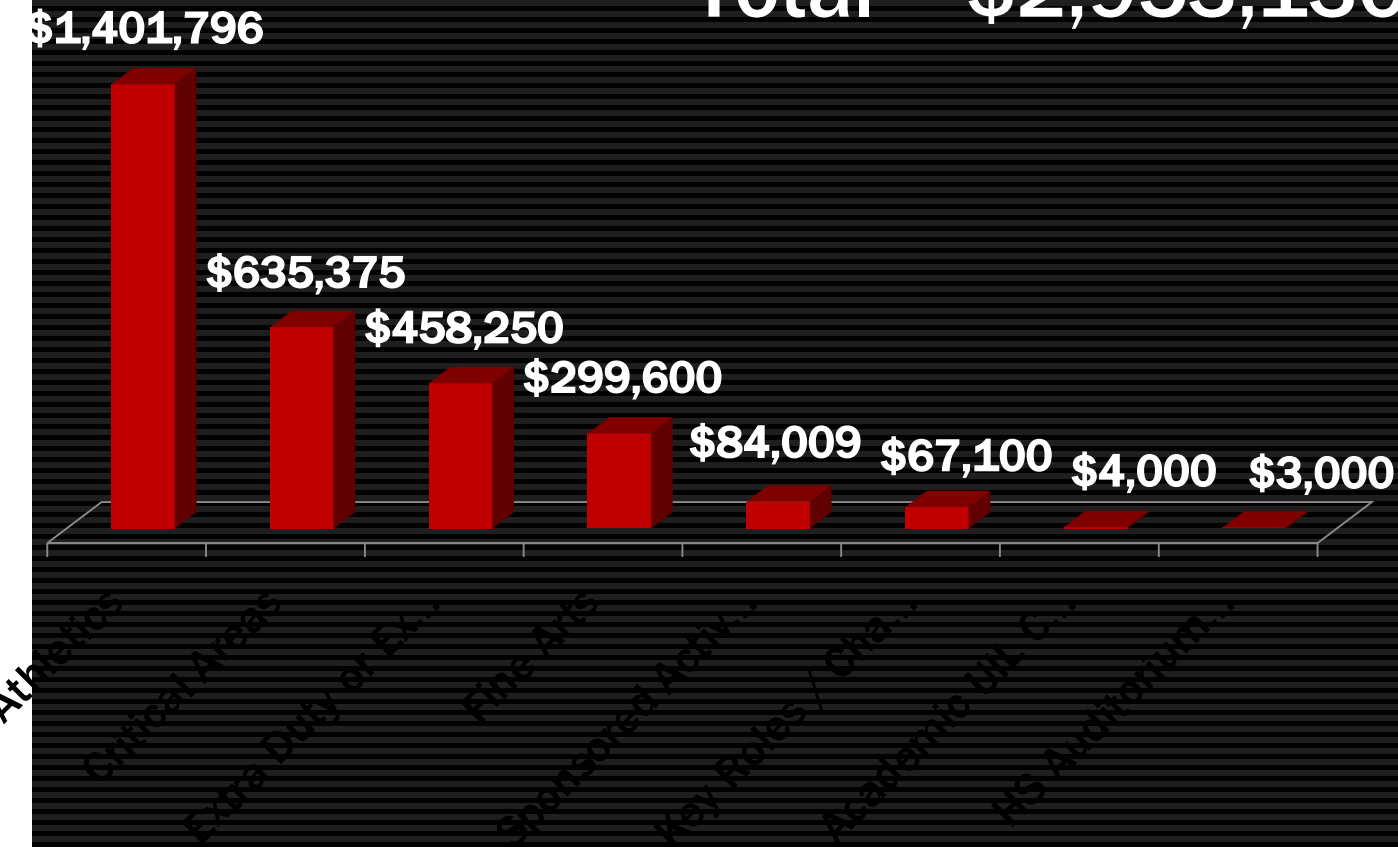
- Monthly (set in Aug.)
Over \$1,000
Plus Athletics
- Paid via Monthly Paycheck
- Bi-Annual (set Nov & Apr)
Less than \$1,000
- Paid twice a year in Dec & May based
- Late Fall & Late Spring allows time for campus to determine 'who' will volunteer to sponsor a club or activity.

Total Stipends

Total = \$3,431,172

Monthly Stipends

Total = \$2,953,130



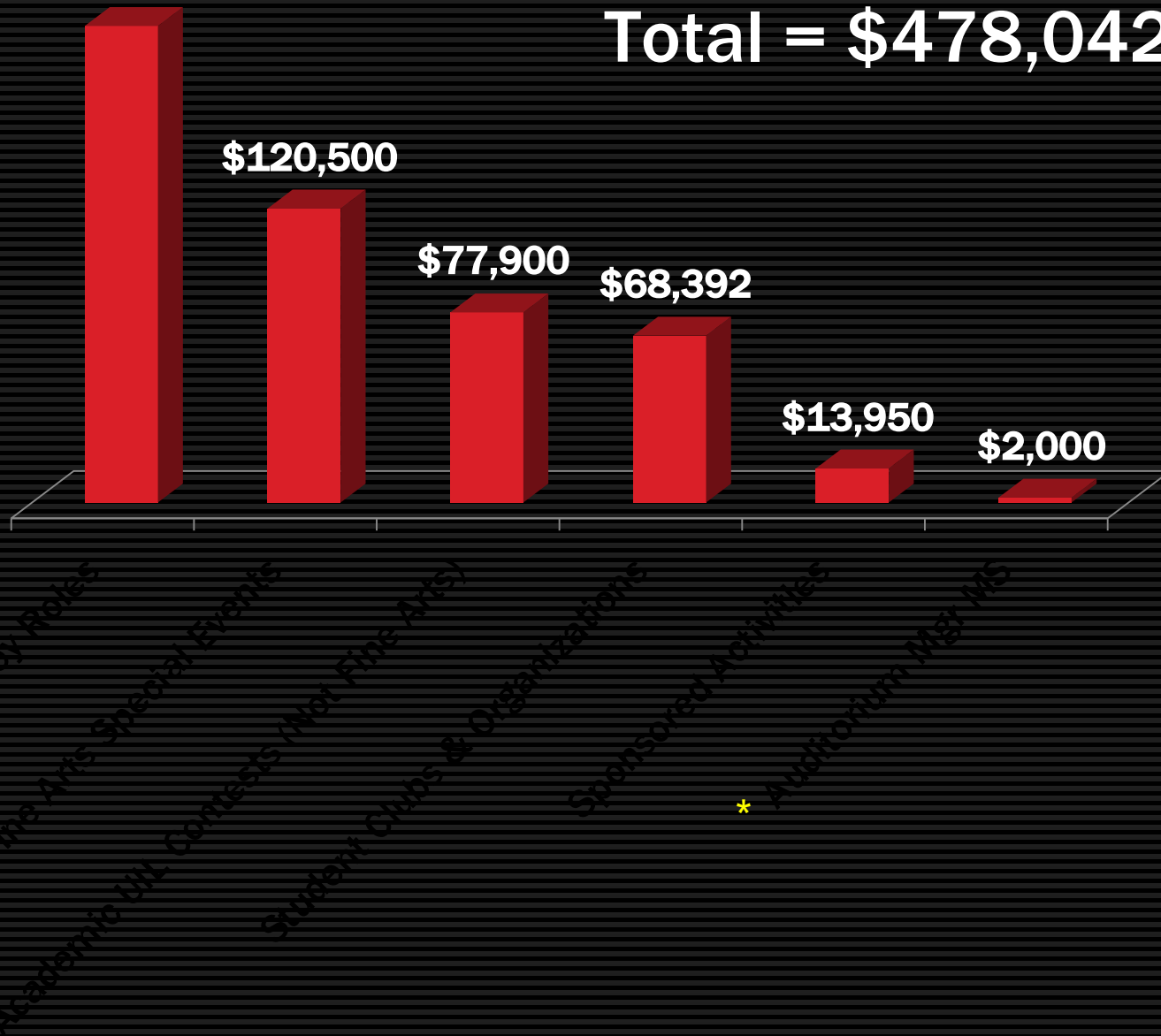
MONTHLY STIPENDS

Over \$1,000
+ Athletics

2014-15

Bi-Annual Stipends

Total = \$478,042



BI-ANNUAL STIPENDS

Less than \$1,000

Paid as Earned
½ Dec
& ½ May

2014-15

*Most MS principals do not assign this stipend to one staff member, but expect the teacher in charge of an event, just to handle any set-up required.

UNIQUE TO DENTON STIPENDS

AUDITORIUM MANAGERS

DENTON

Auditorium Manager HS

1,000

Auditorium Manager MS

500

CRITICAL AREAS

SPED Life Skills

1,250

SPED PPCD

1,250

ATHLETICS "OTHER"

Additional Sport

1,000

Coach MS Additional Sport (Track & Volleyball)

800

District Natatorium Supervisor

500

HS Huddle

3,000

MS Additional Sports

900

MS Athletic Coordinator

1,000

MS Head Additional Sport

1,000

UNIQUE TO DENTON STIPENDS

OTHER DUTIES	DENTON
District Level Publications	2,500
Lester Davis Teacher	1,750
Sparks Campus Instructional Lead	1,750
SPED Building Manager	2,000
SPED Interpreter Coordinator	1,500
SPED LSSP BCBA Certified	2,500
SPED LSSP CPI	1,000
SPED LSSP Family Counseling Center (T nights)	3,000
SPED LSSP Clinical Supervisor (Over 3 BCBA Interns)	3,000
SPED LSSP Clinical Supervisor	1,000
SPED SEM Support	1,000
SPED SLP Supervisor	1,000
SPED Technology Support	1,000

DENTON = BELOW MARKET MEDIAN

ACADEMIC

Academic UIL Campus Coord HS

1,000

1,500

Academic UIL Campus Coord MS

700

1,087

Academic UIL District-Wide Event Coord MS

1,000

1,350

CRITICAL AREAS

SPED Visually Impaired (Certified)

1,750

2,040



DENTON = BELOW MARKET MEDIAN

OTHER DUTIES

SPED Lead Diagnostician EL

DENTON

1,000

MEDIAN

1,500

SPED SLP Lead

1,000

2,000

SECONDARY DEPARTMENT CHAIRS

Core Subjects HS

1,700

2,000

Core Subjects MS

1,200

1,500

ATHLETICS (MIDDLE SCHOOL COACHES)

MS Girls Coach

4,866

5,000

MS Boys Coordinator

6,333

7,035

MS Girls Coordinator

6,063

7,000



DENTON = BELOW MARKET MEDIAN

SPONSORS

DENTON

MEDIAN

Cheerleaders HS Varsity

4,500

5,000

Cheerleaders HS Sub Varsity / Asst

1,500

2,000

Cheerleaders HS Freshman

0

2,216

Cheerleaders MS

1,500

2,000

Honor Society HS

600

675

Newspaper HS

1,400

1,530

Newspaper MS

500

1,000

ROTC Colorguard

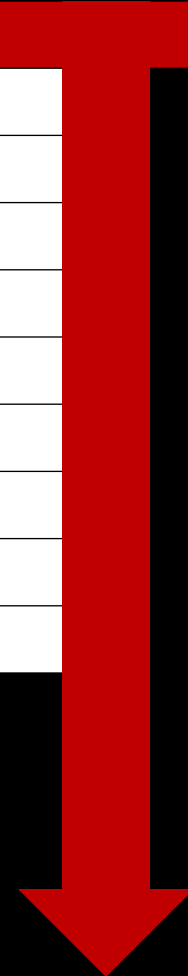
1,000

1,810

Yearbook HS

1,800

2,000



DENTON = BELOW MARKET MEDIAN

TEAM LEADS

DENTON

MEDIAN

Early Childhood
(Bilingual, Head Start, PPCD, or PreK)

700

750

Elem (K, 1st, 2nd, 3rd, 4th or 5th)

700

775

ESL Team Lead

700

1,200

Fine Arts Team Lead Secondary Only

700

850

MS Team

700

800

PE/Health/Phy Tests - Team Lead Secondary Only

700

1,000

Secondary CTE Lead at ATC Only

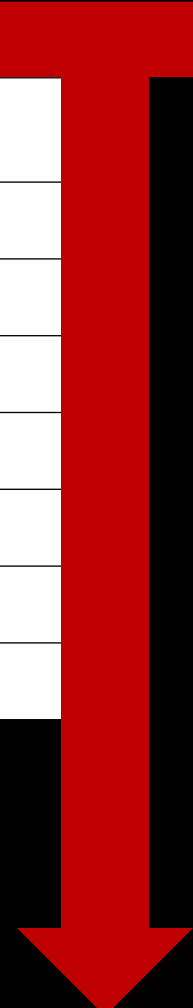
700

1,000

SPED Team

700

1,000



DENTON = BELOW MARKET MEDIAN

FINE ARTS

Band HS Assistant Director
Band MS Asst. Director
Dance Assistant Drill Team

DENTON

9,600
5,000
1,500

MEDIAN

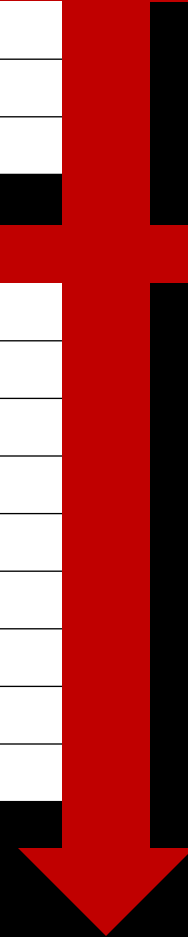
9,730
5,337
2,700

ATHLETICS

Athletic Trainer
Basketball HS Head Coach
Cross Country Asst Coach
Football HS Coord / 1st Assistant Coach
Golf HS Head Coach
Soccer HS Head Coach
Swimming HS Head Coach
Volleyball HS Head Coach
Other-HS Girls Coordinator

9,200
8,700
3,000
8,800
6,100
6,100
6,100
6,600
1,000

9,500
9,000
3,250
8,925
6,554
6,500
7,344
7,695
2,000



STIPENDS QUANTITIES WITHOUT LIMITS

UIL ACADEMIC CONTESTS

Denton ISD currently paying staff for every contest category they enter students while other districts pay a flat rate to be a UIL sponsor.

Denton ISD	
\$500	Per Contest Category
\$77,900	Sponsor Expenses 2014-15

Other ISD	
\$500	Maximum 12 Sponsors in ISD
\$6,000	Sponsor Expenses 2014-15

UIL Academic Contest Categories Include: Accounting, Calculator Applications, Computer Applications, Computer Science, Current Issues/Events, Literary Criticism, Mathematics, Numbers Sense, Ready Writing, Science, Social Studies, Spelling & Vocabulary and Use of Laptops

STIPENDS QUANTITIES WITHOUT LIMITS UIL ACADEMIC CONTESTS

23	HS State UIL Contests
X4	High Schools
92	Events Available
\$46,000	Potential Sponsor Cost if Unlimited

20	Elem & MS State UIL Contest
X29	Elem & MS
580	Events Available
\$290,000	Potential Sponsor Cost if Unlimited

**Potential
"SPONSOR"
Cost
\$336,000**

NOTE: This does not include the registration cost for events or travel expenses for regional and state meets. (District level event expenses are paid via Campus Activity Funds.)

STIPENDS QUANTITIES WITHOUT LIMITS STUDENT CLUBS

Total Club Stipends
Total = \$68,392

Set a Max ~~#~~
Clubs by
Campus Level?

Per Elem ?

Per MS ?

Per HS ?

HR IMPLEMENTED STIPEND IMPROVEMENTS SINCE 2013

- Eliminated multiple reporting methods by campuses/departments (interoffice mail, email, memos, letters, Word & Excel).
- Created a Master Stipend Template consisting of locked drop down boxes to ensure equity among stipends offered, eliminated random variations, and allows various methods to track, sort & report data collected.
- Limited the maximum number of stipends an employee can received to seven (7).
- Para positions are ineligible for stipends due to conflicts with the Department of Labor (creates overtime/comp issues).

QUESTIONS / DISCUSSIONS

