

Cedar Hill Independent School District

Compensation Manual 2012-2013





Teacher Salary Schedule

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Teachers/Nurses/Librarians Salary Schedule**

	Daily Rates		
	Minimum	Midpoint	Maximum
Bachelors Degree	\$ 243.85	\$ 284.22	\$ 324.60
Masters Degree	\$ 249.20	\$ 287.57	\$ 329.95
Doctorate Degree	\$ 254.55	\$ 294.92	\$ 335.29

Starting Salary for First Year Teacher – no experience: (187 Days)

Bachelors Degree	\$ 45,600.00
Masters Degree	\$ 46,600.00
Doctorate Degree	\$ 47,600.00

Starting salaries for all other new hire Teachers/Nurses/Librarians will be based upon verification of prior teacher experience.

Salary schedules are valid for the year shown on schedules and cannot be used to determine future years salaries.

Salary schedules are for reference only.

Actual salary is calculated by Human Resources Department.



Administrative and Professional Pay



**Cedar Hill Independent School District
2012-2013 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD20	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 249.77	\$ 299.43	\$ 349.09
187 Days	\$ 46,707.00	\$ 55,993.00	\$ 65,280.00
192 Days	\$ 47,956.00	\$ 57,491.00	\$ 67,025.00
197 Days	\$ 49,205.00	\$ 58,988.00	\$ 68,771.00
202 Days	\$ 50,454.00	\$ 60,485.00	\$ 70,516.00
207 Days	\$ 51,702.00	\$ 61,982.00	\$ 72,262.00
226 Days	\$ 56,448.00	\$ 67,671.00	\$ 78,894.00
240 Days	\$ 59,945.00	\$ 71,863.00	\$ 83,782.00
255 Days	\$ 69,940.00	\$ 77,852.00	\$ 90,763.00

Assignment	Assignment Days
Specialist, Auditory Impairment	187
Specialist, Dyslexia	192
Coordinator, Adapted PE (Special Education)	197
Counselor, Elementary/Intermediate	197
Counselor, DAEP	197
Diagnostician	197
Speech Language Pathologist	197
Coordinator, Instructional (Special Education)	202
Counselor, Career & Technology Education (CATE)	202
Counselor, High School	202
Counselor, Middle School	202
Counselor, Special Education	202
Assistant Principal, Elementary/Intermediate	207
Counselor, Collegiate High School	207
Coordinator, Community Services/Early Childhood	226
Coordinator, Instructional	226
Coordinator, Middle School Athletics	226
Executive Assistant to the Superintendent	226
Licensed Specialist School Psychology (LSSP)	226
Counselor, Lead (High School)	226
Coordinator, Help Desk	240
Specialist, Network Software	240
Coordinator, Custodial Services/Energy Manager	260
Coordinator, Emergency Operations Plan	260

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD21	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 260.28	\$ 323.38	\$ 386.48
207 Days	\$ 53,878.00	\$ 66,940.00	\$ 80,001.00
226 Days	\$ 58,823.00	\$ 73,084.00	\$ 87,344.00
240 Days	\$ 62,673.00	\$ 84,079.00	\$ 100,485.00

Assignment	Assignment Days
Assistant Principal, Middle School	207
Coordinator, Special Education	226
Director, Career & Technology Education (CATE)	226
Director, Fine Arts	226
Director, Education Foundation**	226
Police Lieutenant	226
Director, Data Management	240

****Salary is paid by the Education Foundation**

Pay Grade AD22	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 281.10	\$ 349.25	\$ 417.39
226 Days	\$ 63,529.00	\$ 78,920.00	\$ 94,330.00
240 Days	\$ 73,086.00	\$ 90,805.00	\$ 108,521.00

Assignment	Assignment Days
Assistant Principal, High School	226
Assistant Principal, Ninth Grade Center	226
Associate Principal, High School	226
Associate Principal, Ninth Grade Center	226
Dean of Instruction, High School	226
Dean of Instruction (Dual), Ninth Grade Center/Collegiate	226
Police Chief	226
Coordinator, Network Services	240

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD23	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 309.21	\$ 384.17	\$ 459.12
226 Days	\$ 69,881.00	\$ 86,822.00	\$ 103,761.00

Assignment	Assignment Days
Principal, Elementary/Intermediate	226

Pay Grade AD24	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 333.95	\$ 414.90	\$ 495.86
226 Days	\$ 75,473.00	\$ 93,767.00	\$ 112,064.00
240 Days	\$ 80,148.00	\$ 99,576.00	\$ 119,006.00
260 Days	\$ 86,827.00	\$ 107,874.00	\$ 128,924.00

Assignment	Assignment Days
Head Football Coach	226
Principal, DAEP	226
Principal, Middle School	226
Principal, Ninth Grade Center	226
Director, Curriculum & Instruction	240
Director, Research & Testing	240
Director, Special Education	240
Director, Student Support & Community Services	240
Principal (Dual), Collegiate High School/Ninth Grade Center	240
Director, Maintenance & Operations	260

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Administrative/Professional Pay Structure**

Pay Grade AD25	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 360.66	\$ 448.10	\$ 535.53
240 Days	\$ 86,558.00	\$ 107,544.00	\$ 139,238.00

Assignment	Assignment Days
Executive Director, Athletics	240
Executive Director, Business Services	240
Executive Director, Human Resources	240
Executive Director, Information Technology	240

Pay Grade AD26	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 396.72	\$ 492.90	\$ 589.07
240 Days	\$ 95,213.00	\$ 118,296.00	\$ 141,377.00

Assignment	Assignment Days
Principal, High School	240

Pay Grade AD27	Annual Rates		
	Minimum	Midpoint	Maximum
Daily Rate	\$ 436.40	\$ 542.19	\$ 647.98
240 Days	\$ 104,736.00	\$ 130,126.00	\$ 168,475.00

Assignment	Assignment Days
Chief Academic Officer	240
Chief Financial Officer	240
Chief Operations Officer	240

The logo for Cedar Hill Independent School District is a circular seal. The outer ring contains the text "CEDAR HILL" at the top and "INDEPENDENT SCHOOL DISTRICT" at the bottom, separated by two stars. The inner circle features a stylized map of Texas with a sun rising behind it. A banner across the middle of the seal reads "RECOGNIZED DISTRICT".

Paraprofessional Pay



**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Instructional)**

Note: All Instructional Aides are required to obtain at least an Educational Aide I certification with the State Board of Educator Certification

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG1	\$ 75.33	\$ 95.84	\$ 116.33

Assignment	Assignment Days
Aide, CM/Resource (Special Education)	187
Aide, Library	187
Aide, Physical Education	187

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG2	\$ 83.02	\$ 105.58	\$ 127.10

Assignment	Assignment Days
Aide, ISS (Elementary/Intermediate)	187
Aide, Senior Library	190

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG3	\$ 91.73	\$ 116.34	\$ 140.93

Assignment	Assignment Days
Aide, Art	187
Aide, BAC	187
Aide, Bilingual	187
Aide, Computer Lab	187
Aide, Instructional	187
Aide, ISS (Middle School/High School)	187
Aide, Literacy Lab	187
Aide, Pre-Kindergarten	187
Aide, PPCD/SKILL/Intervention (Special Education)	187
Aide, Specials	187
Aide, Nurse	190
Aide, Instructional (Collegiate High School)	207

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Campus Clerical)**

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG1	\$ 75.33	\$ 95.84	\$ 116.33

Assignment	Assignment Days
Clerk, Tardy	187

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG2	\$ 83.02	\$ 105.58	\$ 127.10

No positions currently fall in this pay range

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG3	\$ 91.73	\$ 116.34	\$ 140.93

Assignment	Assignment Days
Clerk, Discipline	187
Receptionist, Secondary	190
Clerk, Attendance (Elementary/Intermediate)	197
Clerk, Attendance (Middle School/High School)	197
Receptionist, Elementary	197
Clerk, Attendance/Counselor (High School)	207

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Campus Clerical)**

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG4	\$ 99.42	\$ 128.13	\$ 155.80

Assignment	Assignment Days
Secretary, Counselor (Middle School)	202
Clerk, Discipline/Counselor (Ninth Grade Center)	207
Registrar/Data Specialist (Ninth Grade Center)	207
Secretary, Assistant Principal	207
Secretary, Counselor (High School)	207
Clerk, Attendance Lead (High School)	215
Registrar (High School)	226

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG5	\$ 108.65	\$ 140.43	\$ 171.17

Assignment	Assignment Days
Secretary, Elementary/Intermediate	197
Secretary, DAEP	226
Secretary, Middle School	226

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG6	\$ 119.92	\$ 154.78	\$ 188.60

Assignment	Assignment Days
Data Specialist (High School)	217
Data Specialist (Collegiate)	217
Registrar/Community Liaison (Collegiate High School)	226
Secretary, Collegiate High School	226
Secretary, Ninth Grade Center	226

Cedar Hill Independent School District
 2012-2013 Pay Schedule
 Paraprofessional (Campus Clerical)

Para PG7	Daily Rates		
	Minimum	Midpoint	Maximum
	\$ 133.25	\$ 172.20	\$ 208.07

Assignment	Assignment Days
Secretary, High School	226

Para PG8	Daily Rates		
	Minimum	Midpoint	Maximum
	\$ 144.52	\$ 185.53	\$ 227.55

No positions currently fall in to this pay range

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Central Administration)**

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG1	\$ 75.33	\$ 95.84	\$ 116.33

No positions currently fall in to this pay range

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG2	\$ 83.02	\$ 105.58	\$ 127.10

Assignment	Assignment Days
Parent Liaison	226

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG3	\$ 91.73	\$ 116.34	\$ 140.93

Assignment	Assignment Days
Clerk, Assessment	197
Clerk, Pre-K/Data Entry (Grant funded)	207
Clerk, Career & Technology Education (CATE)	226
Clerk, Human Resources	226
Receptionist, District	226

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Central Administration)**

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG4	\$ 99.42	\$ 128.13	\$ 155.80

No positions currently fall in to this pay range

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG5	\$ 108.65	\$ 140.43	\$ 171.17

Assignment	Assignment Days
Clerk, Extended Day Program	207
Clerk, Instructional Coordinators	226
Secretary, Director/Executive Director	226
Secretary, Director/Executive Director	240

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG6	\$ 119.92	\$ 154.78	\$ 188.60

Assignment	Assignment Days
Clerk, Parent Liaison (Title I)	202
Clerk, Accounts Payable	226
Data Specialist (Special Education)	226
Secretary, Chief	226
Specialist, District Attendance	226
Specialist, Non-Instructional Staffing	226
Specialist, Substitute	226

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Paraprofessional (Central Administration)**

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG7	\$ 133.25	\$ 172.20	\$ 208.07

Assignment	Assignment Days
Secretary, Chief & Superintendent	226
Specialist, Professional/Instructional Staffing	226
Specialist, Data Management	235

	Daily Rates		
	Minimum	Midpoint	Maximum
Para PG8	\$ 144.52	\$ 185.53	\$ 227.55

Assignment	Assignment Days
Secretary, Superintendent (non-degreed)	226
Specialist, Accounts Payable	226
Specialist, Benefits	226
Specialist, Finance	226
Specialist, Payroll	226
Specialist, Purchasing	226



Auxiliary Pay

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Auxiliary**

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG1	\$ 8.71	\$ 11.28	\$ 13.32

Assignment	Assignment Days
Crossing Guard	175
Worker, Food Service	175
Worker, Extended Day Program	175
Utility, Food Service	184
Custodian	260

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG2	\$ 10.03	\$ 12.30	\$ 15.11

Assignment	Assignment Days
Security Guard	175
Hall Monitor	175
Custodian, Lead	260

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG3	\$ 11.27	\$ 14.35	\$ 17.16

Assignment	Assignment Days
Security Guard, Lead	175
Food Service, Assistant Manager	179
Bus Driver	187
Clerk, Textbooks (High School)	226
Clerk, Mail	226
Custodial, Night Supervisor	260
Athletic Grounds	260

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Auxiliary**

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG4	\$ 12.81	\$ 16.14	\$ 19.47

Assignment	Assignment Days
Food Service, Manager Elementary	179
Driver, Warehouse	260
General Maintenance	260
Grounds, Athletic Supervisor	260
Plumber, Non-Licensed	260
Technician, Technology	260
Driver/Custodial	260

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG5	\$ 14.60	\$ 18.45	\$ 22.03

Assignment	Assignment Days
Food Service, Manager Secondary	179

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG6	\$ 16.65	\$ 21.01	\$ 25.36

Assignment	Assignment Days
Police Dispatch	226
Carpenter	260
Electrician, Non-Licensed	260
HVAC, Non-Licensed	260
Locksmith	260
Painter	260
Plumber, Journeyman	260
Vehicle Mechanic	260

**Cedar Hill Independent School District
2012-2013 Pay Schedule
Auxiliary**

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG7	\$ 18.96	\$ 24.09	\$ 28.70

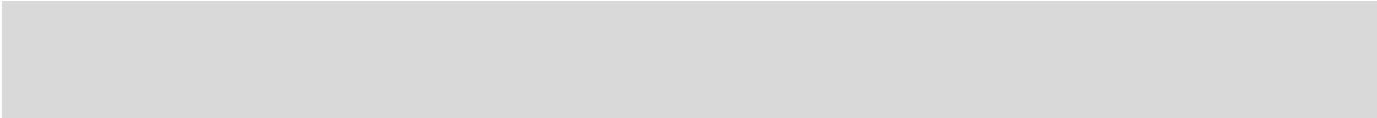
Assignment	Assignment Days
Police Officer	226
Carpenter, Lead	260
Electrician, Licensed	260
Grounds, Athletic Foreman	260
HVAC, Licensed	260
Manager, Warehouse	260
Pest Control, Licensed	260
Plumber, Master	260
Supervisor, SMART Team	260
Technician, Fire Alarm/Electric	260

	Hourly Rates		
	Minimum	Midpoint	Maximum
Manual Trades PG8	\$ 21.96	\$ 27.09	\$ 31.70

Assignment	Assignment Days
Police Sergeant	226



**Other Pay
and
Stipends**



**Cedar Hill Independent School District
2012-2013 Pay Schedule**

Please note the following regarding "Extra-Duty" pay:

1. As a general rule, administrators should never be paid extra for work performed during their contract period. The job responsibility of an administrator is purposely broad to include any work performed for Cedar Hill ISD. Therefore, pay authorizations should rarely be completed for an administrator.
2. Compensatory time may be given to "non-exempt" employees in lieu of overtime compensation for the overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than monetary pay. (DEA Local)
3. The minimum wage and overtime provisions do not apply to any employee employed in a bona fide executive, administrative, or professional capacity, including academic administrative personnel or teachers in elementary or secondary school. (DEA Legal). Therefore, the District will refrain from giving compensatory time to these "exempt" employees.

**Cedar Hill Independent School District
2012-2013 Pay Schedule**

OTHER PAY

Assignment	Assignment Description	Amount
Athletics	Summer Training Hour (High School)	\$ 25.00 per hour**
Athletic Events	Gate Worker/Ticket Sales/Security Screener (Exempt district employee)	\$ 20.00 per hour
Athletic Events	Gate Worker/Ticket Sales/Security Screener (Non-Exempt district employee)	Overtime Rate
Athletics	Bus Driver (Exempt district employee)	\$ 10.75 per hour
Athletics	Bus Driver (Team Coach)	\$ 25.00 per trip
Homebound/PRS	In-Home Training Teacher	\$ 25.00 per hour
Homebound/PRS	In-Home Training Paraprofessional	Overtime Rate
EDP Program	EDP Site Supervisor	\$ 25.00 per hour
Performing Arts Center	Related Services	\$ 25.00 per hour
Supplemental/Extra Duty	Teacher (In-District Teachers ONLY)	\$ 25.00 per hour
Paraprofessional	Non-Duty Days (not to exceed)	\$ 15.00 per hour
Professional	Non-Duty Days (not to exceed)	\$ 25.00 per hour

****1/2 paid from Athletic Activity Fund**

All work performed for Supplemental/Extra Duty requires prior approval

**SUMMER SCHOOL PAY
(Non-Duty Days)**

Assignment	Amount
Certified Teacher/Professional	\$ 25.00 per hour
Assistant Principal	Daily rate
Paraprofessional	\$ 15.00 per hour
Nurse	\$ 25.00 per hour
Security Guard	\$ 12.00 per hour

**Cedar Hill Independent School District
2011-2012 Pay Schedule**

SUBSTITUTE PAY

Assignment	Assignment Description	Amount
Substitute Teacher	Minimum 60 credit hours (1 to 10 days)	\$ 70.00 per day
Substitute Teacher	Minimum 60 credit hours (11 to 20 days)	\$ 80.00 per day
Substitute Teacher	Minimum 60 credit hours (21 days until completion of assignment)	\$ 95.00 per day
Substitute Teacher	Degreed (1 to 10 days)	\$ 80.00 per day
Substitute Teacher	Degreed (11 to 20 days)	\$ 90.00 per day
Substitute Teacher	Degrees (21 days until completion of assignment)	\$ 100.00 per day
Substitute Teacher	Certified (1 to 10 days)	\$ 95.00 per day
Substitute Teacher	Certified (11 to 20 days)	\$ 115.00 per day
Substitute Teacher	Certified (21 days until completion of assignment)	\$ 130.00 per day
Substitute Paraprofessional	Instructional Aide/Clerical Assignment	\$ 62.50 per day
Substitute Nurse	Registered Nurse	\$ 100.00 per day
Substitute Food Service	Food Service Worker (No long term pay)	\$ 7.75 per hour
Substitute Assignment	Campus teacher gives up conference period to cover class	\$ 12.00 per hour
Substitute Administrator	Long-Term Assignment (1 to 10 days)	\$ 200.00 per day
Substitute Administrator	Long-Term Assignment (11 or more days)	\$ 250.00 per day
Substitute Counselor	Long-Term Assignment (1 to 10 days)	\$ 150.00 per day
Substitute Counselor	Long-Term Assignment (11 or more days)	\$ 200.00 per day

**Cedar Hill Independent School District
2011-2012 Pay Schedule**

INCENTIVE PAY

Assignment	Amount
Advanced Placement Incentive (\$250.00 paid for each student placing 3 or higher on AP exam)	\$ 250.00 Paid upon arrival of scores
Math	\$ 1,875.00 per school year
Science	\$ 1,875.00 per school year

Note: Incentive Pay is paid at the end of the year upon successful completion of all duties outlined in the Memorandum of Understanding.

Dual Credit Teachers: Cedar Valley & El Centro

Assignment	Amount
Teaching at least 16 students per semester per class section for each course	\$ 848.00 maximum
Less than 16 students per class section for each course	\$ 53.00 per student
4 hour course (including Lab)	\$ 282.00 additional

Note: Contingent upon final state funding approval

STIPENDS

Grant Funded Stipends

Assignment	Amount
Mentor, Teacher	\$ 1,000.00**
Mentor, Principal (Lead)	\$ 5,000.00*
SHAC Coordinator (School Health Advisory Council)	\$ 1,000.00

** Stipend paid ½ in December and ½ in May

* Stipend paid at the end of the school year

Note: All grant funded stipends are contingent upon receipt of grant funds

Grant Funded ESL Stipends

Assignment	Number of Students	Amount
Elementary Teacher	5 or less students	\$ 450.00
Elementary Teacher	6 to 10 students	\$ 675.00
Elementary Teacher	11 or more students	\$ 900.00
Elementary Dual Language	n/a	\$ 1,125.00
Middle School	Serving students in both grades levels (7 th & 8 th)	\$ 900.00
Middle School	Serving students in one grade level	\$ 450.00
Ninth Grade Center/High School	n/a	\$ 1,125.00
LPAC Chair (1 teacher per campus)	n/a	\$ 375.00

Note: All grant funded ESL stipends are contingent upon receipt of grant funds

Maintenance & Operation Stipends

Assignment	Amount
Energy Manager	\$ 3,750.00 per school year
Integrated Pest Manager	\$ 1,125.00 per school year

ROTC Stipends

Assignment	Amount
Lieutenant Colonel	\$ 13,000.00 per school year
Chief Master Sergeant	\$ 12,000.00 per school year
Master Sergeant	\$ 10,000.00 per school year

Note: ROTC stipends are mandated by federal regulations and must meet minimum Instructor pay. The district pays the difference between active service pay and retirement pay.

STIPENDS

Career & Technology Education (CATE) Stipends (per campus)

Assignment	Amount
Business Professionals of America (BPA)	\$ 450.00 per school year
Criminal Justice Student Association (CJSA)	\$ 450.00 per school year
Distributive Education Clubs of American (DECA)	\$ 450.00 per school year
Future Farmers of American (FFA)	\$ 450.00 per school year
Texas Association of Future Educators (TAFE)	\$ 450.00 per school year
Skills USA	\$ 225.00 per school year

**Stipend paid as an add-on to salary.*

All other CATE stipends are paid ½ in December and ½ in May upon successful completion of all duties outlined in the Memorandum of Understanding.

Special Education Stipends

Assignment	Amount
Special Olympics Head of Delegation*	\$ 1,125.00 per school year
Dyslexia Evaluation Specialist*	\$ 1,125.00 per school year
Lead Speech Language Pathologist*	\$ 1,125.00 per school year
ARD Facilitator	\$ 1,875.00 per school year
Behavior Support Teacher*	\$ 1,500.00 per school year
Self-Contained Teacher*	\$ 2,250.00 per school year
Special Olympics Coach (per sport per season) Practice outside of instructional day.	\$ 375.00 per school year
Highly Qualified Teacher*	\$ 1,875.00 per school year

Note: All Special Education stipends are based on the position (not the person) and are based upon the amount of time spent performing Special Education duties. Teachers receiving Highly Qualified stipend MUST hold Special Education EC-12 and content area certification. Highly Qualified cannot be based on "House" method. Teacher must be teacher of record.

** Stipend is paid as an add-on to salary*

*** Stipend is paid ½ in December and ½ in May*

STIPENDS

Academic UIL Stipends

Assignment	Amount
Elementary School	\$ 225.00 per team per year
Intermediate and Middle School (1 st team)	\$ 375.00 per team per year
Intermediate and Middle School (2 nd team)	\$ 187.50 per team per year
High School	\$ 562.50 per team per year
Collegiate High School	\$ 562.50 per team per year
Judges (District Employees or Professionals)	\$ 22.50 per event
High School/Ninth Grade Center Combined Teams (Lead)	\$ 375.00 per team per year
High School/Ninth Grade Center Combined Teams (Assistant)	\$ 187.50 per school year

Note: UIL Stipends are based on fulfilling the UIL Academic coaching criteria and are paid in one payment of the end of the year. When teams are combined the campus with the greater number of students will be "Lead".

ATHLETIC STIPENDS

High School Campus (Head Coach)	Amount
Baseball	\$ 5,250.00 per school year
Basketball	\$ 13,500.00 per school year
Cross Country	\$ 3,000.00 per school year
Golf (per season)	\$ 2,250.00 per school year
Powerlifting	\$ 3,000.00 per school year
Soccer	\$ 5,250.00 per school year
Softball	\$ 5,250.00 per school year
Swimming (per season)	\$ 2,250.00 per school year
Tennis (per season)	\$ 2,250.00 per school year
Track	\$ 5,250.00 per school year
Volleyball	\$ 5,250.00 per school year
Varsity Assistants	Amount
Assistant Head Football	\$ 4,500.00 per school year
Baseball	\$ 3,000.00 per school year
Basketball	\$ 3,000.00 per school year
Football	\$ 3,000.00 per school year
Softball	\$ 3,000.00 per school year
Volleyball	\$ 3,000.00 per school year
Assistants	Amount
Any 3 rd sport (if approved)	\$ 1,125.00 per school year
Baseball	\$ 2,250.00 per school year
Basketball	\$ 2,250.00 per school year
Cross Country	\$ 2,250.00 per school year
Football	\$ 2,250.00 per school year
Golf (per semester)	\$ 1,875.00 per school year
Powerlifting	\$ 2,250.00 per school year
Soccer	\$ 2,250.00 per school year
Softball	\$ 2,250.00 per school year
Swimming (per semester)	\$ 1,875.00 per school year
Tennis (per semester)	\$ 1,875.00 per school year
Track	\$ 2,250.00 per school year
Volleyball	\$ 2,250.00 per school year
Middle School Campus (Most middle coaches have 3 assignments)	Amount
Football	\$ 1,500.00 per school year
1 st assignment	\$ 1,125.00 per school year
2 nd assignment	\$ 1,125.00 per school year
3 rd assignment	\$ 1,125.00 per school year
Golf (per school)	\$ 1,500.00 per school year
Tennis (per school)	\$ 1,125.00 per school year

ATHLETIC STIPENDS

Other Athletic Assignments	Amount
Football – Offensive Coordinator	\$ 7,500.00 per school year
Football – Defensive Coordinator	\$ 7,500.00 per school year
Game Administrators **Head Coaches**	\$ 1,500.00 per school year
Athletic Trainer, Head	\$ 11,250.00 per school year
Athletic Trainer, Assistant	\$ 8,250.00 per school year

*Note: All coaching stipends are paid as an add-on to salary.
Stipends can change based on duration of coaching assignment.
Stipends are maximum for existing employees and negotiable for new hires upon time of hire.*



FINE ARTS STIPENDS

Assignment	Amount
Band, High School Head	\$ 9,750.00 per school year
Band, High School Assistant	\$ 6,375.00 per school year
Band, Intermediate	\$ 4,500.00 per school year
Band, Middle School Head	\$ 6,000.00 per school year
Band, Middle School Assistant	\$ 4,500.00 per school year
Drill Team, High School Head	\$ 4,125.00 per school year
Choir, High School Head	\$ 4,500.00 per school year
Choir, High School Assistant	\$ 2,250.00 per school year
Choir, Ninth Grade Center Director	\$ 2,250.00 per school year
Choir, Middle School	\$ 2,250.00 per school year
Theatre Arts, High School Head	\$ 2,250.00 per school year
Theatre Arts, High School Assistant	\$ 750.00 per school year
Theatre Arts, Middle School	\$ 1,125.00 per school year
Orchestra, Lead	\$ 3,750.00 per school year

Note: All Fine Arts stipends are paid as an add-on to salary.

Other Department Stipends

Assignment	Amount
Teacher, Bilingual *	\$ 1,875.00 per school year
Coordinator, Instructional (Bilingual)*	\$ 3,750.00 per school year
Lead Nurse*	\$ 3,750.00 per school year
Coordinator, Testing (paid from campus budget)	\$ 1,125.00 per school year
Coordinator, Teacher*	\$ 2,250.00 per school year
Teacher Specialist	\$ 1,750.00 per school year
Technology Campus Liaison, Lead	\$ 750.00 per school year
Webmaster (Elementary)	\$ 262.50 per school year
Webmaster (Secondary)	\$ 375.00 per school year
Webmaster (Department) Approval Required	\$ 375.00 per school year
Automated External Defibrillator (AED) Trainer	\$ 1,125.00 per school year
Coordinator, Character Education Site	\$ 375.00 per school year

* Stipend is paid as an add-on to salary

Note: All other department stipends are paid ½ in December and ½ in May.

Elementary & Intermediate Stipends

Assignment	Amount
Team Leader, Elementary	\$ 262.50 per school year
Team Leader, Intermediate	\$ 262.50 per school year

Middle School Stipends

Assignment	Amount
Department Head, Core Subject Class	\$ 750.00 per school year
Department Head, Elective Class	\$ 375.00 per school year
Sponsor, Cheerleader (Bessie Coleman)	\$ 750.00 per school year
Sponsor, Cheerleader (Permenter)	\$ 1,125.00 per school year
Sponsor, National Honor Society	\$ 225.00 per school year
Sponsor, Step Team	\$ 375.00 per school year
Sponsor, Student Council	\$ 450.00 per school year
Sponsor, UIL Coordinator	\$ 375.00 per school year
Sponsor, Yearbook	\$ 475.00 per school year
Team Leader	\$ 262.50 per school year
Coordinator, STEMS	\$ 500.00 per school year

High School Stipends

Assignment	Amount
Department Head, Core Subject Class	\$ 900.00 per school year
Department Head, Elective Class	\$ 562.50 per school year
Sponsor Assistant, Drama	\$ 750.00 per school year
Sponsor, Cheerleader (Ninth Grade Center)	\$ 1,500.00 per school year
Cheerleader, Varsity**	\$ 3,750.00 per school year
Cheerleader, Junior Varsity**	\$ 1,500.00 per school year
Sponsor, Debate	\$ 1,500.00 per school year
Sponsor, French Honor Society	\$ 300.00 per school year
Sponsor, Interact	\$ 750.00 per school year
Sponsor, Junior Class	\$ 375.00 per school year
Sponsor, Junior Class (Collegiate)	\$ 187.50 per school year
Sponsor, National Honor Society	\$ 375.00 per school year
Sponsor, Senior Class	\$ 562.50 per school year
Sponsor, Senior Class (Collegiate)	\$ 187.50 per school year
Sponsor, Sophomore Class	\$ 300.00 per school year
Sponsor, Sophomore Class (Collegiate)	\$ 187.50 per school year
Sponsor, Spanish Honor Society	\$ 150.00 per school year
Sponsor, Student Council	\$ 900.00 per school year
Sponsor, Student Council (Ninth Grade Center/Collegiate)	\$ 562.50 per school year
Sponsor, Yearbook (Collegiate High School)	\$ 450.00 per school year
Sponsor, Yearbook (High School)	\$ 1,125.00 per school year
Sponsor, Yearbook (Ninth Grade Center)	\$ 450.00 per school year

TRAVEL STIPENDS

Assignment	Amount	
	Monthly	Annual
Assistant Principal (High School)	\$ 168.75	\$ 2,025.00
Associate Principal (High School)	\$ 168.75	\$ 2,025.00
Chief Academic Officer	\$ 262.50	\$ 3,150.00
Chief Financial Officer	\$ 262.50	\$ 3,150.00
Chief Operations Officer	\$ 262.50	\$ 3,150.00
Coordinator, Adapted PE (Special Education – 10 month)	\$ 75.00	\$ 750.00
Coordinator, Custodial Services/Energy Manager	\$ 225.00	\$ 2,700.00
Coordinator, Community Services/Early Childhood	\$ 112.50	\$ 1,350.00
Coordinator, Help Desk	\$ 168.75	\$ 2,025.00
Coordinator, Instructional (Special Education – 11month)	\$ 75.00	\$ 825.00
Coordinator, Middle School Athletics	\$ 75.00	\$ 900.00
Coordinator, Special Education	\$ 75.00	\$ 900.00
Counselor, Collegiate High School (11 month)	\$ 150.00	\$ 1,650.00
Counselor, Special Education (11 month)	\$ 75.00	\$ 825.00
Dean of Instruction (High School)	\$ 75.00	\$ 900.00
Dean of Instruction (Collegiate High School)	\$ 225.00	\$ 2,700.00
Director, Career & Technology Education (CATE)	\$ 168.75	\$ 2,025.00
Director, Curriculum & Instruction	\$ 168.75	\$ 2,025.00
Director, Fine Arts	\$ 168.75	\$ 2,025.00
Director, Maintenance & Operations	\$ 262.50	\$ 3,150.00
Director, Data Management	\$ 168.75	\$ 2,025.00
Director, Special Education	\$ 168.75	\$ 2,025.00
Director, Student Support & Community Services	\$ 187.50	\$ 2,250.00
Director, Testing & Research	\$ 168.75	\$ 2,025.00
Executive Assistant to the Superintendent	\$ 37.50	\$ 450.00
Executive Director, Athletics	\$ 375.00	\$ 4,500.00
Executive Director, Business Services	\$ 206.25	\$ 2,475.00
Executive Director, Human Resources	\$ 206.25	\$ 2,475.00
Executive Director, Information Technology	\$ 206.25	\$ 2,475.00
Licensed Specialist School Psychology (LSSP)	\$ 187.50	\$ 2,250.00
Coordinator, Network Services	\$ 112.50	\$ 1,350.00
Principal, Collegiate High School	\$ 168.75	\$ 2,025.00
Principal, DAEP	\$ 187.50	\$ 2,250.00
Principal, Elementary/Intermediate School	\$ 131.25	\$ 1,575.00
Principal, High School	\$ 450.00	\$ 5,400.00
Principal, Middle School	\$ 168.75	\$ 2,025.00
Principal, Ninth Grade Center	\$ 168.75	\$ 2,025.00
Specialist, Auditory Impairment (Special Education – 10 month)	\$ 37.50	\$ 375.00
Specialist, Dyslexia (Special Education – 10 month)	\$ 75.00	\$ 750.00
Teacher Specialist (10 month)	\$ 75.00	\$ 750.00
Technician, Technology	\$ 150.00	\$ 1,800.00

DATA PLAN STIPENDS

Assignment	Amount	
	Monthly	Annual
Athletic Trainer (10 month)	\$ 15.00	\$ 150.00
Chief Academic Officer	\$ 75.00	\$ 900.00
Chief Financial Officer	\$ 75.00	\$ 900.00
Chief Operations Officer	\$ 75.00	\$ 900.00
Coordinator, Instructional (Special Programs)	\$ 75.00	\$ 900.00
Coordinator, Middle School Athletics	\$ 75.00	\$ 900.00
Coordinator, Custodial Supervisor/Energy Manager	\$ 75.00	\$ 900.00
Coordinator, Help Desk	\$ 75.00	\$ 900.00
Director, Data Management	\$ 75.00	\$ 900.00
Director, Maintenance & Operations	\$ 75.00	\$ 900.00
Director, Student Support & Community Services	\$ 75.00	\$ 900.00
Executive Assistant to the Superintendent	\$ 75.00	\$ 900.00
Executive Director, Athletics	\$ 75.00	\$ 900.00
Executive Director, Business Services	\$ 75.00	\$ 900.00
Executive Director, Human Resources	\$ 75.00	\$ 900.00
Executive Director, Information Technology	\$ 75.00	\$ 900.00
Coordinator, Network Services	\$ 75.00	\$ 900.00
Technician, Technology	\$ 15.00	\$ 180.00