

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: June 2025

Subject/Title for Agenda Posting:

Justification Statement:

Discussion and possible action regarding revision to 2025-2026 Canutillo ISD Temporary Employment, Non-Contractual Stipend and Supplemental Pay Schedule

Purpose of Agenda Item:

☐ Information ☒ Discussion ☒ Action

Item Type:

☐ Curriculum & Instruction ☒ HumanResources ☐ Business Services

Staff Responsible:

Martha Carrasco, Chief Human Resources Officer

Signature of Requester(s)

Martha Carrasco, Chief Human Resources Officer

Signature of Presenter(s)

June 2025

Business Services Approval (Initials)

Date

Agenda Summary:

Discussion and possible action regarding revision to 2025-2026 Canutillo ISD Temporary Employment, Non-Contractual Stipend and Supplemental Pay Schedule.

RECOMMENDATION: That stipends are approved by the Board of Trustees as recommended by administration.

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

REQUESTING DEPARTMENT: Human Resources Division

CONSEQUENCES OF NON-APPROVAL: The district may lose its competitive advantage.

IMPLEMENTATION TIMELINE: 2025-2026 fiscal year

ATTACHMENT(S): Recommended Stipend Listing changes for year 2025-2026





HUMAN RESOURCES

CANUTILLO A Premier District

2025~~4~~-2026~~5~~

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 attached to a position, not to the employee and do not transfer if the employee is reassigned. An employee is subject to reassignment at any time by the superintendent or designee. Stipend assignments may be discontinued at any time. Based on requirements of the Fair Labor Standards Act (FLSA), hourly employees do not qualify for stipend assignments. This stipend schedule applies to the **2025~~4~~-2026~~5~~** academic school year only. Future salaries cannot be predicted from this schedule.

Career & Technical Education (CTE)	#	Amount
Agriculture Science	1	\$5,800
BPA – High School (Business Professionals of America)	1	\$1,700 (*)
BPA – Middle School (Business Professionals of America)	1	\$850 (*)
DECA (Student Marketing Organization)	1 2	\$1,700 (*)
FBLA – Middle School (Future Business Leaders of America)	1	\$850 (*)
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 3	\$1,700 (*)
HOSA – Middle School (Health Occupations Students of America)	1	\$850 (*)
Computer Science Honor Society	1	\$1,700 (*)
NTHS (National Tech. Honor Society) Texas Skills USA Middle School	1	\$850 1,200 (*)
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

Street Address:
7965 Artcraft Rd.
El Paso, TX 79932

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P.O. Box 100
Canutillo, TX 79835

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canutillo-isd.org

Canutillo Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs).

For additional information regarding Canutillo Independent School District's policy of nondiscrimination contact the Human Resources Division:
(915) 877-7423 | 7965 Artcraft Dr. | El Paso TX 79932.

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 (10)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)	
Strong Foundations Grant Project Manager- Literacy Instructional Framework	\$5,000 2,000	(**)
Strong Foundations Grant Project Manager- Math Instructional Framework	\$2,000	(**)
Strong Foundations Literacy Framework Committee Members	\$500	(**)
Strong Foundations Literacy Framework Leadership Team Members	\$875	(**)
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 (1 per campus)	\$1000	(*)
Mentor Teacher for UTEP Student Residents	\$1000	(*)
Migrant Mentor (1 Per Campus / CHS 1 per Grade Level)	\$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 2,500	
National Board Certified Coordinator Secondary (1)	\$5,000 3,500	
National Board Certified Teacher Mentor (4)	\$2,500 1,250	(*)
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	

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Special Education Multilingual Stipend- Speech Language Pathologist (6)	\$1,000	(*)
Special Olympics Coordinator (4)	\$500	
State Teacher of the Year (End of Year)	\$2,000	
TIA Data Coordinator (1)	\$10,000 10,500	(*)
TIA Financial Support Specialist (1)	\$2,000 500	(*)
TIA Data Support Specialist (3)	\$1,000 500	(*)