



**CEDAR HILL ISD**

# Compensation Plan Report

2026-2027

# Purpose - Annual Compensation



## Recruitment

Maintain competitive pay structures for hard-to-fill and high-impact roles.

## Retention

Recognize additional duties, specialized credentials, and extended work responsibilities.

## Equity

Use consistent pay grades, titles, calendars, and stipend criteria across employee groups.

## Fiscal Stewardship

Identify cost drivers, offsets, payroll controls, and annual review needs.

# Compensation Review



## Base Pay

- Pay grades
- Calendars / duty days
- Minimum, midpoint, maximum
- Title and role alignment
- HB2

## Supplemental Pay

- Stipends
- Extra duty pay
- Differentials
- Event and summer pay

# Districts Used for Primary Pay Comparison



Cedar Hill Independent School District



# STAAR , Special Education Stipends



*STAAR/EOC Tested Classroom Teacher Stipends		Amount	Duty Period
Elementary (new)		\$1,000.00	Fall/Spring Payment
Secondary (new)		\$1,000.00	Fall/Spring Payment
*Academic Math, Science, Foreign Language recipients not eligible			
Special Education Stipends		Amount	Duty Period
<del>Behavior Support Teacher</del>		<del>\$2,500.00</del>	<del>Annual</del>
Bilingual Diagnostician (currently \$4,000)		\$5,000.00	Annual
Bilingual Speech Pathologist (currently \$4,000)		\$5,000.00	Annual
Certificate of Clinical Competence (Speech Pathology) (currently \$2,000)		\$2,500.00	Annual
Certified Academic Language Therapist (Dyslexia)		\$1,000.00	Annual
Dyslexia Evaluation Specialist		\$1,125.00	Annual
Lead Diagnostician		\$1,875.00	Annual
Lead Speech Language Pathologist		\$1,875.00	Annual
Self-Contained (SKILLS, ECSE, TLC) Teacher (currently \$3,000)		\$3,500.00	Annual
Special Olympics Coach (per sport, per season, per semester and practice outside of instructional day)		\$650.00	Annual
Supplement Duties (Requires Timesheet)			
Homebound/PRS Teacher		\$30.00	Per Hour
In-Home Training Teacher		\$30.00	Per Hour
In-Home Training Paraprofessional		\$15.00	Per Hour

# Elementary, Middle School Stipends



Elementary School Stipends	Amount	Duty Period
Team Leader	\$300.00	Annual
Sponsor, Student Activity	\$225.00	Annual
Sponsor, Academic UIL	\$225.00	Each, Paid in January
Sponsor, <b>STEM Robotics</b> (currently \$250)	<b>\$500.00</b>	Annual
<b>Sponsor, High Pointe Fine Arts Academy</b> (choir, dance, orchestra, theater arts)	<b>\$500.00</b>	Annual
Yearbook Coordinator	\$375.00	Annual
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$500.00	Fall/Spring Payment
Middle School Stipends	Amount	Duty Period
Department Chair	\$750.00	Annual
Band, Head	\$6,000.00	Annual
Band, Assistant	\$4,500.00	Annual
Cheerleader	\$1,125.00	Annual
Choir	\$2,250.00	Annual
Dance	\$1,125.00	Annual
Orchestra	\$3,750.00	Annual
Theater Arts	\$1,125.00	Annual
Sponsor, Academic UIL	\$375.00	Each, Paid in January
Sponsor, National Honor Society	\$225.00	Annual
Sponsor, Student Council	\$450.00	Annual
Sponsor, Robotics	\$350.00	Annual
Sponsor, Yearbook	\$475.00	Annual
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$700.00	Fall/Spring Payment
Athletic Coach 3 Sports ( <b>adjusted</b> )	\$5,250.00	Annual
Tennis (per middle school)	\$1,125.00	Annual
Athletic Coordinator	\$2,500.00	Annual

# High School Stipends



High School Stipends	Amount	Duty Period
Department Chair	\$1,000.00	Annual
Department Chair Career Technical Education (CHHS)	\$1,400.00	Annual
Culinary Arts Instructor Event Coordinator (CTE)	\$2,500.00	Annual
Longhorn TV (CTE)	\$2,500.00	Annual
Band, Head (currently \$9,750)	\$12,000.00	Annual
Band, Assistant (currently \$6,375)	\$8,000.00	Annual
Band, Color Guard Head	\$4,125.00	Annual
Cheerleader, Head (currently \$4,125)	\$5,000.00	Annual
Cheerleader, Assistant (currently \$1,500)	\$2,000.00	Annual
Choir, Head	\$7,000.00	Annual
Choir, Assistant	\$3,300.00	Annual
Dance, Drill Team Head (currently \$4,125)	\$7,000.00	Annual
Dance, Drill Team Assistant (currently \$1,500)	\$3,500.00	Annual
Step Team, Head (currently \$4,125)	\$5,000.00	Annual
Orchestra, Head	\$9,750.00	Annual
Theatre Arts, Head (currently \$4,500)	\$5,000.00	Annual
Theater Arts, Assistant (currently \$1,800)	\$2,500.00	Annual

# High School Stipends



Sponsor, Debate	\$1,500.00	Annual
Sponsor, Freshman Class	\$375.00	Annual
Sponsor, Sophomore Class	\$425.00	Annual
Sponsor, Junior Class	\$500.00	Annual
Sponsor, Senior Class	\$575.00	Annual
Sponsor, Information Technology (CTE)	\$2,500.00	Annual
Sponsor, National Honor Society (currently \$375)	\$1,000.00	Annual
Sponsor, Red Army Spirit Squad (new)	\$2,500.00	Annual
Sponsor, Robotics (currently \$450)	\$2,500.00	Annual
Sponsor, Student Council (currently \$1,125)	\$1,500.00	Annual
Sponsor, Yearbook (currently \$1,125)	\$1,500.00	Annual
Sponsor, Academic UIL	\$575.00	Each, Paid in January
Sponsor, Academic UIL State	\$1,250.00	Each, Paid in January
Sponsor, Academic UIL National	\$250.00	Each, Paid in January
Campus Technology Liaison	\$700.00	Annual
Campus Webmaster	\$700.00	Fall/Spring Payment
Athletic Head Coach or Football Coordinator one (1) sport (adjusted)	\$13,000.00	Annual
Athletic Head Coach or Football Coordinator one (1) sport plus one (1) sport (2 total) (adjusted)	\$15,525.00	Annual
Athletic Head Coach or Football Coordinator one (1) sport plus two (2) sport (3 total) (adjusted)	\$18,425.00	Annual
Athletic Head Coach one (1) Sport Golf/Tennis (2 UIL Seasons) (adjusted)	\$15,525.00	Annual
Athletic Assistant Coach one (1) sport (adjusted)	\$5,500.00	Annual
Athletic Assistant Coach two (2) sports (adjusted)	\$8,575.00	Annual
Athletic Assistant Coach three (3) sports (adjusted)	\$12,125.00	Annual



# Questions