



**EDGEWOOD**  
 INDEPENDENT SCHOOL DISTRICT  
*San Antonio*

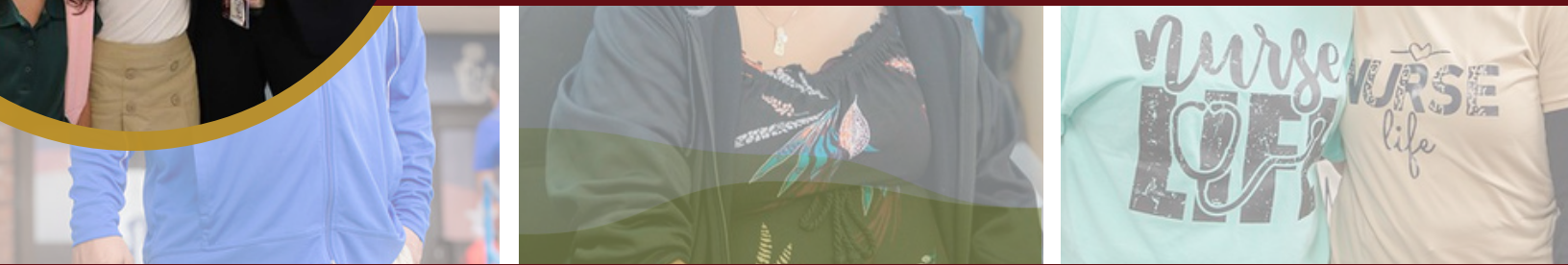
**2023-2024  
 COMPENSATION PLAN**



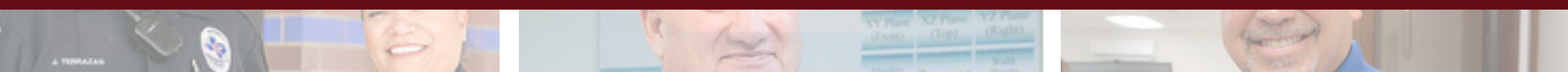
**THINK**  
*BIG*

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**WIN**  
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**Edgewood ISD**  
**2023-2024 New Hire Guide for**  
**Teachers**  
**Starting at \$58,500**

Years of Experience	New Hire Salary
0	\$58,500
1	\$59,740
2	\$60,049
3	\$60,358
4	\$60,667
5	\$60,976
6	\$61,285
7	\$61,594
8	\$61,903
9	\$62,212
10	\$62,521
11	\$62,830
12	\$63,139
13	\$63,448
14	\$63,757
15	\$64,066
16	\$64,375
17	\$64,684
18	\$64,993
19	\$65,302
20	\$65,611
21	\$65,920
22	\$66,229
23	\$66,538
24	\$66,847
25	\$67,156
26	\$67,465
27	\$67,774
28	\$68,083
29	\$68,392
30+	\$68,701

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,523 Master's Degree - General Stipend**

**2023-2024 Proposed Administrative Program Pay Plan**

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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AP1	
Instructional Coach - Early Head Start	211
Program Monitor - Federal	226
Program Monitor - Head Start	226
Program Monitor - Homeless	207

Daily	\$229.06	\$272.69	\$316.32
207 Days	47,415	56,447	65,478
211 Days	48,332	57,538	66,744
226 Days	51,768	61,628	71,488

AP2	
Coordinator - Early Head Start - Child Site	226
Family Engagement Specialist	211
Social Worker	187
Sp Ed - Childfind/Asst Tech Facilitator	202
Sp Ed - LSSP Intern	202
Sp Ed - Speech Pathology Assistant	187
Specialist - Afterschool	226
Specialist - Compliance/ERSA	226

Daily	\$274.87	\$327.23	\$379.59
187 Days	51,401	61,192	70,983
202 Days	55,524	66,100	76,677
211 Days	57,998	69,046	80,093
226 Days	62,121	73,954	85,787

AP3	
Athletic Trainer	202
Counselor - Academy/DAEP	202
Counselor - Early Childhood (GELP)	204
Counselor - Elementary	202
Counselor - Middle School	202
Counselor - Social Emotional Learning MS	202
Educational Diagnostian	202
Sp Ed - LSSP	202
Sp Ed - Occupational Therapist	202
Sp Ed - Physical Therapist	202
Sp Ed - Speech Pathologist	187

Daily	\$300.00	\$357.14	\$414.28
187 Days	56,100	66,785	77,470
202 Days	60,600	72,142	83,685
204 Days	61,200	72,857	84,513

AP4	
Administrator - Innovation	207
Assistant Principal - Elem	207
Assistant Principal - Head Start	207
Campus Coordinator - Testing / HS	226
Coordinator - District Success	226
Counselor - High School	202
Counselor - CCMR (High School)	202
Counselor - Social Emotional Learning HS	202
Dual Language Facilitator	202
Instructional Coach - Early Childhood	202
Instructional Coach	202
International Bacculaureate Facilitator	202
Senior Evaluator	226

Daily	\$315.00	\$375.00	\$435.00
202 Days	63,630	75,750	87,870
207 Days	65,205	77,625	90,045
211 Days	66,465	79,125	91,785
226 Days	71,190	84,750	98,310

Sp Ed - Behavior/Disability Specialist	211
Sp Ed - Parent Ed/Community Specialist	207
Sp Ed - Program Specialist	211
Specialist - Advanced Academics	226
Specialist - Behavior (General Ed)	211
Specialist - MTSS/RTI/Dyslexia	211
Specialist - Multilingual	226
Truancy Officer	207

<b>AP5</b>
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Assistant Director - Athletics/PE	226
Assistant Principal - Academy/DAEP	207
Assistant Principal - MS	207
Coordinator - Accelerated Learning	226
Coordinator - Advanced Academics	226
Coordinator - Career & Tech Ed	226
Coordinator - Early Literacy Head Start	226
Coordinator - Elem. Math	226
Coordinator - Elem. Science	226
Coordinator - Fine Arts	226
Coordinator - Guidance & Counseling	226
Coordinator - Head Start Mental Wellness/BD	207
Coordinator - Instructional Technology	226
Coordinator - Elementary Literacy	226
Coordinator - MS ELAR	226
Coordinator - MTSS/RTI/Dyslexia	226
Coordinator - Multilingual	226
Coordinator - Nurse	226
Coordinator - Sec. Science	226
Coordinator - Sec. ELAR	226
Coordinator - Sec. Math	226
Coordinator - Sec. Social Studies	226
Coordinator - STEAM	226
Coordinator - Testing	226
Sp Ed Coordinator - 18+ Transition	226
Sp Ed Coordinator - Evaluation & Compliance	226
Sp Ed Coordinator - Program	226

Daily	\$330.75	\$393.75	\$456.75
<b>207 Days</b>	68,465	81,506	94,547
<b>211 Days</b>	69,788	83,081	96,374
<b>226 Days</b>	74,750	88,988	103,226

<b>AP6</b>
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Assistant Principal - HS	207
Director - Family Engagement	226

Daily	\$347.29	\$413.44	\$479.59
<b>207 Days</b>	71,889	85,582	99,275
<b>226 Days</b>	78,488	93,437	108,387

<b>AP7</b>
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Administrator - Innovation	226
Director - CTE	226
Director - Guidance & Counseling	226
Director - Instructional Technology	226
Director - Professional Learning	226
Director - Research & Evaluation	226

Daily	\$364.65	\$434.11	\$503.57
<b>211 Days</b>	76,941	91,597	106,253
<b>226 Days</b>	82,411	98,109	113,807

Principal - Early Childhood	211
Principal - Elementary	211
Vice-Principal - HS	226

<b>AP8</b>	
Director - Special Education	226
Director - Student Support Services	226
Principal - Edgewood Academy	226
Principal - Middle School	211
Principal - DAEP	211

<b>Daily</b>	<b>\$405.28</b>	<b>\$471.25</b>	<b>\$537.23</b>
<b>211 Days</b>	85,514	99,434	113,356
<b>226 Days</b>	91,593	106,503	121,414

<b>AP9</b>	
Director - Athletics/PE	226
Principal - High School	226
Senior Director - Advanced Academics & Multilingual Svcs.	226
Senior Director - Early Childhood & Accelerated Learning	226
Senior Director - Educational Operations	226
Senior Director - State & Federal Programs	226
Senior Director - Teaching & Learning	226
Senior Director - Instructional Leadership	226

<b>Daily</b>	<b>\$440.20</b>	<b>\$508.90</b>	<b>\$577.60</b>
<b>226 Days</b>	99,485	115,011	130,538

<b>AP10</b>	
Reserved for Future Use	226

<b>Daily</b>	<b>\$471.01</b>	<b>\$544.52</b>	<b>\$618.03</b>
<b>226 Days</b>	106,448	123,062	139,675

# 2023-2024 Proposed Administrative Management Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>AM1</b>			<b>Daily</b>	<b>\$194.43</b>	<b>\$234.25</b>	<b>\$274.07</b>
	Financial Associate - Buyer	226	<b>226 Days</b>	43,941	52,941	61,940
	Specialist - Human Resources	226				
<b>AM2</b>			<b>Daily</b>	<b>\$211.92</b>	<b>\$255.33</b>	<b>\$298.74</b>
	Board Operations Manager	226	<b>226 Days</b>	47,894	57,705	67,515
<b>AM3</b>			<b>Daily</b>	<b>\$237.36</b>	<b>\$285.97</b>	<b>\$334.58</b>
	Bilingual Translator	226	<b>226 Days</b>	53,643	64,629	75,615
	Coordinator - Child Nutrition	226				
	Dietary Manganer	226				
	Financial Associate - Business Analyst	226				
	Position Control Analyst	226				
<b>AM4</b>			<b>Daily</b>	<b>\$287.05</b>	<b>\$341.73</b>	<b>\$396.41</b>
	Accountant - Lead	226	<b>187 Days</b>	53,678	63,904	74,129
	Assistant Business Manager - Payroll	226	<b>226 Days</b>	64,873	77,231	89,589
	Assistant Business Manager - Purchasing	226	<b>234 Days</b>	67,170	79,965	92,760
	Multimedia Analyst	226				
	Communication Analyst	187				
	Coordinator - Technology	234				
	Network Manager	234				
	Police Lieutenant	234				
	Systems Administrator	234				
	Technology Project Manager	234				
<b>AM5</b>			<b>Daily</b>	<b>\$324.37</b>	<b>\$386.15</b>	<b>\$447.93</b>
	Coordinator - Facilities Support	234	<b>211 Days</b>	68,442	81,478	94,513
	Coordinator - Marketing	226	<b>226 Days</b>	73,308	87,270	101,232
	Coordinator - Student Info Systems	226	<b>234 Days</b>	75,903	90,359	104,816
	Manager - School Health & Related Services	226				
	Manager - Training	226				
	Network Engineer	234				
	Physical Plant Manager	234				
	Risk Manager	226				
	Senior Data Analyst	226				
<b>AM6</b>			<b>Daily</b>	<b>\$366.53</b>	<b>\$436.35</b>	<b>\$506.17</b>
	Chief of Police	234	<b>226 Days</b>	82,836	98,615	114,394
	Director - Child Nutrition	226	<b>234 Days</b>	85,768	102,106	118,444
	Director - Recruiting & Hiring	226				
	Director - Transportation	226				
	Director - Marketing & Communication	226				

Senior Director - Human Resources 226  
 Technical Systems Engineer 234

<b>AM7</b>	
Executive Director - Business & Finance	226

<b>Daily</b>	<b>\$425.18</b>	<b>\$506.17</b>	<b>\$587.16</b>
<b>226 Days</b>	96,091	114,394	132,698

<b>AM8</b>	
Chief Financial Officer	226
Chief of CCMR & Information Systems	226
Chief of Human Resources & Student Services	226
Chief of Innovation & Transformation	226
Chief of Schools	226
Chief of Staff & Communications	226
Chief Technology Officer	226

<b>Daily</b>	<b>\$516.29</b>	<b>\$607.40</b>	<b>\$698.51</b>
<b>226 Days</b>	116,682	137,272	157,863

<b>AM9</b>	
Assistant Superintendent - Academic Services	226
Assistant Superintendent - Business Operations	226
Assistant Superintendent - District Operations	226
Assistant Superintendent - School Leadership	226
Deputy Superintendent	226

<b>Daily</b>	<b>\$567.92</b>	<b>\$668.14</b>	<b>\$768.36</b>
<b>226 Days</b>	128,350	151,000	173,649

# 2023-2024 Proposed Administrative Support Pay Plan

Edgewood ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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PG1		Hourly	\$15.00	\$18.07	\$21.14
Clerical Assistant	183	183 Days	20,588	24,801	29,015

PG2		Hourly	\$15.75	\$18.97	\$22.19
Clerk - Special Ed Data/Records	226	183 Days	21,617	26,036	30,456
Clerk - Vice Principal (High School)	183	226 Days	26,696	32,154	37,612
Receptionist - District	226				

PG3		Hourly	\$16.53	\$19.92	\$23.31
Attendance Officer - HS	183	183 Days	22,687	27,340	31,993
Attendance Officer - MS	183	202 Days	25,043	30,179	35,315
Clerical Assist - Health Svcs/HR Receptionist	226	226 Days	28,018	33,764	39,510
Clerical Assist III - Couns - HS	183				
Clerical Assistant - Business Office	226				
Registrar Assistant - MS	202				

PG4		Hourly	\$17.36	\$20.92	\$24.48
Bookkeeper	226	204 Days	26,561	32,008	37,454
Bookkeeper/Secretary	226	211 Days	27,472	33,106	38,740
Clerk - Head Start Health & Family Services	211	226 Days	29,425	35,459	41,494
Clerk - Inventory Control	226				
Data Entry Operator	211				
Data Entry Operator - Transportation	226				
Early Head Start Health & Mental Wellness Liaison	204				
Parent & Family Engmt Liaison (GELP)	204				

PG5		Hourly	\$18.24	\$21.97	\$25.70
Lead - Parent & Family Engmt Liaison	226	202 Days	27,634	33,285	38,936
Parent & Family Engmt Liaison	211	211 Days	28,865	34,768	40,670
School Secretary - Elem	211	226 Days	30,917	37,239	43,562
School Secretary - HS	226				
School Secretary - MS	211				
Secretary - Department	226				
Secretary/Data Clerk	211				
Specialist - ERSEA	226				
Specialist - Inventory Bookkeeper (Athl)	226				
Specialist - PPS/Trans Productiv	226				

PG6		Hourly	\$19.15	\$23.07	\$26.99
CN System Trainer	226	226 Days	32,459	39,104	45,748
Secretary - Executive Director	226				
Specialist - Finance - Accounts Payable	226				
Specialist - Finance - Payroll	226				



Specialist - Finance - Purchasing 226  
 Specialist - Risk Mgmt./Employee Benefits 226

**PG7**

Accounting Assistant 226  
 Accounting Assistant - Head Start 226  
 Administrative Asst/Dispatch Supervisor 234  
 Registrar - HS 202  
 Secretary - Assistant Superintendent 226  
 Secretary - Chief Officer 226  
 Secretary - Deputy Superintendent 226  
 Specialist - Finance - Training 226  
 Theatre Technician 226

Hourly	\$23.03	\$26.78	\$30.53
<b>202 Days</b>	34,890	40,572	46,253
<b>226 Days</b>	39,036	45,392	51,748
<b>234 Days</b>	40,418	46,999	53,580

**PG8**

Secretary - Supterintendent's Office 226

Hourly	\$28.39	\$33.02	\$37.65
<b>226 Days</b>	48,121	55,969	63,817

## 2023-2024 Proposed Instructional Support Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>IS1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.07</b>	<b>\$21.14</b>
	Edu Aide - Bilingual	183	<b>183 Days</b>	20,588	24,801	29,015
	Edu Aide - Head Start	183				
	Edu Aide - Kinder	183				
	Edu Aide - Physical Ed	183				
	Edu Aide - Pre-Kinder	183				
	Head Start Floater	183				
<b>IS2</b>			<b>Hourly</b>	<b>\$15.75</b>	<b>\$18.97</b>	<b>\$22.19</b>
	Edu Aide II - Bilingual	183	<b>183 Days</b>	21,617	26,036	30,456
	Edu Aide II - Head Start	183				
	Edu Aide II - Kinder	183				
	Edu Aide II - Physical Ed	183				
	Edu Aide II - Pre-Kinder	183				
<b>IS3</b>			<b>Hourly</b>	<b>\$16.53</b>	<b>\$19.92</b>	<b>\$23.31</b>
	In-School Suspension Monitor	183	<b>183 Days</b>	22,687	27,340	31,993
	Literacy Assistant - Elem	183	<b>187 Days</b>	23,183	27,938	32,692
	Literacy Assistant - Secondary	183				
	Medical Assistant	187				
	Sp Ed Aide - ECSE	183				
	Sp Ed Aide - One to One	183				
	Sp Ed Aide - PK/PPCD	183				
	Sp Ed Aide - Support Facilitator	183				
<b>IS4</b>			<b>Hourly</b>	<b>\$17.36</b>	<b>\$20.92</b>	<b>\$24.48</b>
	Edu Aide - Support Behavioral	183	<b>183 Days</b>	23,827	28,713	33,599
	Sp Ed Aide - Behav Disab	183				
	Sp Ed Aide - Behavior Compliance	183				
	Sp Ed Aide - Life	183				
	Sp Ed Aide - Work Experience Trainer	183				
	Sp Ed Communications Tech	183				
<b>IS5</b>			<b>Hourly</b>	<b>\$21.15</b>	<b>\$25.49</b>	<b>\$29.83</b>
	Licensed Vocational Nurse	187	<b>187 Days</b>	29,663	35,750	41,837

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
*Annual amounts are based on 8 hours per day.						
<b>EHS1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.07</b>	<b>\$21.14</b>
	Early Head Start Floater	204	<b>204 Days</b>	22,950	27,647	32,344
<b>EHS2</b>			<b>Hourly</b>	<b>\$15.75</b>	<b>\$18.97</b>	<b>\$22.19</b>
	Early Head Start Teacher 2	204	<b>204 Days</b>	24,098	29,024	33,951
<b>EHS3</b>			<b>Hourly</b>	<b>\$16.53</b>	<b>\$19.92</b>	<b>\$23.31</b>
	Early Head Start Teacher 1 (Assoc)	204	<b>204 Days</b>	25,291	30,478	35,664
<b>EHS4</b>			<b>Hourly</b>	<b>\$18.88</b>	<b>\$22.74</b>	<b>\$26.60</b>
	Early Head Start Teacher 1 (Bachelor)	204	<b>204 Days</b>	28,886	34,792	40,698
	Early Head Start Visitor	216	<b>216 Days</b>	30,586	36,839	43,092

## 2023-2024 Proposed Auxiliary Pay Plan

Edgewood ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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AUX1		Hourly	\$15.00	\$18.07	\$21.14
Bus Aide	183	181 Days	21,720	26,165	30,611
Child Nutrition Specialist	181, 182	182 Days	21,840	26,310	30,780
Child Nutrition Specialist - Head Start	182	183 Days	21,960	26,454	30,949
Custodian	234	234 Days	28,080	33,827	39,574
Custodian - EHS	234				
Custodian - Head Start	234				
Groundskeeper I	234				

AUX2		Hourly	\$15.75	\$18.97	\$22.19
Carpenter Apprentice	226	184 Days	23,184	27,924	32,664
Child Nutrition Line Operator	184	226 Days	28,476	34,298	40,120
General Helper II - Athletics	234	234 Days	29,484	35,512	41,540
General Maint Apprentice II	234				
Groundskeeper II - Physical Plant	234				
Head Custodian - ES	234				
Head Custodian - Head Start	234				
HVAC Apprentice	234				
Truck Driver - Athletics/Warehouse	234				
Truck Driver - Child Nutrition	226				
Truck Driver - Inventory Dept	234				

AUX3		Hourly	\$16.53	\$19.92	\$23.31
Child Nutrition Assistant	184	184 Days	24,332	29,322	34,312
Custodial Equipment Repair	234	226 Days	29,886	36,015	42,144
Head Custodian - MS	234	234 Days	30,944	37,290	43,636
HVAC Apprentice III	234				
Mail Distributor/General Delivery	226				

AUX4		Hourly	\$17.36	\$20.92	\$24.48
Bus Driver	183	183 Days	25,415	30,627	35,839
Bus Driver - Sp Ed	183	184 Days	25,554	30,794	36,035
Child Nutrition Manager - ES	184	203 Days	28,193	33,974	39,756
Child Nutrition Manager - Head Start	184	234 Days	32,498	39,162	45,827
Child Nutrition Manager - MS	184				
Child Nutrition Manager - STEAM Academy	184				
Head Custodian - HS	234				
Lead Bus Driver	203				
Painter	234				
Textbook Warehouse Foreman	234				

<b>AUX5</b>	
Athletic Crew Supervisor	234
Child Nutrition Manager - HS	184
Craftsman	234
Fleet Scheduler	226
Groundskeeper/Heavy Equipment Operator	234
Mechanic	226

Hourly	\$18.24	\$21.97	\$25.70
<b>184 Days</b>	26,849	32,340	37,830
<b>226 Days</b>	32,978	39,722	46,466
<b>234 Days</b>	34,145	41,128	48,110

<b>AUX6</b>	
Electrician	234
HVAC Technician	234
Locksmith	234
Plumber	234
Warehouse Supervisor - Child Nutrition	226

Hourly	\$21.57	\$25.68	\$29.79
<b>226 Days</b>	38,999	46,429	53,860
<b>234 Days</b>	40,379	48,073	55,767

<b>AUX7</b>	
Area Supervisor - Child Nutrition	208
Device Technician	226
Help Desk Support Technician	226
HVAC Chiller Mechanic	234

Hourly	\$25.40	\$29.54	\$33.68
<b>208 Days</b>	42,266	49,155	56,044
<b>226 Days</b>	45,923	53,408	60,893
<b>234 Days</b>	47,549	55,299	63,049

<b>AUX8</b>	
Building Trades Foreman	234
Electrician Foreman	234
Groundskeeper Foreman	234
HVAC Foreman	234
Plumber Foreman	234

Hourly	\$27.94	\$32.49	\$37.04
<b>234 Days</b>	52,304	60,821	69,339

**2023-2024 Proposed Police Pay Plan**  
Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>P1</b>	Police Dispatcher	234	<b>\$16.50</b>	<b>\$19.90</b>	<b>\$23.30</b>
			<b>234 Days</b>	30,888	43,618
<b>P2</b>	Security Guard	226	<b>\$18.00</b>	<b>\$22.19</b>	<b>\$26.38</b>
			<b>226 Days</b>	32,544	47,695
<b>P3</b>	Police Officer	245	<b>\$23.11</b>	<b>\$28.36</b>	<b>\$33.61</b>
			<b>245 Days</b>	45,298	65,866
<b>P4</b>	Police Investigator	245	<b>\$25.41</b>	<b>\$31.17</b>	<b>\$36.94</b>
			<b>245 Days</b>	49,804	72,400
<b>P5</b>	Police Sergeant	245	<b>\$29.30</b>	<b>\$35.94</b>	<b>\$42.59</b>
			<b>245 Days</b>	57,418	83,472
<b>P6</b>	Reserved for Future Use	234	<b>\$33.33</b>	<b>\$38.32</b>	<b>\$43.31</b>
			<b>234 Days</b>	62,394	81,076

The Supplemental Stipend Schedule is used to compensate professional “exempt” staff for extra assignments and/or extra duty beyond the normal workday or duty calendar. Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group. If an employee does not complete the full work assignment, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

## 2023-2024 Academic Stipends

### Elementary School

SUBJECT	STIPEND AMOUNT
Bilingual	\$ 4,000.00
Content Instructional Coach (ELAR, Math, Science, Social Studies)	\$ 2,000.00
	(plus \$2,500 per semester based on evaluation rating)
Reading Academy (HB3)	\$ 350.00
Special Education (Inclusion/Content Mastery/Facilitator)	\$ 1,500.00
Special Education (ECSE)	\$ 2,000.00
Special Education (B.D. & Life Skills Only) (Anyone assigned before 2017-2018 school year \$4,500)	\$ 3,000.00
Special Education (Assistive Technology and Disability Issues)	\$ 1,000.00
Early Childhood/Kindergarten (Anyone assigned before 2009-2010 school year)	\$ 1,000.00
LSSP Bilingual Assessment	\$ 1,500.00
LSSP Supervision	\$ 1,000.00
Speech Therapist Supervision	\$ 2,000.00
Speech Therapist Bilingual	\$ 1,500.00
Assistant Speech Therapist Bilingual	\$ 650.00
Occupational Therapist	\$ 1,500.00
Instructional Behavior Support Teacher	\$ 3,000.00
K-2 <sup>nd</sup> Grade Lead Teacher (one per elementary)	\$ 500.00
3 <sup>rd</sup> Grade Lead Teacher (one per elementary)	\$ 500.00
4 <sup>th</sup> Grade Lead Teacher (one per elementary)	\$ 500.00
5 <sup>th</sup> Grade Lead Teacher (one per elementary)	\$ 500.00
Fine Arts/Other Lead Teacher (one per elementary)	\$ 500.00
Mentor Teacher (one per new teacher)	\$ 500.00
Mentor – Teacher Leader Grant (Grant funded – 5 units)	\$ 5,000.00
Mentor – Teacher (IAMUSA/UTSA) (Grant funded)	\$ 5,000.00

### Middle School

SUBJECT	STIPEND AMOUNT
English as a Second Language (ESL)	\$ 1,500.00
Dual Credit	\$ 5,000.00
Dual Credit Course (must maintain 15 students)	\$ 600.00
Dual Language	\$ 1,500.00

<b>Secondary Math</b> Must teach a minimum of 3 of 7 sections or 4 of 8 sections. Anyone assigned before the 2022-2023 school year	\$ 1,000.00 \$ 1,500.00
<b>Secondary Science</b> Must teach a minimum of 3 of 7 sections or 4 of 8 sections. Anyone assigned before the 2022-2023 school year	\$ 1,000.00 \$ 1,500.00
<b>Secondary English</b> Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$ 1,000.00
<b>Secondary Social Studies</b> Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$ 1,000.00
<b>English I &amp; II (EOC)</b>	\$ 250.00 per section
<b>Algebra I (EOC)</b>	\$ 250.00 per section
<b>Biology (EOC)</b>	\$ 250.00 per section
<b>US History (EOC)</b>	\$ 250.00 per section
<b>Content Instructional Coach (ELAR, Math, Science, Social Studies)</b>	\$ 2,000.00 (plus \$2,500 per semester based on evaluation rating)
<b>Vocational (CTE)</b>	\$ 500.00
<b>LSSP Bilingual Assessment</b>	\$ 1,500.00
<b>LSSP Supervision</b>	\$ 1,000.00
<b>Speech Therapist Supervision</b>	\$ 2,000.00
<b>Speech Therapist Bilingual</b>	\$ 1,500.00
<b>Special Education (Inclusion/Content Mastery/Facilitator)</b>	\$ 1,500.00
<b>Special Education (B.D. &amp; Life Skills Only)</b> (Anyone assigned before 2017-2018 school year \$4,500)	\$ 3,000.00
<b>Special Education (Assistive Technology and Disability Issues)</b>	\$ 1,000.00
<b>Assistant Speech Therapist Bilingual</b>	\$ 650.00
<b>Occupational Therapist</b>	\$ 1,500.00
<b>ELAR Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Math Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Science Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Social Studies Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Band Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Fine Arts Lead Teacher/Dept. Chair</b>	\$ 500.00
<b>Mentor Teacher (one per new teacher)</b> Amount pending due to HB3)	TBD per HB3
<b>Mentor – Teacher Leader Grant (Grant funded – 6 units)</b>	\$ 5,000.00
<b>Mentor – Teacher (TAMUSA/UTSA) (Grant funded)</b>	\$ 5,000.00
<b>High School</b>	
<b>SUBJECT</b>	<b>STIPEND AMOUNT</b>
<b>English as a Second Language (ESL)</b>	\$ 1,500.00



<b>Dual Credit</b>	\$	5,000.00
<b>Dual Credit Course (must maintain 15 students)</b>	\$	600.00
<b>Dual Language</b>	\$	1,500.00

<b>Secondary Math</b>		
<b>Must teach a minimum of 3 of 7 sections or 4 of 8 sections.</b>	\$	1,000.00
<b>Anyone assigned before the 2022-2023 school year</b>	\$	1,500.00
<b>Secondary Science</b>		
<b>Must teach a minimum of 3 of 7 sections or 4 of 8 sections.</b>	\$	1,000.00
<b>Anyone assigned before the 2022-2023 school year</b>	\$	1,500.00
<b>Secondary English</b>		
<b>Must teach a minimum of 3 of 7 sections or 4 of 8 sections.</b>	\$	1,000.00
<b>Secondary Social Studies</b>		
<b>Must teach a minimum of 3 of 7 sections or 4 of 8 sections.</b>	\$	1,000.00
<b>English I &amp; II (EOC)</b>	\$	250.00
		per section
<b>Algebra I (EOC)</b>	\$	250.00
		per section
<b>Biology (EOC)</b>	\$	250.00
		per section
<b>US History (EOC)</b>	\$	250.00
		per section
<b>Content Instructional Coach (ELAR, Math, Science, Social Studies)</b>	\$	2,000.00
		(plus \$2,500 per semester based on performance)
<b>Vocational (CTE)</b>	\$	500.00
<b>LSSP Bilingual Assessment</b>	\$	1,500.00
<b>LSSP Supervision</b>	\$	1,000.00
<b>Speech Therapist Supervision</b>	\$	2,000.00
<b>Speech Therapist Bilingual</b>	\$	1,500.00
<b>Assistant Speech Therapist Bilingual</b>	\$	650.00
<b>Occupational Therapist</b>	\$	1,500.00
<b>Special Education (Inclusion/Content Mastery/Facilitator)</b>	\$	1,500.00
<b>Special Education (B.D. &amp; Life Skills Only)</b>		
<b>(Anyone assigned before 2017-2018 school year \$4,500)</b>	\$	3,000.00
<b>Special Education (Assistive Technology and Disability Issues)</b>	\$	1,000.00
<b>ELAR Lead Teacher/Dept. Chair (One per campus)</b>	\$	500.00
<b>Math Lead Teacher/Dept. Chair (One per campus)</b>	\$	500.00
<b>Science Lead Teacher/Dept. Chair (One per campus)</b>	\$	500.00
<b>Social Studies Lead Teacher/Dept. Chair (One per campus)</b>	\$	500.00
<b>Fine Arts Lead Teacher/Dept. Chair (One per campus)</b>	\$	500.00
<b>High School Lead Counselor</b>	\$	1,500.00
<b>Lead Library Media – (2-Elem.) (1-Secondary)</b>	\$	1,500.00
<b>ROTC Instructor</b>	\$	800.00

Director of Army Instruction (DAI) - ROTC	\$	1,500.00
Mentor Teacher ( <i>one per new teacher</i> )	\$	500.00
Mentor – Teacher Leader Grant ( <i>Grant funded – 6 units</i> )	\$	5,000.00
Mentor – Teacher (TAMUSA/UTSA) (Grant funded)	\$	5,000.00

<b>District-Wide</b>		
<b>SUBJECT</b>		<b>STIPEND AMOUNT</b>
Literacy Coordinator/Project Lead	\$	2,500.00
Licensed Vocational Nurse	\$	1,000.00
Social Worker (District Lead)	\$	1,500.00

# Coaching Stipends

## HIGH SCHOOL

ASSIGNMENT	STIPEND AMOUNT
Campus Athletic Coordinator (two per campus)	\$ 8,000.00
Athletic Trainer	\$ 12,000.00
<b>FOOTBALL</b>	
Head Coach	\$ 14,500.00
Offensive Coordinator	\$ 8,500.00
Defensive Coordinator	\$ 8,500.00
Varsity Assistant	\$ 6,000.00
JV Coach	\$ 4,700.00
9th Grade Coach	\$ 4,700.00
<b>VOLLEYBALL</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
<b>BASKETBALL</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
<b>BASEBALL</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9TH Grade Coach	\$ 3,000.00
<b>SOFTBALL</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
<b>TRACK</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
9th Grade Coach	\$ 3,000.00
<b>SOCCER</b>	
Head Coach	\$ 6,500.00
Varsity Assistant	\$ 4,000.00
JV Coach	\$ 3,500.00
<b>TENNIS (Team &amp; Spring)</b>	

Head Coach	\$	8,500.00
<b>GOLF</b>		
Head Coach	\$	6,500.00
<b>POWER LIFTING</b>		
Head Coach	\$	6,500.00
Assistant	\$	3,000.00
<b>CROSS COUNTRY</b>		
Head Coach	\$	6,500.00
<b>MIDDLE SCHOOL</b>		
<b>ASSIGNMENT</b>		<b>STIPEND AMOUNT</b>
Campus Athletic Coordinator (two per campus)		\$ 1,500.00
Football		\$ 3,000.00
Volleyball		\$ 2,200.00
Basketball		\$ 2,000.00
Soccer		\$ 2,000.00
Track		\$ 2,000.00
Tennis		\$ 2,000.00
Golf		\$ 2,000.00
Cross Country		\$ 2,000.00

# UIL Stipends

## ELEMENTARY SCHOOL

SUBJECT	STIPEND AMOUNT
Creative Writing 2nd	\$ 100.00
Story Telling 2nd-3rd	\$ 200.00
Spelling 2nd-5th	\$ 400.00
Ready Writing 3rd-5th	\$ 300.00
Ready Writing Spanish 3rd-5th	\$ 300.00
Oral Reading 3rd-5th	\$ 300.00
Oral Reading Spanish 3rd-5th	\$ 300.00
Number Sense 4th-5th	\$ 200.00
Dictionary Skills 5th	\$ 100.00
Listening Skills 5th	\$ 100.00
Social Studies 5th	\$ 100.00
Maps, Charts & Graphs 5th	\$ 100.00
Chess Club (2@500)	\$ 500.00
Robotics (2@500)	\$ 500.00
UIL Building Coordinator	\$ 500.00
Chess Elementary Program (two per campus)	\$ 500.00

## MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
UIL Building/Eligibility Coordinator	\$ 500.00
Calculator Applications (7-8)	\$ 300.00
Dictionary Skills (7-8)	\$ 300.00
Impromptu Speaking	\$ 300.00
Impromptu Speaking Spanish	\$ 300.00
Listening Skills(7-8)	\$ 300.00
Maps, Graphs and Charts (7-8)	\$ 300.00
Mathematics (7-8)	\$ 300.00
Modern Oratory (7-8)	\$ 300.00
Modern Oratory Spanish	\$ 300.00
Number Sense (7-8)	\$ 300.00
CTSO – Career & Technical Student Org. (\$400 per Secondary Teacher participating & competing)	\$ 400.00
One Act Play	\$ 500.00
Oral Reading - English (7-8)	\$ 300.00
Oral Reading - Spanish	\$ 300.00
Cheerleader	\$ 750.00
Robotics (2 @ \$500)	\$ 500.00
Chess Club (2 @\$500)	\$ 500.00
Reading Writing-English (7-8)	\$ 300.00
Science I (7) and II (8)	\$ 300.00
Social Studies (7-8)	\$ 300.00

Spelling (7-8)-English	\$	300.00
Algebra (8)	\$	150.00
Oral Reading-Spanish (7-8)	\$	300.00
Reading Writing	\$	300.00
Ready Writing-Spanish (7-8)	\$	300.00
Spanish (7-8)	\$	300.00
Spelling (7-8)	\$	300.00
Jr VASE Art Teachers	\$	300.00
Yearbook Sponsor	\$	500.00

## HIGH SCHOOL

SUBJECT		STIPEND AMOUNT
UIL Campus Coordinator	\$	800.00
UIL Assistant Eligibility Coordinator	\$	750.00
Invitational Meet \$50.00 per coach (not to exceed 5 meets)	\$	50.00
Accounting	\$	400.00
Computer Applications	\$	400.00
Computer Science	\$	400.00
Current Issues and Events	\$	400.00
Journalism	\$	1,000.00
Literary Criticism	\$	400.00
Mathematics	\$	400.00
Number Sense	\$	400.00
Ready Writing	\$	400.00
Science	\$	400.00
Social Studies	\$	400.00
Spelling & Vocabulary	\$	400.00
Student Congress	\$	400.00
Cross-Examination (CX) Debate	\$	400.00
Lincoln-Douglas (LD) Debate	\$	400.00
Informative Speaking	\$	400.00
Persuasive Speaking	\$	400.00
Poetry Interpretation	\$	400.00
Prose Interpretation	\$	400.00
One Act Play Coach	\$	1,500.00
One Act Play Assistant Coach	\$	500.00
Foreign Language Coach (Spanish/French)	\$	400.00
Robotics Coach (2 @ \$500)	\$	500.00
Academic Decathlon	\$	1,500.00
Class Sponsors-Freshman, Sophomore, Junior (3 @ \$250)	\$	250.00
Senior Class Sponsor	\$	500.00
CTSO – Career & Technical Student Org. <i>(\$400 per Secondary Teacher participating &amp; competing)</i>	\$	400.00
Animation Coach - 1 for District	\$	400.00
Dance Team Sponsor	\$	3,000.00

Honor Society Sponsors (3 @ \$500)	\$	500.00
Cheerleader Sponsor	\$	3,500.00
Pep Squad Sponsor	\$	750.00
Yearbook Sponsor	\$	1,200.00
VASE Art Teacher (Fine Arts Academy)	\$	500.00

**UIL DISTRICT LEVEL**

SUBJECT		STIPEND AMOUNT
UIL Director	\$	2,500.00
UIL District Elementary Coordinator	\$	1,000.00
UIL District Middle School Coordinator	\$	1,000.00
UIL District Middle School One-Act Play Coordinator	\$	500.00
Chess Club District Coordinator	\$	500.00

# Fine Arts Stipends

## ELEMENTARY

SUBJECT	STIPEND AMOUNT
Music Teacher	\$ 1,500.00

## MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$ 6,000.00
Choir	\$ 1,500.00
Orchestra	\$ 1,500.00
Mariachi	\$ 1,500.00

## HIGH SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$ 10,000.00
Assistant Band Director	\$ 8,000.00
Choir	\$ 3,500.00
Orchestra	\$ 3,500.00
Mariachi - Fine Arts Academy (High School)	\$ 3,500.00
Dance	\$ 3,000.00
Fine Arts Academy - Theater Production	\$ 7,500.00



# ACE Stipends

## A. PERALES ELEMENTARY

CATEGORY	STIPEND AMOUNT
Principal	\$ 9,600.00
Assistant Principal	\$ 8,800.00
Counselor	\$ 3,200.00
Teacher	\$ 8,000.00

## GUS GARCIA UNIVERSITY SCHOOL

CATEGORY	STIPEND AMOUNT
Principal	\$ 9,600.00
Assistant Principal	\$ 8,800.00
Counselor	\$ 3,200.00
Teacher	\$ 8,000.00

# WISE Stipends

## Winston Intermediate School of Excellence

CATEGORY	STIPEND AMOUNT
STEAM Innovation Lead	\$ 8,000.00

# Police Certification Stipends

CERTIFICATION	STIPEND AMOUNT
TCOLE Master Peace Officer (5 units each at \$3,000)	\$ 3,000.00
TCOLE Advanced Peace Officer (7 units each at \$2,000)	\$ 2,000.00
TCOLE Intermediate Peace Officer (2 units each at \$1,000)	\$ 1,000.00
TCOLE Master Comm. Officer (0 unit each at \$1,000 )	\$ 1,000.00
TCOLE Advanced Comm. Officer (2 unit each at \$500)	\$ 500.00
TCOLE Intermediate Comm. Officer (1 unit each at \$250 )	\$ 250.00

## SUPPLEMENTAL/EXTRA DUTY PAY RATES

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay are disbursed upon completion of the requested duties.

Supplemental Duty	Rate
Professional Duties (i.e.; tutoring, saturday school, summer school, curriculum writing, master scheduling, professional development, intersession, homebound, GPC, ARD, virtual support, etc.)	Up to \$50.00/hr
Administrator Duties: (i.e.; facility administrator, summer school administrator, intersession administrator)	Up to \$60.00/hr

### **SUMMER SCHOOL:**

Summer school assignments are considered to be optional assignments performed after completion of the regular contract work schedule and are not classified as extended time assignments.

Extra Duty Pay Salary Scale	Rate
All paraprofessional classification and pay grades (i.e.; saturday school, summer school, registration, intersession, etc.)	\$20.00/hr
Bus Drivers, Child Nutrition Workers (summer school)	* Normal Hourly Rate

### **EXTRA DUTY PAY:**

Extra duty rates are dependent upon the duties performed. The rates apply to full-time permanent NON-EXEMPT employees.

\*Hourly transportation and child nutrition workers are to be paid based on the type of work performed. The rates of pay are the same as used during normal school year based on the job and employee's rate of pay.

# HIGH SCHOOL ATHLETIC EVENTS PAY SCALES

## FOOTBALL

POSITION	WAGE	START TIME
Ticket Sellers	\$10.00 per hour	1.5 hours before game
Ticket Takers	\$10.00 per hour	1.5 hours before game
Pass Gate	\$12.00 per hour	2 hours before game
Announcer	\$12.00 per hour	1.5 hours before game
Press Box Supervisor	\$12.00 per hour	1.5 hours before game
Game Filming	\$12.00 per hour	1.5 hours before game
Timer (2) + Chain Crew	\$12.00 per hour	1.5 hours before game
Timer	\$12.00 per hour	30 minutes before game
Runner	\$12.00 per hour	1.5 hours before game
Scorekeeper	\$12.00 per hour	1.5 hours before game
Counter	\$10.00 per hour	1.5 hours before game
Video (Professional)	\$150.00 per game	30 minutes before game
Video (Students)	\$50.00 per game	30 minutes before game

## VOLLEYBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper/Timer	\$10.00 per hour	30 minutes before game
Libero Tracker	\$10.00 per hour	30 minutes before game

## BASKETBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper	\$10.00 per hour	30 minutes before game
Timer	\$10.00 per hour	30 minutes before game

## SOCCER (Varsity Only)

POSITION	WAGE	START TIME
Ticket Seller/Taker	\$10.00 per hour	1 hour before game
Timer	\$10.00 per hour	30 minutes before game

## BASEBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

## SOFTBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game

Scorer/Announcer	\$12.00 per hour	30 minutes before game
<b>CROSS COUNTRY/POWERLIFTING</b>		
<b>POSITION</b>	<b>WAGE</b>	<b>START TIME</b>
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

## SUBSTITUTE PAY RATES

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days or an extended period of time. Substitute assignments are determined by the Human Resources Department. Substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

Substitute Pay Rates					
Substitute Type	Substitute Category	Elementary Daily Rate	*Elementary Long Term Daily Rate	Secondary Daily Rate	*Secondary Long Term Daily Rate
<b>Teachers</b>	High School & Non-Degreed	\$110.00	\$120.00	\$125.00	\$135.00
	90+ College Semester Hours	\$125.00	\$135.00	\$140.00	\$150.00
	Degreed, Non-Certified	\$140.00	\$150.00	\$155.00	\$165.00
	Degreed - Certified (Valid Texas Certification)	\$155.00	\$165.00	\$170.00	\$180.00
<b>Paraprofessional</b>	**Instructional Assistant	\$95.00	\$100.00	\$95.00	\$100.00
	**Office & Administrative Support	\$85.00	\$90.00	\$85.00	\$90.00
<p><i>* Long term assignment pay rate beginning on the 11th consecutive day of the same position for the same staff member. If the substitute misses more than 2 student attendance days during the grading period, the substitute will be required to start over with 10 days at regular rate before being paid the long term pay rate on the 11th consecutive day.</i></p>					
<p><i>** Based on need and must have prior approval from Office of School Leadership/Human Resources.</i></p>					

### Professional Administrative Substitute Pay Rates

Type of Substitute	Starting Pay
*Principal, Assistant Principal, Counselor, and Social Worker	Entry Rate of Assignment

### Auxiliary Substitutes

Type of Substitute	Starting Pay
*All	Entry Rate of Assignment

*\*Must be pre-approved through the Human Resources Department.*

## PART-TIME & INTERIM ASSIGNMENT PAY RATES

Part-Time Hourly Rates	
Non-Degreed Tutor	\$15.00/hour
Degreed Tutor	\$25.00/hour
Degreed-Certified Tutor	\$30.00/hour
Non-Administrator Positions	\$35.00/hour
Administrator Positions	\$45.00/hour

The interim assignment rates are listed below, any deviation from these rates **must** be pre-approved by the Human Resources Department **before** the rate of pay is communicated.

Professional Administration & Administrative Support Assignments	
Interim Assignment	Starting Pay
All	Entry Rate of Assignment

### Differential Pay

Differential pay will apply to current employees that may be asked to assume the role and/or responsibilities of another position for an intermittent period of time due to a vacancy or an extended absence of an existing employee. Typically, the responsibilities are in addition to his/her current assignment.

The rate of differential pay will be calculated by determining the pay had the employee been assigned the position and subtracting his/her current pay rate. The net amount is the differential pay rate. For a position that is three or more job groups above his/her current position, the employee shall receive a differential rate of a minimum of 25% of the pay rate calculated had the employee been regularly assigned to the position.



## EMPLOYEE PROGRAMS & INCENTIVES

### BUY BACK PROGRAM

#### Payment for Accumulated Leave Upon Retirement

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program while employed with the District.

An employee who retires from the District under the Texas Teacher Retirement System shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee provides 30-day advance written notice of intent to retire.
3. The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 30 days, at the rate established in the District's compensation plan. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

#### Death of Employee

Upon the death of a District employee who is eligible for payment of accumulated leave, the District shall make payment to the employee's designated beneficiary as determined in accordance with administrative regulations.

EISD Years of Service	Employee Category	Buy-Back Rate
0 to 4	Professional	60% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	60% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	60% of the minimum hourly rate
5 to 9	Professional	70% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	70% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	70% of the minimum hourly rate
10 to 14	Professional	80% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	80% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	80% of the minimum hourly rate
15 to 19	Professional	90% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	90% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	90% of the minimum hourly rate
20+	Professional	100% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	100% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	100% of the minimum hourly rate

### DUAL CREDIT

#### Compensation

Dual Credit teachers must go through the Alamo Colleges District application process to teach dual credit classes.

Teachers meeting the Alamo College District requirements to teach dual credit classes and assigned a dual credit class are eligible to receive a \$5,000 stipend.

Dual credit teachers who teach a dual credit class will receive \$600 for each course section that contains at least 15 students at the course sections' census date. Payment will be paid in January for Fall semester classes and in June for Spring semester classes. For example, a dual credit teacher who teaches a two-semester class that contains at least 15 students at the course sections' census date in the fall and spring, may earn up to \$1,200.

EISD offers a \$1,523 stipend to teachers who possess a master's degree.

The district dual credit passing rate expectation of a 90%.

## EMPLOYEE PROGRAMS & INCENTIVES CON'T

### "OVER THE RATIO" STIPEND – K-4 CORE TEACHER PAY PROGRAM

#### Introduction

Effective August 1, 2022, Edgewood ISD will be issuing an "Over the Ratio" Stipend to the teacher of record based on \*payment table below. This stipend is being extended as a means of gratitude and for retaining hard working employees to incentivize them for their loyalty, amid these difficult times.

#### Eligibility Status for "Over the Ratio" Stipend

To be eligible for "Over the Ratio" stipend, an employee must be the teacher of record, a **full-time employee** and must be in paid status on the first workday of the month. The "Over the Ratio" status must be in place 50% of the time during that grading period to receive the stipend.

**Note:** part-time, substitute teachers and/or temporary workers are not eligible for the "Over the Ratio" stipend.

#### "Over the Ratio" Stipend Payout Provisions

The "Over the Ratio" Stipend will be calculated per grading period increments based on students that are assigned to a teacher of record that are over the student ratio established by Edgewood ISD. This stipend will be paid out in the month of December and in the month of June and will be in addition to the employee's base salary and enrollment during that semester.

#### "Over the Ratio" Stipend Payment Table

STUDENT ENROLLMENT "Over the Ratio"	PAYMENT
One to three students (1-3)	\$200 per grading period
Four to six students (4-6)	\$300 per grading period
Seven to nine students (7-9)	\$400 per grading period

