

## **Academic Coaches Evaluation**

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation. For additional information please contact the appropriate Program Director.

<b>Pay Code</b>		<b>Annual Amt.</b>
	Coordinator, Academic	\$ 1800
687	Coordinator, UIL Campus High School	1000
687	Coordinator, UIL Campus Middle School	600
	Sponsor, Citizen Bee	450
	Sponsor, Current Event	180
	Sponsor, Math Club	375
	Sponsor, Science Club	375
	Sponsor, UV4C (high school)	375
687	UIL Cross Examination Debate Coach	725
687	UIL Lincoln Douglas Debate Coach	725
687	UIL Non-athletic Event Coach/High School (exclude One-Act Play, LD Cross-X Debate)	450
541	Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for info.	\$ 800 max.
541	Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for info.	\$ 750/each
541	Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for info.	\$ 750 max.
541	Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for info.	\$ 650/each
541	Whiz Quiz/UIL Judge (degreed/certified – <i>per event</i> )	\$ 50
541	Whiz Quiz/UIL Judge (non-degreed/not certified – <i>per event</i> )	25

- **Stipends may be combined pending program requirements**
- **Stipends are contingent upon fulfillment of departmental requirements** (see Prog. Dir.)

## **Additional Job Responsibilities**

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary (see **Section I** for more information on what constitutes a promotion, demotion, or lateral move for salary purposes). Exceptions to this rule require the approval of the Superintendent or appropriate Leadership Team member with amounts being determined by the Compensation Department.

## **Athletic Coaches Stipends**

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coach's) activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. There will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach at FWISD.
3. Middle school and high school coaches will work with their feeder schools as follows:
  - a. Report for meetings and workouts as stipulated by the head coach;
  - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

**Athletic stipends are paid on a 12-month basis - September through August**

For additional information please call Athletics at 817/871-3273.

<b>Pay Code</b>	<b>Athletic Stipend (Other)</b>	<b>Annual Rate</b>
601	Athletic Trainer	6500
623	Defensive Coordinator – Football (one stipend only)	8200
645	Offensive Coordinator – Football (one stipend only)	8200

<b>Pay Code</b>	<b>Head Coach for High School</b>	<b>Annual Rate</b>
625	Head Baseball	\$ 7000
626 / 627	Head Basketball	9000
628	Head Cross Country	5000
629	Head Football	12000
630	Head Golf	6000
632	Head Golf – Spring	3000
647	Head Powerlifting (Campus-Based Activity)	3300
633 / 634	Head Soccer	6000
635	Head Softball	7000
636	Head Swimming	6000
637	Head Tennis	6000
639	Head Tennis – Semester	3000
640 / 641	Head Track	5000
642	Head Volleyball	6000
643	Head Wrestling	5500

<b>Pay Code</b>	<b>Assistant Coach for High School</b>	<b>Annual Rate</b>
605	Assistant Baseball	\$ 4000
606 / 607	Assistant Basketball	4000
609	Assistant Cross Country	2500
610	Assistant Football	6800
611	Assistant Golf	2800
646	Assistant Powerlifting	2200
612 / 613	Assistant Soccer	4000
614	Assistant Softball	4000
615	Assistant Swimming	1600
617	Assistant Tennis	2000
618 / 619	Assistant Track	4000
620	Assistant Volleyball	5500
621	Assistant Wrestling	2000

<b>Pay Code</b>	<b>Coach for Middle School</b>	<b>Annual Rate</b>
649 / 650	Basketball	2000
651	Cross Country	2000
653	Football	2700
656 / 657	Soccer	2000
660 / 661	Track	2000
662	Volleyball	2550

<b>Pay Code</b>	<b>Cheerleading / Drill Team</b>	<b>Annual Rate</b>
624	Assistant Cheerleading	\$ 2000
622	Head Cheerleading	5000
652	MS Cheerleading Sponsor	1500
670	Head Drill Team	6300

## **Auto Allowance**

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive a one-twelfth of the annual amount indicated.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
410	Assistant Director – Athletics / Facilities Manager – Athletics	\$ 2160
411	Senior Counsel	2246
410	Director – After School Program	2160
410	Director – Athletics	2160
410	Director – Facilities and Planning	2160
412	Executive Director – School Leadership	3510
413	Division Chief	4500
412	Executive Director / Asst. Supt. / Assoc. Supt. / Senior Officer	3510
409	Superintendent	per contract

## **Bilingual Stipends**

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information call Human Capital Management at **817/814-2256**.

### STIPENDS PROCESSED BY COMPENSATION

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
503	Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i>	450

## **Bilingual / ESL Education Stipends**

These stipends (amounts vary) are designed to compensate teachers who provide Bilingual / ESL services to students. The criteria for stipend eligibility are designated by the Bilingual ESL Department for each position. For additional information call Bilingual / ESL at **817/814-2414**.

### STIPENDS PROCESSED BY BILINGUAL/ESL

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
766	Language Center Team Leader (Secondary)	1125
763	Teacher, Elementary DLI - Bilingual	4000
764	Teacher, Elementary DLI - ESL	450
767	Teacher, Elementary ESL Only	450
768	Teacher, Language Center	900
767	Teacher, Transition ESL (Secondary)	450

## **Cell Phone Allowance**

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information please contact your Leadership Team member.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
415	All Managerial Staff	\$ 480
417	Division Chiefs / Senior Counsel	720
416	Other Executive Staff / Senior Staff	600
415	Principals	480

## **Career & Technical Education (CTE)**

**Agriculture Stipend** -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District barn, campus greenhouse, and for additional duties and responsibilities assigned by Career & Technical Education Department.

**Campus Liaison Stipend** -- This rate is designed to compensate CTE teachers for serving as department heads over CTE teachers and for performing additional duties and responsibilities assigned by Career & Technical Education.

These CTE stipends are contingent upon fulfillment of department requirements. For additional information, call Career & Technical Education at (817) 814-1530.

Pay Code	Position	Annual Rate
550	CTE Agriculture Teachers	\$ 5,000
508	CTE Campus Liaison	1,350

## **Deaf Education Interpreter Stipend**

For additional information please call Special Education at **817/814-2923**.

Pay Code	Certification Achieved (Board for Evaluation of Interpreters)	Annual Rate
529	Level I or Basic	\$ 900
530	Level II	1,800
531	Level III or higher; Advanced or higher (Effective with the 2013-2014 school year)	2,700

## **Doctorate Stipend (Pay Code 537)**

Professional employees (not including teachers, librarians, counselors, and nurses) up to and including directors with a doctorate degree from an accredited institution will receive a \$540 annual stipend. Teachers, librarians, counselors, and nurses are paid on salary schedules that provide a separate pay lane for those with doctorate degrees. Therefore, they are not eligible to receive a separate doctorate stipend since their base pay includes compensation for the doctorate degree.

## **Enrollment Stipend**

This stipend is for PRINCIPALS ONLY. For additional information please contact Compensation at **817/814-2080**.

Pay Code	Enrollment Count	Elementary	Middle	High
593	1801 – +	X	X	\$ 1800
592	1200 – 1800	X	X	900
594	901 – +	\$ 2700	\$ 2700	X
593	701 – 900	1800	1800	X
592	350 – 700	900	900	X

## **Exempt Employees**

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

## **JROTC / JCC Stipend**

This stipend (amounts vary) is designed to compensate middle school JCC teachers, high school JROTC instructors and JROTC staff for extracurricular duties, community service events and service learning projects. For additional information please call **817/815-7350**.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
507	Teacher, Junior Cadet Corp (JCC) Middle School	\$ 2880
510	JROTC Instructors and JROTC Staff	3420

## **Leadership Academy Stipends**

This stipend is only for campuses designated as Leadership Academies. (Como ES, JT White ES, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS, Glencrest 6th). Stipend will be paid out in 2 installments. For additional information please contact Bethany Mulligan, TCU at 817/531-4216.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
820	Administrative Associate	\$ 1,000
821	Assistant Principal	8,000
822	Attendance Clerk	600
823	Campus Monitor	600
824	Counselor	4,000
825	Custodian	600
826	Data Analyst	4,000
827	Data Clerk	600
828	Instructional Specialist/Coach	6,000
829	Intervention Specialist	4,000
830	Librarian	4,000
831	Nurse	4,000
832	Nutrition Worker	4,000
833	Parent Educator	600
834	Parent Liaison	600
835	Principal	8,000
836	Teacher	4,000
837	Teacher Assistant	1,000

\*Stipend payouts are budget-dependent and subject to change based upon budgetary constraints. \*

## **Language Proficiency Assessment Committee (LPAC)**

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1300 per year. For additional information please call **817/815-7700**.

## **Maintenance Department Stipend**

### **Night Stipend**

Every full-time, 8 hour per day auxiliary employee in a manual trade's classification who works a continuous 8-hour shift, which ends at or after 7:00 p.m., will be paid a night stipend for the entire shift. For additional information please call **817/871-3300**.

<b>Pay Code</b>		<b>Frequency</b>	<b>Amount</b>
427	Substitute Lead Mechanic (Acting – current employee)	Per Day	\$ 18.00
501	Substitute Head Custodian (Acting – current employee)	Per Day	16.00
502	Hourly Employee – Night Shift (Custodians)	Per Year	420.00

## **Math Stipend**

The math stipend is designed to attract and retain highly qualified math teachers. Secondary personnel must comply with criteria to earn this pay. For additional information call **817/814-2540**.

<b>Pay Code</b>		<b>Amount</b>
569	Teacher, Secondary Math (campus based – one-time payment)	\$ 1800
566	Mathematics and Innovation Coordinator	2700

## **Mileage Reimbursement**

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually. For additional information please call **817/814-2200**.

## **Miscellaneous**

These rates are paid in 12 monthly payments from September through August of each year. For additional information call Compensation at **817/814-2080**.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
561	Curriculum Network Specialist	\$ 1500		
512	Counselor, Lead	450		
509	Library Clerk (Dual Sites)	700		
591	Lead Parent Educator	2700		

These rates are not coordinated by Compensation and may be paid in different schedules. For additional information please call the phone numbers listed below.

<b>Pay Code</b>	<b>Position</b>	<b>Contact</b>	<b>Annual Rate</b>	<b>Daily Rate</b>
552	Coordinator, AVID	817- 814- 2580	\$ 1800	
778	Coordinator, Technology Liaison	817- 814- 3100	900	
562	Teacher, Bridge (Elementary Schools)	817- 814- 2341	675	
588	New Teacher Workshop	817- 814- 3401		\$ 60
589	New Teacher Mentor (rate per employee mentored)	817- 814- 3401	TBD	

## **Performing Arts Stipend**

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Executive Director at **817/814-2620**.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
684	High School Assistant Band Director	\$ 6500
692	High School Assistant Theatre Director	3500
680	High School Assistant Choral	3500
678	High School Choral Director	7000
695	High School Dance Director	4500
676	High School Head Band Director	9500
674	High School Jazz Band Director	5500
675	High School Mariachi Director	7000
667	High School Mariachi Director (supplement to other duties)	2150
673	High School Orchestra Director	4500
691	High School Theatre Director	5000
677	Middle School Assistant Band Director	4200
679	Middle School Choral Director	3000
696	Middle School Dance Director	1800

672	Middle School Head Band Director	6500
685	Middle School Orchestra Director	3000
697	Middle School Mariachi Director	3000
698	Middle School Mariachi Director (supplement to other duties)	1500
693	Middle School Theatre Director	2200
686	Middle School/High School Orchestra School Director (conducts both MS & HS)	3750
699	Sixth Grade Assistant Band Director	1500
681	Sixth Grade Choral Director	1500
671	Sixth Grade Head Band Director	2500
682	Sixth Grade Orchestra Director	1500
694	Elementary Theatre Director	825

### **Science Stipend**

The science stipend is designed to attract and retain highly qualified science teachers. Secondary personnel must comply with criteria to earn this pay. For additional information please call **817/814-2600**.

Pay Code	Position	Annual Rate
488	Teacher, Secondary Science (campus based – one-time payment)	\$ 1800
566	Coordinator	2700

### **Special Education Stipend**

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments. For additional information please call **817/814-2834**.

Pay Code	Position	Annual Rate
524	Assistant, Special Education Intensive	\$ 1350
526	Assistant, Special Education Regular	450
525	Teacher, Special Education Intensive	1350
523	Teacher, Special Education Regular	450

### **Teacher Assistant Education Stipend (annual)**

These stipends are designed to compensate teacher assistants and program assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to Employee Records. For information please call **817/814-2080**.

Pay Code	Degree	Annual Rate
536	Associates Degree	\$ 450
535	Bachelor's Degree (or higher)	600