

**El Paso Independent School District
HUMAN RESOURCES DEPARTMENT
REVISED AND APPROVED
2015-2016 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

ATHLETICS		
High School Athletic Coordinators	\$5,000	
Athletic Trainers	\$2,000	

High School Coaches		
<ul style="list-style-type: none"> The coaching extra performance pay includes the specified stipend and, if applicable 5 or 10 extra days of pay at the coaches' daily teacher rate of pay. No more than 15 extra days will be paid regardless of the number of coaching assignments. 		
Football		
Varsity	\$12,500	+ 10 days
Offensive/Defensive Coordinators	\$8,500	+ 10 days
Assistant Varsity	\$6,700	+ 10 days
Basketball		
Varsity	\$8,500	+ 10 days
Assistant Varsity	\$3,100	+ 10 days
Volleyball		
Varsity	\$6,700	+ 10 days
Assistant Varsity	\$2,900	+ 10 days
<ul style="list-style-type: none"> Varsity Football, Football Coordinators, Varsity Basketball, and Varsity Volleyball Coaches may not coach another sport. (Exceptions will be allowed on an interim or one year basis) 		
Cross Country		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	
Golf		
Varsity	\$3,300	+ 5 days
Soccer		
Varsity	\$5,400	+ 5 days
Assistant Varsity	\$2,700	+ 5 days
Developmental	\$2,000	
Track		
Varsity	\$4,700	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
Swimming		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	
Varsity Swimming Coach may receive an extra \$800 stipend if in 3 meets, to include District Meet, the coach must:	<ul style="list-style-type: none"> Have a minimum of 4 boys and 4 girls compete in each individual event except the 200 IM and the 500 Free Have a minimum of 2 boys and 2 girls compete in the 200 IM and the 500 Free Have a full team compete in all relays 	
Tennis		
Varsity (Fall)	\$3,000	+ 5 days
Varsity (Spring)	\$3,000	+ 5 days
Assistant Varsity (Fall)	\$1,500	+ 5 days
Assistant Varsity (Spring)	\$1,500	+ 5 days

High School Coaches (Cont.)		
Wrestling		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,200	+ 5 days
Varsity Wrestling Coach may receive an extra \$800 stipend based on the following:	<ul style="list-style-type: none"> Must have a full boys team and one half the girls weight classes compete in 3 tournaments, to include the District tournament 	
Baseball		
Varsity	\$5,500	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
2 nd Assistant Varsity	\$2,000	
Softball		
Varsity	\$5,500	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
2 nd Assistant Varsity	\$2,000	
<ul style="list-style-type: none"> 2nd Assistant approved for programs that have and maintain a minimum of 50 athletes. 2nd Assistant will not have a major sports period. Number of games will be determined by number of schools with a program. Must have 8 athletes participate in both JV District tournaments (if scheduled) 		

Middle School Coaches		
Football		
Head 8 th Grade	\$3,200	
Assistant	\$2,400	
Basketball		
Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	
Cross Country		
Head 8 th Grade	\$1,200	
Soccer		
Head 8 th Grade	\$1,200	
Head 7 th Grade	\$1,200	
Track		
Head 8 th Grade	\$1,700	
Head 7 th Grade	\$1,700	
Volleyball		
Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	
Wrestling	\$1,200	

Additional Athletic Extra Performance Pay		
Cheerleader		
HS Sponsor	\$4,500	
HS Assistant Sponsor	\$2,000	
<ul style="list-style-type: none"> A sponsor that is assigned both the Varsity and JV Cheerleading squads will receive the HS Sponsor stipend and one half of the HS Sponsor Assistant stipend 		
MS Sponsor	\$1,000	
Kick Dance	\$2,500	School funded
<ul style="list-style-type: none"> All stipends paid at the end of the school year for Cheerleader 		

Additional Athletic Extra Performance Pay (cont.)		
MS Campus Coordinator	\$1,000	
Intramurals	\$1,100	School Funded

Extra Performance Pay Stipends		
LPAC	\$500	99 or Less
Department Heads		
Elementary Grade Level Leader	\$500	2-4 Teachers
Elementary Grade Level Leader	\$650	5-9 Teachers
Elementary Grade Level Leader	\$800	10+ Teachers
MS Department Head Core Only	\$500	2-4 Teachers
MS Department Head Core Only	\$800	5-9 Teachers
MS Department Head Core Only	\$1,100	10+ Teachers
HS Department Head Core Only	\$700	2-4 Teachers
HS Department Head Core Only	\$1,000	5-9 Teachers
HS Department Head Core Only	\$1,300	10+ Teachers
HS Department Head Non-Core	\$500	5-9 Employees
HS Department Head Non-Core	\$1,000	10 + Employees
Journalism / Publications		
MS Yearbook	\$325	
PowerUp Mentor		
After 120 hrs. of successful training. After training, serve as mentor to the campus.	\$1,000	
<ul style="list-style-type: none"> • Stipend paid at the end of the school year for LPAC, Department Heads, Journalism/Publications, and PowerUp Mentor 		

Degrees	
Master's Degree	\$1,000
Doctoral Degree	\$1,000
<ul style="list-style-type: none"> • An employee in one of these categories that has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 Master's Degree stipend plus the \$1,000 Doctoral Degree stipend. This will be added to the Teacher, Librarian, and Student Activities Manager Pay Schedules. 	

National Board Certified Teachers Program	
NBC Classroom Teacher	\$2,000
<ul style="list-style-type: none"> The El Paso Independent School District wishes to encourage its teachers to become National Board Certified Teachers. The District will reimburse those teachers who successfully obtain National Board Certification up to \$2,500 in program expenses that were paid directly by the teacher. In order to obtain the reimbursement, the teacher makes the commitment to remain a teacher with EPISD for two full years. These stipends will not be considered as part of a teacher's compensation in calculating his or her rate of compensation if they change to a non-teaching position. 	

Student Activity Manager	
Student Activity Manager	\$6,000

PreK	
PreK	\$1,100

Bilingual	
Bilingual / Dual Language	\$1,100

ROTC	
ROTC Instructors	\$1,500

ESOL	
ESOL 5+ Periods	\$1,100
ESOL 4 Periods	\$880
ESOL 3 Periods	\$660
ESOL 2 Periods	\$440
ESOL 1 Period	\$220

Secondary Instruction	
Math 5+ Periods	\$2,500
Math 4 Periods	\$2,000
Math 3 Periods	\$1,500
Math 2 Periods	\$1,000
Math 1 Period	\$500
Science 5+ Periods	\$2,500
Science 4 Periods	\$2,000
Science 3 Periods	\$1,500
Science 2 Periods	\$1,000
Science 1 Period	\$500
<ul style="list-style-type: none"> Must be HS / MS Certified in Math / Science 	
Dual Credit Teacher 5+ Periods	\$3,000
Dual Credit Teacher 4 Periods	\$2,400
Dual Credit Teacher 3 Periods	\$1,800
Dual Credit Teacher 2 Periods	\$1,200
Dual Credit Teacher 1 Period	\$600
<ul style="list-style-type: none"> Must receive prior approval from EPCC in order to qualify 	

Fine Arts	
Instrumental Music	
HS Band Director	\$10,000
HS Assistant Band Director	\$5,000
MS Band Director	\$3,700
MS Assistant Band Director	\$2,500
HS Orchestra	\$5,000
MS Orchestra	\$3,700
ES Orchestra	\$1,000
Guitar	\$2,500
Mariachi	\$1,000
<ul style="list-style-type: none"> Itinerant personnel would receive only the highest extra performance pay for their specific assignment. Extra performance pay includes allowed salary for those days in excess of 187 days required by assignment. 	
Journalism / Publications	
Broadcasting	\$750
<ul style="list-style-type: none"> Paid at the end of the school year after receiving six productions. 	
Literary Magazine	\$600
<ul style="list-style-type: none"> Paid as part of salary throughout the school year (May also be school programs, sports schedules, alumni programs, etc. as approved by Principal) 	
School Paper	\$1,500
<ul style="list-style-type: none"> Paid as part of salary throughout the school year (Paid based on six issues) (Prorated) 	
Yearbook	\$2,200
<ul style="list-style-type: none"> Paid as part of salary throughout the school year (Copy of yearbook given to District to be archived) 	
Performing Arts	
One Act Play Director	\$1,000
Performing Dance Group	\$2,500
HS Theater Director	\$2,000
Vocal Music	
HS Choir	\$5,000
MS Choir	\$3,700
ES Choir	\$500
Vocal Music Specialist	\$1,000
<ul style="list-style-type: none"> Itinerant personnel would receive only the highest extra performance pay for the specific assignment. 	
Visual Arts	
Art	\$500

Special Education	
Instructional	
AIM / Transitional / Instructional Specialist	\$1,000
Autistic / BIC	\$1,000
Deaf Education	\$1,200
PPCD Pre-Kindergarten	\$2,100
PPCD Kindergarten	\$1,000
Homebound / Adaptive PE	\$1,000
Disabled / PLC	\$1,000
Resource	\$1,000
VI Lead Teacher	\$5,000

Special Education (cont.)	
Visually Impaired	\$4,000
Deaf Ed Interpreter	\$1,200
Professional	
Associate / LSSP Psychologist	\$11,000
Bilingual for any Sped Certified Personnel	\$1,100
Diagnostician	\$6,000
Doctorate for LSSP Psychologist	\$1,000
Lead Speech Therapist	\$1,000
Lead Therapist (all areas)	\$1,000
Lead Diagnostician	\$1,000
Lead Occupational Therapist	\$1,000
Lead Physical Therapist	\$1,000
Licensed Clinical Social Worker	\$500
Occupational / Physical Therapist	\$8,000
Speech Language Pathologist CYF	\$3,000
Speech Therapy (CCC) / Audiologist	\$11,000

Career and Technical Education Instructional Stipends	
Technology Education (Only teachers hired prior to FY 2006)	\$440

Career and Technical Education Extra Performance Pay Stipends	
Cosmetology	\$2,000
Agriculture Science & Technology Certified Personnel responsible for cropland and supervision of livestock	\$5,800

High School Career and Technical Student Organization (CTSO) Coach Extra Performance Pay	
Coach	\$500
High School CTE Teachers will only be paid extra performance pay for coaching one student organization. Pay will be based on a minimum of 5 entries at the local / district CTSO competition. Example: 5 entries \$500, 4 entries \$400, 3 entries \$300, 2 entries \$200, and 1 entry \$100	

Career and Technical Education Years of Teaching Based on Industry Work Experience	
Trade & Industry teachers are allowed up to 10 years of experience for documented related approved industrial work experience (2 years – State, up to 8 years – Local)	
The positions listed below require a CTE Trade & Industry Certificate with verifiable current work experience within the industry. The work experience will be based on a Statement of Qualification approved by a recognized TEA ACP program and reviewed by the Career & Technical Education Director.	
CTED Building Maintenance	Diesel Technology
Microcomputer Technology	Electrical Technology
Telecommunications & Networking	Electronics Technology
Piping Trades Plumbing	Metals Technology
Advertising Design	Machining Technology
Architectural & Engineering CAD	Gaming & Animation

Career and Technical Education Years of Teaching Based on Industry Work Experience (cont.)	
Automotive Collision	Cosmetology
Automotive Technology CTE	Agriculture Science & Technology
Culinary Arts	
The following Career and Technical Education teachers are allowed 2-5 years of experience for approved documented related work experience. The work experience will be based on a Statement of Qualification approved by a recognized TEA ACP program and reviewed by the Career and Technical Education Director.	
Law Enforcement	Fire Science Technology
Health Science Technology / HST Clinical Rotation Teacher	*Marketing Education / CTED Marketing Dynamics
*Currently employed and certified CTE teachers at EPISD found eligible to take the Marketing Education Certification Exam through verification of employment by the EPISD CTE Director during 2011-2012 or in future years are not eligible to receive the 2-5 years of experience because the marketing certification was not a condition of employment when hired. TEA must also approve the Marketing Education Certification Exam application and requires that all teachers approved must be assigned marketing courses within their schedule on their assigned campus.	

High School Academics / UIL	
Business	Full
Accounting	\$375
Computer Applications	\$375
Drama	
One-Act Play Director UIL	\$1,000
One-Act Play Assistant Director UIL	\$500
English	
Literary Criticism	\$375
Ready Writing	\$375
Spelling & Vocabulary	\$375
Forensic	
TFA/NFL	\$750
Journalism	
Editorial Writing	\$375
Feature Writing	\$375
Headline Writing	\$375
Newswriting	\$375
Mathematics	
Calculator Applications	\$550
Number Sense	\$550
Computer Science	\$440
Mathematics	\$440
Science	
Biology	\$440
Chemistry	\$440
Physics	\$440
Speech	
Cross-Examination Debate	\$605
Lincoln-Douglas Debate	\$605
Informative Speaking	\$440

High School Academics / UIL (cont.)	
Persuasive Speaking	\$440
Poetry Interpretation	\$440
Prose Interpretation	\$440
Social Studies	
Current Issues & Events	\$440
Mock Trial	\$440
Social Studies	\$440
The stipend will be paid based on the number of entries at the actual UIL Meet (Pro-rated). Example: 4 entries for Current Issues & Events \$440, 3 entries \$247.50, 2 entries \$165, 1 entry \$82.50	

Middle School Academics / UIL		
	Full	Partial
Drama		
Duel Acting	\$325	\$268
Readers Theatre	\$400	\$330
Spanish Drama	\$400	\$330
English		
Ready Writing	\$325	\$268
Spelling & Vocabulary	\$325	\$268
Mathematics		
Calculator Applications	\$400	\$330
Number Sense	\$400	\$330
Mathematics	\$325	\$268
Speech		
Impromptu Speaking	\$325	\$268
Modern Oratory	\$325	\$268
Poetry Interpretation	\$325	\$268
Prose Interpretation	\$325	\$268
Spanish Poetry (Native)	\$325	\$268
Spanish Poetry (Non-Native)	\$325	\$268
Spanish Prepared Speech (Native)	\$325	\$268
Spanish Prepared Speech (Non-Native)	\$325	\$268
Social Studies		
Social Studies	\$325	\$268
The stipend will be paid based on the number of entries in the actual UIL Meet (Pro-rated). Example: 3 entries for Number Sense \$400, 2 entries \$266.67, 1 entry \$133.33		

Academic Coordinator		
	Full	Partial
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100
Academic Decathlon and High-Q Coaches		
Texas Academic Decathlon		
Head Coach	\$2,500	
Assistant Coach	\$2,050	
High-Q		
Coach	\$2,050	

Miscellaneous Stipends	
Food Service	
Competency Trainer	\$300

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Verna Ball at 230-2829.

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Verna Ball al 230-2829.

REVISION APPROVED: Board of Trustees, October 20, 2015