

**Tornillo Independent School District**  
**Athletics Extra Performance Pay**  
**2023-2024**

<b>TORNILLO HIGH SCHOOL - ATHLETICS</b>		
<b>Activity</b>	<b># Positions</b>	<b>Amount</b>
Athletic Director	1	\$8,500
Extra Days for AD	30 Days	\$7,500
Extra Curricular Athletic Activity - Hourly		\$7.25 per hour
<b>Sport</b>	<b># Positions</b>	<b>Amount</b>
Football - Head Coach	1	\$7,000
Football - 1st Assistant Coordinator	2	\$5,500
Football - 2nd Assistant Coordinator	3	\$4,500
Volleyball - Head Coach	1	\$4,500
Volleyball - 1st Assistant Coordinator	1	\$3,000
Volleyball - 2nd Assistant Coordinator	1	\$2,000
Boys Cross Country - Head Coach	1	\$3,000
Girls Cross Country - Head Coach	1	\$3,000
Boys Track - Head Coach	1	\$2,500
Boys Track - 1st Assistant Coordinator	1	\$2,250
Girls Track - Head Coach	1	\$2,500
Girls Track - 1st Assistant Coordinator	1	\$2,250
Boys Basketball - Head Coach	1	\$5,500
Boys Basketball - 1st Assistant Coordinator	1	\$3,000
Boys Basketball - 2nd Assistant Coordinator	1	\$2,000
Girls Basketball - Head Coach	1	\$5,500
Girls Basketball - 1st Assistant Coordinator	1	\$3,000
Girls Basketball - 2nd Assistant Coordinator	1	\$2,000
Baseball - Head Coach	1	\$4,500
Baseball - 1st Assistant Coordinator	1	\$3,000
Softball - Head Coach	1	\$4,500
Softball - 1st Assistant Coordinator	1	\$3,000
Tennis - (G & B)	1	\$5,000
Cheerleading	1	\$2,500
<b>Gatekeeper I Score Book I Announcer (All Sports)</b>		<b>Amount</b>
Per Game		\$7.25 per hour
Each additional event		\$7.25 per hour
<b>Coach I Bus Driver Stipend</b>		<b>Amount</b>
CDL Bus Stipend		\$400

**Tornillo Independent School District  
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<b>TORNILLO PreK-8 - ATHLETICS</b>		
<b>Sport</b>	<b># Positions</b>	<b>Amount</b>
Football	3	\$2,000
7th Volleyball	1	\$2,000
8th Volleyball	1	\$2,000
Boys Cross Country	1	\$1,500
Girls Cross Country	1	\$1,500
Track	3	\$1,500
7th Boys Basketball	1	\$2,000
8th Boys Basketball	1	\$2,000
7th Girls Basketball	1	\$2,000
8th Girls Basketball	1	\$2,000
7th Baseball	1	\$1,500
8th Baseball	1	\$1,500
7th Softball	1	\$1,500
8th Softball	1	\$1,500
Boys Tennis	1	\$2,000
Girls Tennis	1	\$2,000
Cheerleading	1	\$1,500
7th Boys Soccer	1	\$1,500
7th Girls Soccer	1	\$1,500
8th Boys Soccer	1	\$1,500
8th Girls Soccer	1	\$1,500

**Note:** Athletic Stipends will be annualized and pay will be divided in 24 equal payments.  
Proration applies if the contract is not completed.

**Tornillo Independent School District  
Extra Curricular Activities  
Extra Performance Pay  
2023-2024**

DISTRICT					
Extra Curricular Duties	# Positions	Amount	Anthony	Fabens	San Elizario
GT District Coordinator	1	\$750			
Special Olympics District Coordinator (only when hosting)	1	\$750			
Tornillo PreK-6					
Extra Curricular Duties	# Positions	Amount			
UIL Campus Coordinator	1	\$450			\$ 500
UIL Events Coaches (Limit 2 events)	14	\$400		\$ 500	\$ 500
UIL Host Site Coordinator (Only when hosting)	1	\$500			
Elementary Honor Society	1	\$500			
GT Campus Coordinator	1	\$375 to \$600	\$ 500		\$ 1,000
Science Fair Campus Coordinator	1	\$375 to \$500	\$ 500	\$ 500	
Reading/Writing Bee Campus Coordinator	1	\$375			
Math Bee Campus Coordinator	1	\$375			
Engineering, Robotics and Coding Campus Coordinator	1	\$375	\$ 750		
TORNILLO INTERMEDIATE					
Extra Curricular Duties	# Positions	Amount			
UIL Campus Coordinator	1	\$450			
UIL Events Coaches	28	\$400			
Host Site Coordinator (Only when school is the actual site)	1	\$500			
GT Campus Coordinator	1	\$375			
Science Fair Campus Coordinator	1	\$375			
Reading/Writing Bee Campus Coordinator	1	\$375			
Math Bee Campus Coordinator	1	\$375			
Engineering, Robotics and Coding Campus Coordinator	1	\$375			
Cheerleading - Head Coach	1	\$1500			
Tornillo 7th and 8th					
Extra Curricular Duties	# Positions	Amount	Anthony	Fabens	San Elizario
National Junior Honor Society (NJHS)	1	\$500	\$ 500		\$ 600
Student Council	1	\$500	\$ 500	\$ 750	\$ 600

**Tornillo Independent School District**  
**Extra Curricular Activities**  
**Extra Performance Pay**  
**2023-2024**

UIL Campus Coordinator	1	\$450	\$ 500	\$ 750
UIL Event Coach (no more than 2)	28	\$400		\$ 500
UIL Host Site Coordinator (Only when hosting)	1	\$500		
GT Campus Coordinator	1	\$375 to \$600	\$ 500	\$ 1,000
Yearbook	1	\$1,000	\$ 500	\$ 600
Science Fair Campus Coordinator	1	\$375 to \$500	\$ 500	\$ 500
Destination Imagination	1	\$750		\$ 500
Robotics (participation in competition)	1	\$1250		
Engineering (participation in competition)	1	\$1250		
One Act Play (participation in competition)	1	\$1250		
E-Sports (participation in competition)	2	\$1250		
Reading/Writing Bee Campus Coordinator	1	\$375		
Math Bee Campus Coordinator	1	\$375		
Engineering, Robotics and Coding Campus Coordinator	1	\$500	\$ 1,250	
<b>TORNILLO HIGH SCHOOL</b>				
<b>Extra Curricular Duties</b>	<b># Positions</b>	<b>Amount</b>	<b>Anthony</b>	<b>Fabens</b> <b>San Elizario</b>
Class Sponsor - Sr	1	\$500 to \$550	\$ 500	
Class Sponsor - Jr	1	\$500 to \$450	\$ 1,500	
Class Sponsor - So	1	\$250 to \$350	\$ 500	
Class Sponsor - Fr	1	\$250	\$ 250	
Homecoming Activities	1	\$500		
Yearbook Sponsor	1	\$1,500	\$ 700	\$ 1,200      \$ 1,500
Graduation Coordinator	1	\$500		
Future Business Leaders of America (FBLA)	4	\$375		
National Technical Honor Society (NTHS)	2	\$375		up to 1500
Technology Students Association (TSA)	1 to 2	\$750		up to 1500
Texas Association of Future Educators (TAFE)	1	\$750		up to 1500
Engineering, Robotics and Coding Campus Coordinator	1 to 2	\$500 to \$1250	\$ 1,500	\$ 1,000
E-Sports (participation in competition)	2	\$1250		
UIL Campus Coordinator	1	\$450	500/Distric	\$ 1,000      \$ 1,200
UIL Event Coaches	from 8 to 14	\$400		\$ 500

**Tornillo Independent School District  
Extra Curricular Activities  
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UIL Host Site Coordinator (Only when school is the actual site)	1	\$500				
One Act Play	1	\$1,500	\$	3,500	\$	1,000 \$ 1,200
GT Campus Coordinator	1	\$375 to \$600	\$	500		\$ 1,000
Student Council	1	\$500	\$	2,000	\$	1,000 \$ 1,200
National Honor Society (NHS)	1	\$500	\$	1,000		\$ 600
Science Fair Campus Coordinator	1	\$375 to \$500			\$	500
Reading/Writing Bee Campus Coordinator	1	\$375				
Math Bee Campus Coordinator	1	\$375				
Secondary Music Director	1	\$5,000	\$	4,000	\$	3,100 <sup>HS 10000</sup> <sub>MS 5000</sub>
Secondary Folkloric Sponsor	1	\$750				
Flags Coordinator	1	\$750				

**Note:** Principals will identify sponsors and will notify HR in writing when assignment has been completed.  
Compensation will be in a lump sum no later than the last day of May.

**Notes:**

Removed
Increased Stipend Amount
New Stipend
Revised Wording

**Tornillo Independent School District  
Special Teaching Supplements  
2023-2024**

<b>TEACHER-ADVANCED DEGREES</b>	
Stipend	Rate
Masters*	\$1,500
Doctorate*	\$2,000

\* If degree is NOT required for position.

**Note:** Degree must be in specific subject teaching area.

<b>CAMPUS ADMINISTRATORS</b>	
Stipend	Rate
Campus Principal	\$2,000
Campus Assistant Principal	\$1,500
Interim Administrator Professional	\$1,000 per month

<b>ASSIGNMENTS STIPENDS</b>	
Stipend	Rate
Bilingual	\$3,000
Special Education	\$5,000
7-12 Math Certified	From \$3,000 to \$5,000
7-12 Science Certified	\$5,000
7-12 ELAR Certified	\$5,000
Career and Technical Education	\$425 per section      \$3,000 full load
Career and Technical Education Special Teaching Assignment	\$3,500
Dual Credit Credential	\$425 per section      \$3,000 full load
Diagnostician	\$5,000
Speech Therapist	\$5,000

**Note:** All Stipends are prorated based on the number of days worked and/or by the number of sections teaching in

All supplemental pay stipends are subject to student enrollment and/or program funding.

All Stipends will be annualized. Pay will be divided in 24 equal payments. Proration applies if contract is not completed.

Notes:

Removed
Increased Stipend Amount
New Stipend
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Tornillo Independent School District  
Other Pay Schedules  
2023-2024

CERTIFIED/NON CERTIFIED		
Stipend	Hourly Rate	
Intersession/Summer School	\$50	
After School Tutorial - 22-23, 23-24 TCLAS Decision 11*	\$30 Hourly, \$40 Facilitators, \$50 Certified	
TEACHER		
Stipend	(3 hours min.)	(6 hours min.)
District Staff Development to include Reading Academies	\$50	\$100
SUBSTITUTE TEACHER PAY SCHEDULE		
Position	Daily Rate	
Substitute-No Degree	\$90	
Substitute-Associates	\$105	
Substitute-Degreed	\$125	
Substitute-Certified	\$150	
Substitute-Retired Teacher	\$170	
Long Term Substitute	\$10 extra daily	
DISTRICT EMPLOYEE ALLOWANCES		
Position	Monthly Rate	
Cell Phone	\$25	
Safety stipend	\$2000	
OTHER SUBSTITUTES		
Position	Daily Rate	Hourly Rate
Bus Driver	\$96	\$12
Campus Clerical	\$68	\$8.50
Custodial	\$68	\$8.50
Food Service Helper	\$68	\$8.50
OTHER INCENTIVES		
Position	Amount	
Campus Teacher of the Year	\$500	
District Elementary Teacher of the Year	\$1,000	
District Secondary Teacher of the Year	\$1,000	
District Paraprofessional Employee of the Year	\$500	
District Auxiliary Employee of the Year	\$500	
New Teacher Mentor	\$500	

Notes:

Removed

Increased Stipend Amount

New Stipend

Revised Wording

Tornillo Independent School District  
Grant Funded Stipends  
2023-2024

GRANT FUNDED STIPENDS		
Grant	# Positions	Amount
TCLAS Decision 11-After School Program- Project Manager	1	\$20,000
TCLAS Decision 2 Teachers - High Quality Inst. Materials/ELAR	25	\$1,000
TCLAS Decision 2 Teachers - High Quality Inst. Materials/Math	25	\$1,000
TCLAS Decision 2 Coaches - High Quality Instr. Materials	4	\$2,000
TCLAS Decision 4b Education and Training/Educator Teaching Course	1	\$5,500
TCLAS Decision 5 - Resident Mentor Teachers	20	\$3,500
School Action Fund-Project Manager	1	\$20,000
School Action Fund-ELAR	5	\$15,000
School Action Fund- District Project Manager	1	\$15,000
School Action Fund-Staff Members	9	\$5,000
Strong Foundations Grant	7	\$3,000
Team Leads		\$1,000

Notes:

Removed
Increased Stipend Amount
New Stipend
Revised Wording