

COMPENSATION SUPPLEMENTAL HANDBOOK

HUMAN CAPITAL MANAGEMENT

**Dallas
Independent
School
District**



2015-2016

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COMPENSATION

SUPPLEMENTAL HANDBOOK

2015 - 2016 School Year

These guidelines are subject to and must be interpreted in compliance with all applicable federal and state laws and district policies. If a guideline conflicts in whole or part with any law or policy, the law or policy will control to the extent of any such conflict.

2015 – 2016 School Year

Effective September 1, 2015

DALLAS ISD 2015 – 2016 SUPPLEMENTAL EARNINGS GUIDELINES

Overview

Supplemental earnings are payments made to full time, active, exempt level, Dallas ISD employees in addition to their standard base pay. Non-exempt employees may be eligible in the form of pay differentials associated with industry certifications or special shifts, or Athletic event positions outlined in Appendix A.

Supplemental earnings are not guaranteed earnings and may be decreased or eliminated at any time. Supplemental earnings are not included in annual salary quotes. Some earnings may qualify for TRS eligibility.

NOTE: Item 4 in the Educator’s Term Contract states, “Supplemental duties, as defined by the District, and any payment and/or stipend that may be paid for such duties and/or assignments are not covered by this contract. Any such payments are not included as part of the annual salary under this contract. This contract does not create a property interest or right under this contract to the assignment of any such supplemental duties or any stipend or payment for such supplemental duties. No property right to continued employment exists in such supplemental duties.”

This handbook provides a list of potential earnings outside base pay for fulltime, active exempt employees as well as a designated few for active non-exempt employees. The handbook is not intended as an exhaustive list or an automatic authorization for the payments listed. Authorization to pay supplemental compensation requires pre-approval from the Department Head and Executive Director of the Campus/Department.

Supplemental earnings are not to be used for non-exempt employees when duties are performed within the calendar contract year outside of the exceptions specifically outlined in this handbook. It is the responsibility of the Campus or Department enlisting an employee, to ensure overtime guidelines are followed.

An extension of an employee’s calendar contract days must be approved by the Human Capital Management Executive Director of Operations prior to the days being worked.

Determining rates of pay is a function solely for the Compensation Department.

Supplemental assignments may not be performed from home.

Eligibility Criteria

Support employees are not eligible for stipends or extra duty pay at a supplemental rate during the calendar contract year outside of what has been defined in this handbook. All other extra duties performed by a support employee during the calendar contract year, should be processed according to overtime guidelines. Using support employees for extra duty should be limited and carefully monitored as over time rates can sometimes exceed those of a professional employee. Support employees may perform defined extra duties at the support supplemental rate when the employee is off contract during the summer.

Eligibility for supplemental compensation at a supplemental rate must meet all of the following criteria:

- The work has been pre-approved, and authorization to pay the supplemental earnings has been secured from the appropriate Department Head and Executive Director before the actual work begins.
- The person to perform the duty is a full time, active employee of the District. (Partial FTE positions will be considered on a case by case basis.)
 - a. An employee who is separated from the District is not eligible to accrue additional earnings past his or her effective separation date. A new hire is not eligible to earn supplemental pay prior to his or her effective start date.
 - b. A substitute is a part-time employee and is not eligible to receive supplemental pay outside of the exceptions outlined in this handbook.
- Supplemental duties/responsibilities should be voluntary, infrequent, distinctly different from the employee's normal job description, and take place outside of the employee's normal duty day or calendar contract days. Supplemental pay should not be used as an alternative to overtime payment for nonexempt employees when overtime payment should be paid or as a strategy to increase the employee's base salary.

Payment Schedules

- Professional employees receive an hourly rate of \$20/hour for supplemental professional duties that would be exempt and are performed outside of the employee's normal duty day or calendar contract days. If a duty is categorized as a support function, which would be non-exempt, a professional employee may perform the duty for the support duty rate of \$10/hour.
- Support employees receive time and a half for all hours worked past 40 and should not receive a supplemental pay rate during the calendar contract year outside of the exceptions outlined in this handbook.
- Interim assignments are not compensable until a minimum of 30 days has been served in the assignment, however the payment is retroactive to the first day in the assignment. The assignment should not exceed 60 days without prior approval.
- Non-Exempt Security personnel receive their daily rate for performing security functions outside of their calendar contract days. Overtime rules apply during the regular contract year.

Deductions and Recovery of Funds

- All stipends, incentives, awards, and supplemental earnings are subject to the employee and employer statutory deductions.
- If an employee does not work the complete school year contract, then any recurring stipend will be paid on a prorated basis of the actual days worked.
- If an employee fails to meet all of the criteria stipulated the stipend may be prorated, stopped, or recovered. The employee will then be notified of the terms for recovery by the Payroll Department.

**Dallas ISD 2015 – 2016
Supplemental Earnings Summary Listing**

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
CO-CURRICULAR					
ATHLETICS					
1.00	High School	HS Head Coach	FALL SPRG	Stipend	\$4,000- \$8,000/year
1.01	High School	HS Assistant Coach	FALL SPRG	Stipend	\$3,500- \$6,500/year
1.02	High School	HS Assistant Athletic Coordinator	FALL SPRG	Stipend	\$2,500- \$7,500/year
1.03	Middle School	MS Coach – Athletics Coordinator	FALL SPRG	Stipend	\$3,000/year
1.04	Middle School	MS Head Coach	FALL SPRG	Stipend	\$1,000- \$3,000/year
1.05	Middle School	MS Assistant Coach	FALL SPRG	Stipend	\$1,000/sport
1.06	District	Head Trainer (1 in district)	X160	Stipend	5% annual salary
1.07	District	Assistant Coach Trainer	X138	Stipend	\$6,500/year
1.08	District	Athletic Events	ATHL	Stipend	Refer to chart
1.09	High School	Campus Summer Gym Manager	CSGM	Extra Duty	\$20/hour
FINE ARTS					
2.00	High School	HS Band Director	X141	Stipend	\$9,000/year
2.01	High School	HS Band Director Assistant	X142	Stipend	\$4,700/year
2.02	High School	HS Choral Director	X031	Stipend	\$4,500/year
2.03	High School	HS Choral Assistant	X032	Stipend	\$2,150/year
2.04	High School	HS Dance Teacher	XN51	Stipend	\$2,150/year
2.05	High School	HS Drama Teacher	XN61	Stipend	\$2,150/year
2.05a	High School	HS Drama One Act Play	STIP	Stipend	\$900/year
2.06	High School	HS Orchestra Director	X081	Stipend	\$4,000/year
2.07	Middle School	MS Band Director	X143	Stipend	\$4,500/year
2.08	Middle School	MS Band Director Assistant	X144	Stipend	\$2,700/year
2.09	Middle School	MS Choral Director	X033	Stipend	\$2,400/year
2.10	Middle School	MS Dance Teacher	XN52	Stipend	\$1,600/year
2.11	Middle School	MS Drama Teacher	XN62	Stipend	\$1,600/year
2.12	Middle School	MS Orchestra Director	X080	Stipend	\$2,600/year
JUNIOR ROTC					
3.00	High School	HS JROTC Instructor	X151	Stipend	\$3,235/year
3.01	Middle School	MS JROTC Instructor	X152	Stipend	\$2,073/year
3.02	Secondary Schools	JROTC Supplemental	JROTC	Extra Duty	\$20/hour

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
STUDENT ACTIVITIES					
4.00	District	Academic Decathlon	ADDI	Stipend	\$500-\$5,800/year
4.01	District	Destination Imagination	ADDI	Stipend	\$1,300-\$4,000/year
4.02	District	Academic Pentathlon	PENT	Stipend	\$2,000-\$3,000/year
4.03	District	Lone Star Challenge	LONE	Stipend	up to \$2,000/year
4.04	District	Texas Math & Science Coaches Association	STEX	Stipend	up to \$5,000/campus
4.05	High School	School Newspaper	NEWS	Stipend	\$1,000-\$2,000/year
4.06	High School	School Yearbook	YEAR	Stipend	\$1,000-\$2,000/year
4.07	High School	Senior Sponsor	SSPR	Extra Duty	Refer to chart
4.08	High School	Senate Sponsor	SENS	Extra Duty	\$2,000/year
4.09	High School	HS Mock Trial	XMOC	Stipend	\$3,800/year
4.10	High School	HS Speech and Debate Teacher	HSDT	Stipend	up to \$4,500/year
4.11	High School	HS Speech and Debate Assistant Coach	HSDA	Stipend	up to \$2,500/year
4.12	Middle School	MS Speech and Debate Teacher	MSDT	Stipend	up to \$4,500/year
4.13	Middle School	MS Speech and Debate Assistant	MSDA	Stipend	up to \$2,500/year
4.14	High School	HS Cheerleader Sponsor (Varsity)	X301	Stipend	\$2,700/year
4.15	High School	HS Cheerleader Sponsor (JV)	X302	Stipend	\$2,000/year
4.16	High School	HS Drill Team Sponsor	X101	Stipend	\$3,500/year
4.17	All Schools	Academic UIL Coaches/Coordinators	UIL UILH	Extra Duty	\$500-\$1,000/year
4.17a	All Schools	UIL Academic Competition Staff	UIL UILH	Extra Duty	\$18/hour, \$200, \$250
4.18	District	Chess Competition Sponsor	CHES	Stipend	\$1,500-\$3,000
4.19	District	Robotics Competition Sponsor	ROBO	Stipend	\$1,000-\$4,000
DISTRICTWIDE PROGRAMS					
LEADERSHIP AND INSTRUCTIONAL DEVELOPMENT					
5.00	District	Interim Stipend	XSTI	Stipend	up to 15% annual salary prorated
5.01	District	Staff Development (professional)	SDEV	Extra Duty	\$20/hour
5.02	District	Mandatory Staff Development (support)	SPS	Extra Duty	Overtime Guidelines
5.03	District	Staff Development Instructor	INST INSF	Extra Duty	Variable
5.04	District	Curriculum Writing	CURR	Extra Duty	\$20/hour
5.05	Assessment Department	Summer Curriculum Writing	SUPL	Extra Duty	\$31/hour

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
OPERATIONS PROGRAMS					
FACILITIES					
6.00	District	Asbestos Pay	XASB	Incentive	\$1,900-\$2,500/year
6.01	District	Mechanic Certification Program	XASE	Incentive	\$500/year
6.02	Secondary	Custodial Night Lead Secondary	XCNL	Extra Duty	MS \$0.50/hour HS \$0.75/hour
FOOD AND CHILD NUTRITION					
7.00	All Schools	Dual Cafeteria Supervisor	XFSD	Stipend	\$3,000/year
7.01	All Schools	Lead Person	XFSL	Differential	\$0.50/hour
7.02	All Schools	Satellite Responsibility	XFSV	Stipend	\$750/year
7.03	All Schools	Satellite Responsibility (2 or more)	XFSV	Stipend	\$1,200/year
7.04	All Schools	Training Supervisor	XFST	Stipend	\$1,500/year
7.05	All Schools	School Classification V+	XFS2	Stipend	\$400-\$3,600/year
POLICE AND SECURITY					
8.00	Police Department	Police & Security Command Supervisor	PSCS	Extra Duty	Refer to chart
8.01	Police Department	Night Shift Differential	XPSD	Differential	\$2,600-\$2,900/year
HUMAN CAPITAL MANAGEMENT					
RECRUITMENT INCENTIVES					
9.00	All Schools	Signing Incentive Speech, Occupational and Physical Therapist	SBSO	Incentive	\$3,000/year
9.01	Elementary School	Signing Incentive Critical Shortage Bilingual Teacher	SBBL	Incentive	\$4,000/year
9.02	Secondary Schools	Signing Incentive Critical Shortage Science Teacher	SBSI	Incentive	\$3,000/year
9.03	Secondary Schools	Signing Incentive Critical Shortage Math Teacher	SBMI	Incentive	\$3,000/year
9.04	All Schools	Novice and Second Year Teacher GPA Signing Incentive	GPAS	Incentive	\$1,000-\$4,000/year
INSTRUCTIONAL					
ACCELERATED LEARNING					
10.00	All Schools	AP Incentive pay for Development	APIP	Extra Duty	up to \$1,100/year
10.01	All Schools	AP Incentive Passing Exams	APIP	Extra Duty	Variable
10.02	High School	APGT Campus Manager	SGTC	Stipend	\$1,500/year
10.03	High School	AP Test Coordinator	APIP	Extra Duty	\$500/year
ALTERNATIVE EDUCATION AND SUMMER PROGRAMS					
11.00	District	Compensatory Education Home Instruction	S COMP CEHI	Extra Duty	\$12.86-\$20/hour

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
11.01	District	Evening School Part Time Positions	EVEN	Extra Duty	\$10-\$20/hour
11.02	District	Reconnection Center Facilitator	RECF	Extra Duty	\$2,000/year
11.03	District	Summer School Academic Sessions	DWSS	Extra Duty	Refer to chart
11.04	All Schools	Approved Summer Stand Alone Programs	SUPL SUPF	Extra Duty	Refer to chart
11.05	All Schools	Campus Based Summer Programs	SUMS	Extra Duty	\$15-\$31//hour
11.06	Teaching and Learning	MS Lesson Plan Writing Project	SUPF	Extra Duty	\$75/piece rate
CAMPUS					
12.00	All Schools	Before/After School	ASCH	Extra Duty	\$20/hour
12.01	All Schools	Class Coverage TA's Full Day	CTAF	Substitute	\$37/day
12.02	All Schools	Class Coverage TA's Half Day	CTAH	Substitute	\$18.50/day
12.03	All Schools	Class Coverage	CLAS	Substitute	\$20/hour
12.04	All Schools	Campus Test Coordinator	TEST	Extra Duty	Refer to chart
12.05	All Schools	Graduation Duty	GRAD	Extra Duty	Variable
12.06	All Schools	Afterschool and Saturday Tutoring	TUTR	Extra Duty	\$20/hour
12.07	All Schools	Certified Substitute Tutoring	TUTS	Extra Duty	\$12.86/hour
12.08	All Schools	End of Course Tutoring (EOC)	TUTR	Extra Duty	\$31/hour
12.09	All Schools	Supply Funds	OSUP	Stipend	\$200/year
12.10	All Schools	Opening Schools (off contract only)	OPEN	Extra Duty	\$10-\$20/hour
12.11	All Schools	Closing Schools (off contract only)	CLOSE	Extra Duty	\$10-\$20/hour
12.12	All Schools	Text Book Duties (professional)	TEXT	Extra Duty	\$20/hour
12.13	High School	Transcript Clerk	TRAN	Extra Duty	\$10/hour
12.14	Elementary School	MyFi Grant	MYFI	Extra Duty	up to \$500/year
CAMPUS LEADERSHIP					
13.00	All Schools	Administrative Experience	XPEX	Stipend	Refer to chart
13.01	Select Schools	Tier 1 Schools	XPT1	Stipend	\$3,000 -\$5,000/year
13.02	All Schools	Campus Size	SCSP	Stipend	Refer to chart
COLLEGE READINESS					
14.00	All Schools	AVID Coordinator	AVID	Extra Duty	\$2,000/year
MENTORING					
15.00	North Dallas HS	TTIPS Master and Mentor Teachers	TTIP	Extra Duty	\$8,000-\$10,000/year
15.01	All Schools	African American Student Initiative (AASI)	AASI	Extra Duty	up to \$500/year
MULTI-LANGUAGE					
16.00	District	Bilingual Stipend	XBLS	Stipend	\$2,000-\$3,000/year
16.01	All Schools	LPAC Chair	LPAC	Extra Duty	Variable

LINE	LEVEL	DESCRIPTION	CODE	TYPE	AMOUNT
PRINCIPAL, TEACHER, AND TA OF THE YEAR AWARDS					
17.00	District	Principal, Teacher, Teacher Assistant, and Counselor of the Year Awards	Educ	Incentive	TBD
SPECIAL EDUCATION					
18.00	District	Level Interpreters for the Deaf	DEAF	Extra Duty	\$15/hour + 1 hour travel time
18.01	District	Special Olympics Coach	XSOC	Stipend	\$3,000/year
18.02	District	SPED Supplemental (various)	SPEC IFCH	Extra Duty	Variable
18.03	District	Diagnostician and Speech Evaluations	SESD SESE	Extra Duty	Variable
18.04	District	ESY/Compensatory Therapy	SEDF	Extra Duty	Variable
18.05	District	Occupational, Physical, and Speech Therapist Supervisor	X586	Stipend	5% annual salary
18.06	District	Dyslexia Lead Teacher	XDLX	Stipend	\$5,000/year
STRATEGIC CAMPUS INITIATIVES					
19.00	Select Schools	Strategic Feeder Pattern TRIPS	XTHS	Stipend	\$1,000/year
19.01	Select Schools	Strategic Feeder Pattern Team Lead	XTLS	Stipend	\$5,500/year
19.02	Select Schools	Strategic Feeder Pattern Department Lead	XDLS	Stipend	\$2,000/year
19.03	Select Schools	ACE Signing Incentive	ACEI	Incentive	\$2,000/year
19.04	Select Schools	ACE Incentive Stipend	ACES	Stipend	\$6,000-\$15,500/year
19.05	Select Schools	ACE Retention Stipend	ACES	Stipend	\$6,000-\$15,500/year
SUBSTITUTES					
20.00	All Schools	Substitutes	Various	Substitute	Refer to chart
UNDEFINED SUPPLEMENTAL					
21.00	District	Professional Stipend	STIP	Stipend	TBD
21.01	District	Professional Extra Duty Flat Rate	SUPF	Extra Duty	TBD
21.02	District	Professional Extra Duty Hourly Rate	SUPL	Extra Duty	\$20/hour
21.03	District	Support Extra Duty Hourly rate off contract	SUPL	Extra Duty	\$10/hour

CO-CURRICULAR

Athletic: Supplemental Earnings 1.00 – 1.09

1.00– 1.05 Athletic Coaches

Supplemental earning is designed to compensate certified Teachers who serve as coaches of extracurricular athletic activities. The rules for the supplemental earning require that coaches meet district and University Interscholastic League (UIL) certification requirements, as well as the minimum standard requirements of the Athletic Department. The Athletics Department is responsible for designating coaches based on the needs of the particular school. Coach designations must be communicated by the school to the Athletics Department and then to the Compensation Department in order for the coach to be considered for the supplemental earning. Some extracurricular athletic activities may require coaches to serve in the respective position throughout the year in order to be eligible to receive the supplemental earning, including but not limited to athletic practices/contests and other activities and/or duties as assigned by the campus athletic coordinator or the Athletics Department executive staff. ***These supplemental earnings amounts are paid according to the Athletic Department Supplemental Earnings 1.00 -1.05 Coaching Assignments chart below, and are paid over 12 months from September through August.***

LEVEL	SPORT/ASSIGNMENT	HEAD COACH	JV/ASSISTANT COACH	COORDINATOR/S
High School	Baseball	\$5,500	\$3,500	N/A
High School	Basketball	\$8,000	\$4,000	\$8,000
High School	Cross Country	\$4,000	\$2,000	N/A
High School	Football	Salaried Position	\$6,500	\$7,500
High School	Golf	\$6,000	N/A	N/A
High School	Soccer	\$5,500	\$3,500	N/A
High School	Softball	\$5,500	\$3,500	N/A
High School	Swimming	\$6,000	N/A	N/A
High School	Team Tennis	\$3,000	\$1,500	N/A
High School	Tennis	\$3,000	\$1,500	N/A
High School	Track	\$5,500	\$3,500	N/A
High School	Volleyball	\$6,500	\$4,000	N/A
High School	Wrestling	\$5,500	\$3,500	N/A
High School	Assistant Coordinator	N/A	N/A	\$3,500
High School	Transportation Coordinator	N/A	N/A	\$3,500
High School	Video Coordinator	N/A	N/A	\$2,500
Middle School	Athletic Coordinator	N/A	N/A	\$3,000
Middle School	Baseball	\$2,000	\$1,000	N/A
Middle School	Basketball	\$2,000	\$1,000	N/A
Middle School	Cross Country	\$1,000	\$1,000	N/A
Middle School	Football	\$2,500	\$1,000	N/A
Middle School	Soccer	\$2,000	\$1,000	N/A
Middle School	Softball	\$2,000	\$1,000	N/A
Middle School	Track	\$2,000	\$1,000	N/A
Middle School	Volleyball	\$2,500	\$1,000	N/A

1.06 – District Athletic Head Trainer

Supplemental earning designed to compensate the Head Athletic Trainer to manage 5 Sports Medicine Clinics and supervise the Sports Medicine Department's 5 Clinic Coordinators and 4 Assistant Licensed Athletic Trainers. ***The supplemental earning amount is paid at the rate of 5% of the employee's annual salary. The amount is paid over 12 months from September through August.***

1.07 – District Athletic Assistant Trainer

Supplemental earning designed to compensate the Assistant Coach Trainers to provide onsite emergency medical care and assistance to injured athletes during assigned Dallas ISD District Athletic events held at various sites. And also to provide rehabilitation services to injured athletes within the district. ***The supplemental earning amount is paid at the rate of \$6,500/year paid over 12 months***

1.08 – Athletic Events

Supplemental earning is designated for the Athletic Department to compensate employees for working District UIL Athletic events performing duties such as keeping score, selling tickets and other duties as outlined by the Athletics Department. ***The supplemental earning amount is variable and is based on supplemental position and sport. See Appendix A***

1.09 – Campus Summer Gym Managers

Supplemental earning is designed to compensate athletic coaches who serve as summer gym managers at high school campuses during the strength training and conditioning sessions. The gym manager will monitor students while on the campus and oversee safety measures. ***The supplemental earning amount is \$20/hour for professional employees only and is contingent upon the availability of campus funds.***

Fine Arts: Supplemental Earnings 2.00 – 2.12

2.00 – HS Band Director

Supplemental earning is designed to compensate high school Band Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$9,000/year paid over 12 months.***

2.01 – HS Band Director Assistant

Supplemental earning is designed to compensate high school Band Director Assistants. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$4,700/year paid over 12 months.***

2.02 – HS Choral Director

Supplemental earning is designed to compensate high school Choral Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$4,500/year paid over 12 months.***

2.03 – HS Choral Director Assistant

Supplemental earning is designed to compensate high school Choral Director Assistants. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$2,150/year paid over 12 months.***

2.04 – HS Dance Teacher

Supplemental earning is designed to compensate high school Dance Teachers and require a certification in dance. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$2,150/year paid over 12 months.***

2.05 – HS Drama Teacher

Supplemental earning is designed to compensate high school Drama Teachers and require a certification in Theatre Arts. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements. And all district requirements as outlined by the Fine Arts Department including One Act Play and Spring Performance. ***The supplemental earning amount is \$2,150/year paid over 12 months.***

2.05a – HS One Act Play

Supplemental earning is to accommodate Magnet programs without a certified Theatre Arts teacher. A teacher not certified in Theatre Art can request to sponsor the UIL One Act Play with prior approval from the Fine Arts Department. The teacher MUST meet the HS One Act Play Sponsor stipend requirements. ***The supplemental earning amount is \$900, paid in June.***

2.06 – HS Orchestra Director

Supplemental earning is designed to compensate high school Orchestra Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$4,000/year paid over 12 months.***

2.07 – MS Band Director

Supplemental earning is designed to compensate middle school Band Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$4,500/year paid over 12 months.***

2.08 – MS Band Director Assistant

Supplemental earning is designed to compensate middle school Band Director Assistants. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$2,700/year paid over 12 months.***

2.09 – MS Choral Director

Supplemental earning is designed to compensate middle school Choral Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$2,400/year paid over 12 months.***

2.10 – MS Dance Teacher

Supplemental earning is designed to compensate middle school Dance Teachers and require a certification in dance. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$1,600/year paid over 12 months.***

2.11 – MS Drama Teacher

Supplemental earning is designed to compensate middle school Drama Teachers and require a certification in Theatre Arts. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$1,600/year paid over 12 months.***

2.12 – MS Orchestra Director

Supplemental earning is designed to compensate middle school Orchestra Directors. The teacher must be a full time employee of Dallas ISD and must meet all University Interscholastic League (UIL) requirements and all district requirements as outlined by the Fine Arts Department. ***The supplemental earning amount is \$2,600/year paid over 12 months.***

Junior ROTC: Supplemental Earnings 3.00 – 3.02

3.00 – HS JROTC Instructor

Supplemental earning is designed to compensate high school JROTC instructors. This is an incentive for employees of the district who serve as high school JROTC instructors. To be eligible for this supplemental earning, the instructor is required to be certified by the U.S. Army as a JROTC instructor. ***The supplemental earning amount is \$3,235/year paid over 12 months.***

3.01 – MS JROTC Instructor

Supplemental earning is designed to compensate middle school Leadership Cadet Corps (LCC) instructors. This is an incentive for employees of the district who serve as middle school LCC instructors as compensation for the extracurricular activities that are required by the demands of the job. Demands includes developing competitive teams, participation in team competition, and other activities that require the instructor's presence after a normal duty day. To be eligible for this supplemental earning, the teacher would be responsible for recruiting, coaching and directing students for the district competitions and or chaperone field trips deemed by the Principal or the Director of Army Instruction that contribute to the academic and mental growth of the cadets. The position is carved from within the regular (job code 6000) teacher allocation. ***The supplemental earning amount is \$2,073/year paid over 12 months.***

3.02 – JROTC Supplemental

Supplemental earning is designed to compensate employees for the Annual JROTC Summer Camp held at Camp Bullis in San Antonio, TX. Over 300 students participating. Instructors are required to provide 24 hour supervision of cadets. Summer camp usually begins the second week of June and last for up to 7 days. ***The supplemental earning amount is \$10/hour for summer support duties off contract and \$20/hour professional duties paid as worked.***

Student Activities: Supplemental Earnings 4.00 – 4.19

4.00 – Academic Decathlon Supplemental earning is designed to compensate teachers who serve as the coach over an Academic Decathlon team. The United States Academic Decathlon (USAD) is a program that provides high school students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility requirements, the coach is responsible for recruiting, coaching, and directing students for the Academic Decathlon district, regional, and state competition. The coach must schedule and attend practices, study sessions, and team meetings for both the district and regional competition. ***The supplemental earning amount is up to \$5,800/year based on participation and level and advancement outlined by the Student Activities Department paid after each level has been completed and recorded.***

Academic Decathlon	Amount
Academic Decathlon District	\$1,000
Academic Decathlon Regionals	\$1,000
Academic Decathlon State	\$1,500
Academic Decathlon Nationals	\$1,500
Academic Decathlon Virtual Nationals	\$800
Academic Decathlon Invitational (optional)	\$300

4.01 – Destination Imagination Supplemental earning is designed to compensate teachers who serve as the Destination Imagination team manager or campus liaison. Duties are as outlined in the DI team manager/liaison agreement. ***The supplemental earning amount is up to \$3,500/year based on participation and level of advancement outlined by the Student Activities Department paid after each level has been completed and recorded.***

Destination Imagination	Amount
Destination Imagination	\$1,500
Destination Imagination State	\$1,000
Destination Imagination Global Finals	\$1,000

4.02 – Academic Pentathlon Supplemental earning is designed to compensate teachers who serve as the sponsor over an Academic Pentathlon team. The State Academic Pentathlon is a program that provides middle school students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility requirements the coach is responsible for recruiting, coaching, and directing students for the Academic Pentathlon district competition. The coach must schedule and attend practices, study sessions, and team meetings for the district competition. ***The supplemental earning amount is up to \$3,000/year based on participation and level of advancement outlined by the Student Activities Department paid after each level has been completed and recorded.***

Academic Pentathlon	Amount
Academic Pentathlon (up to 2 per school)	\$2,000
Academic Pentathlon Regionals	\$1,000

4.03 – Lone Star Challenge Supplemental earning is designed to compensate teachers who serve as the sponsor over a Lone Star Challenge team. Lone Star Challenge is a state program that provides 4th and 5th grade students an opportunity to experience the challenges of rigorous academic competition through participation in team activities. To meet eligibility requirements the coach is responsible for recruiting, coaching, and directing students for the Lone Star Challenge district competition. The coach must schedule and attend practices, study sessions, and team meetings for the district competition. ***The supplemental earning amount is up to \$2,000/year paid in June.***

4.04 – Texas Math & Science Coaches Association Supplemental earning is designed to compensate teacher who serve as coaches in the Texas Math & Science Coaches Association (TMSCA) competitions. Teachers must recruit students, build the team, and coach students using the competition study materials. Coaches must attend coach trainings and meetings as scheduled. The stipend is based upon the number of student competitors and the number of attended competitions. ***The supplemental earning is \$200 per competition with a minimum of 9 student competitors. The total campus allotment is \$5,000. Each campus will be allotted an additional coach stipend for every 9 student competitors with a maximum of 3 coach stipends per event.***

4.05 – HS Newspaper

Supplemental earning is designed to compensate high school teachers who work with the school newspaper. See newspaper advisor sponsor agreement and department guidelines. **The supplemental earning amount is \$1,000 - \$2,000/year based on number of pages paid in June.**

4.06- HS Yearbook

Supplemental earning is designed to compensate high school teachers who work with the school yearbook. See yearbook advisor sponsor agreement and department guidelines. **The supplemental earning amount is \$1,000 - \$2,000/year based on number of pages paid in June. See table below.**

NEWSPAPER/YEARBOOK SPONSOR		
CATEGORY	HS NEWSPAPER	ANNUAL AMOUNT
A	Fewer than 47 total pages	\$1,000
B	48-71 pages	\$1,500
C	72 or more pages	\$2,000
CATEGORY	HS YEARBOOK	ANNUAL AMOUNT
A	Fewer than 128 pages	\$1,000
B	129-250 pages	\$1,500
C	251 or more pages	\$2,000

4.07 – Senior Sponsor

Supplemental earning is designed to compensate high school senior sponsor/s for coordinating senior activities such as senior picnic, senior trip, etc. The stipend amount is based on total student enrollment* see table below. **The supplemental earning amount is variable paid according to the chart below. It is based on student enrollment, paid in May and is contingent on the availability of campus funds. If more than one sponsor is selected, the total campus allocation is to be split between the sponsors.**

HS SENIOR SPONSOR	
CAMPUS ENROLLMENT*	AMOUNT PER CAMPUS
0-499	\$250
500-1499	\$350
1500-2499	\$500
2500-3999	\$750
4000+	\$1,000
If more than one sponsor, the stipend will be split	
*Based upon official PIEMS data	

4.08 – Senate Sponsor

Supplemental earning is designed to compensate district high school teachers who serve as sponsor/s over senate activities such as Academic Affairs, Communications, Campus Life, Business Affairs, Finance, and Internal Development senate activities. To be eligible, the teacher is required to chaperone field trips to local and state capitol courts, teach about the government and judicial system, sponsor student council and junior Statesman of America clubs, and teach about political processes such as voter registration and presidential debates. **The supplemental earning amount is \$2,000/year (\$1,000 paid in December and May) and is contingent on the availability of campus funds. If more than one sponsor is selected, the total campus allocation is to be split between the sponsors unless official PIEMS enrollment exceeds 3500 students. If the campus enrollment exceeds 3500 students two allocations per campus may be awarded.**

4.09 – HS Mock Trial

Supplemental earning is designed to compensate high school teachers who serve as Mock Trial Sponsors. This supplemental earning is designed to compensate teachers of the district, nominated by the campus Principal, who serve as Mock Trial Coaches for high school students in an extracurricular activity. The rules for the supplemental earning require that a person be a full-time teacher of the Dallas ISD, attend Mock Trial Clinic with their student team in November, retain an attorney as advisor to the student team, monitor student grades, compete in the Dallas ISD Mock Trial Competition in January, and submit agendas and sign in sheets of mock trial meetings to the social studies department. ***The supplemental earning amount is \$3,800/year paid over 12 months.***

4.10 – HS Speech and Debate Teacher

Supplemental earning is designed to compensate high school Speech teachers that meet the requirements outlined in the signed Speech coach agreement. ***The supplemental earning amount is up to \$4,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table.***

4.11 – HS Speech and Debate Assistant

Supplemental earning is designed to compensate professional employees who assist with Speech and Debate responsibilities for campuses who meet the criteria for an Assistant. Eligibility will be based on previous year tournament data. ***The supplemental earning amount is up to \$2,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table***

4.12 – MS Speech and Debate Teacher

Supplemental earning is designed to compensate middle school Speech teachers that meet the requirements outlined in the signed Speech coach agreement. ***The supplemental earning amount is up to \$4,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table.***

4.13 – MS Speech and Debate Assistant

Supplemental earning is designed to compensate professional employees who assist with Speech and Debate responsibilities for campuses who meet the criteria for an Assistant. Eligibility will be based on previous year tournament data. ***The supplemental earning amount is up to \$2,500/year based on level of student participation outlined by the Student Activities Department paid after each level has been completed and recorded. See table.***

Speech and Debate Stipends	Amount
HS Speech (2 students per event)	\$150
HS Speech (3-6 students per event)	\$200
HS Speech (7-10 students per event)	\$300
HS Speech (more than 10 students per event)	\$450
HS Speech Asst. (6-10 students per event)	\$200
HS Speech Asst. (more than 10 students per event)	\$250
MS Speech (2 students per event)	\$150
MS Speech (3-6 students per event)	\$200
MS Speech (7-10 students per event)	\$300
MS Speech (more than 10 students per event)	\$450
MS Speech Asst. (6-10 students per event)	\$200
MS Speech Asst. (more than 10 students per event)	\$250

4.14 – HS Varsity Cheerleader Sponsor*

Supplemental earning is designed to compensate high school Varsity Cheerleader Sponsor. See sponsor agreement and department guidelines. ***The supplemental earning amount is \$2,700/year paid over 12 months.***

4.15 – HS JV Cheerleader Sponsor*

Supplemental earning is designed to compensate high school JV Cheerleader Sponsor. See sponsor agreement and department guidelines. ***The supplemental earning amount is \$2,000/year paid over 12 months.***

4.16 – HS Drill Team Sponsor*

Supplemental earning is designed to compensate high school Drill Team Sponsor. See sponsor agreement and department guidelines. ***The supplemental earning amount is \$3,500/year paid over 12 months.***

*The rules for the following supplemental earnings require an employee be a full-time professional employee of Dallas ISD. Cheerleading and Drill teams fall under regulations regarding No pass-No play, eight-hour practice limitation, athletic periods, one contest during the school week and extracurricular absences are applicable. Cheer and drill sponsors must also complete the mandatory emergency training as required by UIL.

4.17 – Campus Academic Competition Coordinator

Supplemental earning is designed to compensate a professional employee who serves as an academic campus competition coordinator including but not limited to UIL academic competitions. ***The supplemental earning amount is \$500-\$1,000 based on participation levels and meeting the criteria outlined by the Student Activities Department paid per event.***

Campus Academic Competition Coordinator	Amount
Academic Competition Coordinator (minimum criteria)	\$500
Academic Competition Coordinator (minimum 4 events where one must be UIL)	\$500

4.17a – Academic Competition Staff

Supplemental earning is designed to compensate Dallas ISD professional employees for assisting with the functions required for academic competitions sponsored by the Student Activities Department, including but not limited to UIL. ***The supplemental earning is paid at \$18/hour or flat rates as outlined by the Student Activities Department. Flat rates include: Contest Director - \$200 per event for contest event preparation, and securing judges if applicable; Essay Grader - \$200 per competition; Essay Grader + contest proctor/grader - \$250 paid per event.***

4.18 – Chess Competition Sponsor

Supplemental earning is designed to compensate Dallas ISD professional employees for duties associated with Chess Competitions organized through the Student Activities Department. ***The supplemental earning amount is up to \$3,000/year based on level of participation and advancement outlined by the Student Activities Department paid per event.***

Chess	Amount
Chess (minimum qualifier)	\$1,500
Chess Regionals	\$500
Chess State	\$500
Chess Nationals	\$500

4.19 – Robotics Competition Sponsor

Supplemental earning is designed to compensate Dallas ISD professional employees for duties associated with Robotics Competitions organized and outlined through the Student Activities Department. ***The supplemental earning amount is up to \$4,000/year based on level of participation and advancement paid per event.***

Robotics	Amount
Robotics (minimum 1 qualifier)	\$1,000
Robotics Regionals	\$1,500
Robotics Championship	\$1,500

DISTRICT WIDE PROGRAMS

Leadership and Development: Supplemental Earnings 5.00 – 5.05

5.00 – Interim Stipend

Supplemental earning is designed to compensate professional level employees who in addition to their assignment, take on responsibilities outside of the normal scope of work in an existing assignment of a higher pay grade. This supplemental earning must be requested and approved by the corresponding Executive Director prior to the first day of the supplemental assignment. The interim assignment should be at least 30 days and not exceed 60 days without additional approvals. If the interim assignment is for an Executive Director position, then Chief-level approval is required. ***The supplemental earning amount is up to 15% of the employees' annual salary, paid over 12 months, and prorated to actual number of days served in interim assignment. This amount will be paid on top of the employees' current salary.***

5.01 – Staff Development

Supplemental earning is designed to compensate professional staff for attending training tied to classroom learning and programs. Teachers will not be compensated for staff development or training affiliated with teacher certification, compliance, or regulatory reasons. Campus-based professional development above and beyond contract hours may be compensated at the discretion of the principal or the School Leadership Division. Professional development that is a requirement of a grant or partnership may also be compensated. ***The supplemental earning amount is \$20/hour professional duty rate and is only available for professional employees.***

ACTIVITIES WHICH MAY QUALIFY	ACTIVITIES WHICH DO NOT QUALIFY
Campus-based professional development outside of contracted hours (at the discretion of the building principal or School Leadership Division)	Professional development that is required for teaching certification, compliance, or regulatory reasons
Professional development that is required to fulfill the requirements of a grant or partnership	

5.01 – Mandatory Staff Development Support Staff

If staff development falls outside of the normal contracted work day and is mandatory attendance, the support staff employee should clock in or remain clocked in for accurate reporting of total hours worked for the respective week. ***Overtime guidelines apply.***

5.03 – Staff Development Instructor

Supplemental earning is designed to compensate Staff Development instructors for preparing and presenting training directly tied to classroom learning and programs. ***The supplemental earning amount is \$20/hour professional duty rate and is only available for professional employees. A flat rate of \$100/class or \$200/class with prep may be applied based on criteria as outlined by the Teaching and Learning Department.***

5.04 – Curriculum Writing

Supplemental earning is designed to compensate professional employees who aid in the writing and development of instructional curriculum and assessments. ***The supplemental earning amount is \$20/hour professional duty rate and is only available for professional employees.***

5.05 – Summer Curriculum Writing (Assessment Dept. Only)

Supplemental earning is designed to compensate professional employees who aid in the writing and development of summer instructional curriculum and assessments for the Assessment Department. ***The supplemental earning amount is \$31/hour professional duty rate and is only available for professional employees.***

OPERATIONS PROGRAMS

Facilities: Supplemental Earnings 6.00 – 6.01

6.00 – Asbestos

Supplemental earning is designed to compensate employees for the hazards of removing asbestos and working in areas where asbestos products exist. It is necessary that employees working in these areas be asbestos certified in order to protect themselves, students and staff from the hazards associated with asbestos and its removal. The acceptance to work in hazardous areas is determined by the job classification and/or duties and responsibilities. There are two levels of pay for the difference in duties and potential exposure. ***The supplemental earning amount is \$1,900/year or \$2,500/year as determined by the department.***

6.01 – Mechanic Certification

Supplemental earning is designed as a compensation incentive for the District's fleet operations mechanics. The certification program, Automotive Service Excellence (ASE), signifies that the mechanics certified through this program are skilled, knowledgeable, and up to date on current and new technology relating to the automotive industry. Each certified mechanic under this program is required to re-certify every five years regarding automotive technology and development. ***The supplemental earning amount is \$500/year for each ASE certification designation, maximum of eight (8), and paid over 12 months.***

6.02 – Custodial Night Lead Secondary

Supplemental earning is designed to compensate Night Lead Custodians assigned to secondary campuses to compensate for increased facility size. ***The supplemental earning amount is \$0.50/hour for MS and \$0.75/hour for HS and is paid as worked.***

Food and Child Nutrition: Supplemental Earnings 7.00 – 7.05

7.00 – 7.04 Food and Child Nutrition

Supplemental earnings are designed to compensate Food and Child Nutrition managers, supervisors, and employees holding various levels of the Texas School Food Service certification and/or additional responsibilities. **The supplemental earning amount is variable paid according to the chart below.**

NUTRITIONAL DEPARTMENT				
LINE	PROGRAM	DESCRIPTION	ELEM	AMOUNT
7.00	All Schools	Dual Cafeteria Supervisor	XFSD	\$3,000/year
7.01	All Schools	Lead Person	XFSL	\$0.50/hour
7.02	All Schools	Satellite Responsibility	XFSV	\$750/year
7.03	All Schools	Satellite Responsibility (2 or more)	XFSV	\$1,200/year
7.04	All Schools	Training Supervisor (Paraprofessional)	XFST	\$1,500/year
7.05	Select Schools	School Classification V+	XFS2	\$400-\$3,600/year

7.00 – Dual Cafeteria Supervisor

Stipend is to compensate for supervising another cafeteria that is not staffed with a regular supervisor. **The supplemental earning amount is \$3,000/year paid over 12 months.**

7.01 – Lead Person

Stipend for taking on leadership responsibility in the cafeteria that is not staffed with a regular supervisor. The Food Services Technician Lead is supervising a school of 300 or less students with one or two employees. The Food Services Assistant Lead is paid additional compensation for the leadership role in the After-School supper program. The employees is given 8 hours to work and additional responsibility as the in-charge person of dining services in the evening at school cafeteria. **The supplemental earning amount is an additional \$0.50/hour paid as worked.**

7.02 – Satellite Responsibility

Supplemental earning is paid to cafeteria supervisor for providing leadership to another satellite school kitchen. **The supplemental earning is \$750/year for one satellite responsibility paid over 12 months.**

7.03 – Satellite Responsibility 2 or more

Supplemental earning is paid to cafeteria supervisor for providing leadership to another satellite school kitchen. **The supplemental earning is \$1,200/year for two or more satellite responsibilities paid over 12 months.**

7.04 – Training Supervisor

Supplemental earning is paid to select nutritional staff for providing training to a supervisor trainee at the campus. **The supplemental earning amount is \$1,500/year paid over 12 months.**

7.05 – School Classification V+

Supplemental earning is paid to cafeteria supervisor for serving larger number of students at campus.

- Level V Plus 1 – Received \$400/year
- Level V Plus 2 – Received \$800/year
- Level V Plus 3 – Received \$1,200/year
- Level V Plus 4 – Received \$1,600/year
- Level V Plus 5 – Received \$2,000/year
- Level V Plus 6 – Received \$2,400/year
- Level V Plus 7 – Received \$2,800/year
- Level V Plus 8 – Received \$3,200/year
- Level V Plus 9 – Received \$3,600/year

Police and Security: Supplemental Earnings 8.00 – 8.01

8.00 – Police and Security Command Level Supervisor

Supplemental earning is designed to compensate command level staff for extra activities that require their supervisory presence at multiple district events on a 24/7 on call schedule. Eligible positions include the Assistant Chief, Deputy Chief, and Police Lieutenants. Command level staff must be sworn peace officers, and must be approved by the Chief of Police to cover the event(s) in advance. Event coverage would be subject to review and adjustment based on police intelligence prior to the time of the event. A minimum of 5 events each semester are necessary to be eligible for the stipend. See chart below. ***The supplemental earning amount is up to \$5,000/year (up to \$2,500 paid in December and May).***

COMMAND LEVEL SUPERVISOR	
EVENTS PER SEMESTER	AMOUNT
5-10 events	\$1,000/semester
11-20 events	\$2,000/semester
20+ events	\$2,500/semester

8.01 – Night Shift Differential

Stipend is designed to compensate Police Officers and Sergeants that work the 6:00pm to 6:00am shift. Stipend will be paid as long as the employee is on the night shift. If the Officer should change shifts, the stipend will be removed. ***The supplemental earning amount is \$2,600 for Police Officers and \$2,900 for Police Sergeants paid over 12 months.***

HUMAN CAPITAL MANAGEMENT

Recruitment: Supplemental Earnings 9.00 – 9.04

9.00 – Speech, Occupational and Physical Therapist Signing Incentive

Supplemental earning is designed as signing incentive to support the district's critical shortage objectives for Speech, Occupational, and Physical Therapists. ***The supplemental earning amount is a one-time payment of \$3,000, paid in first paycheck when hired.***

9.01 – Critical Shortage Bilingual Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Elementary Bilingual Teachers. The Teacher must be hold a valid Bilingual Certification

or Permit recognized by The State Board of Education, be placed in a full time classroom instructional assignment with a minimum of 4 classes in Elementary Bilingual, complete the entire hiring process and report to school by the first instructional day of the 2015-2016 school year. This incentive applies to new Dallas ISD employees and current employees in support positions (i.e. teaching assistants, teachers' aides, etc.) who are being hired into a full-time classroom instructional assignment in the critical shortage area of Elementary Bilingual after acquiring a degree and/or teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Elementary Bilingual, as long as they are in the assignment on the first day of instruction. Any employee already serving in a full-time Elementary Bilingual teaching position with the district is NOT eligible for the incentive. Any employee who received the incentive from 2014-2015 is NOT eligible for the incentive. ***The supplemental earning amount is \$4,000, with 50% paid on the September 15th paycheck, and the remaining 50% paid on the March 15, 2017 paycheck if eligibility is maintained. This incentive is limited to the first 480 candidates and is contingent on the availability of funds.***

9.02 – Critical Shortage Science Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Science Teachers. The Teacher must be hold a valid Science Certification or Permit recognized by The State Board of Education, be placed in a full time classroom instructional assignment with a minimum of 4 classes in Secondary Science, complete the entire hiring process and report to school by the first instructional day of the 2015-2016 school year. This incentive applies to new Dallas ISD employees and current employees in support positions (i.e. teaching assistants, teachers' aides, etc.) who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Science after acquiring a degree and/or teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Science, as long as they are in the assignment on the first day of instruction. Any employee already serving in a full-time Secondary Science teaching position with the district is NOT eligible for the incentive. Any employee who received the incentive from 2014-2015 is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the September 15th paycheck, and the remaining 50% paid on the March 15, 2017 paycheck if eligibility is maintained. This incentive is limited to the first 100 candidates and is contingent on the availability of funds.***

9.03 – Critical Shortage Math Teacher Signing Incentive

Supplemental earning is designed as a signing incentive to support the District's critical shortage objectives for Secondary Math Teachers. The Teacher must be hold a valid Math Certification or Permit recognized by The State Board of Education, be placed in a full time classroom instructional assignment with a minimum of 4 classes in Secondary Math, complete the entire hiring process and report to school by the first instructional day of the 2015-2016 school year. This incentive applies to new Dallas ISD employees and current employees in support positions (i.e. teaching assistants, teachers' aides, etc.) who are being hired into a full-time classroom instructional assignment in the critical shortage area of Secondary Math after acquiring a degree and/or teaching certification as well as any candidate or employee hired, transferring, or promoted into critical shortage areas of Secondary Math, as long as they are in the assignment on the first day of instruction. Any employee already serving in a full-time Secondary Math teaching position with the district is NOT eligible for the incentive. Any employee who received the incentive from 2014-2015 is NOT eligible for the incentive. ***The supplemental earning amount is \$3,000, with 50% paid on the September 15th paycheck, and the remaining 50% paid on the March 15, 2017 paycheck if eligibility is maintained. This incentive is limited to the first 110 candidates and is contingent on the availability of funds.***

9.04 – Novice and Second Year Teacher GPA Signing Incentive

Supplemental earning is designed as a signing incentive to support the districts goal to attract quality novice teachers to the district. Candidates must be new hires for the 2015-2016 school year and have

reported to work as a Teacher on or before Monday, August 31, 2015 to be eligible for the signing incentive. Only the undergraduate overall/cumulative GPA will be used to determine incentive, if two undergraduate degrees exist, the most recent GPA will be used. Only Novice and 2nd year New Hire Teachers are eligible, current Non-Teacher position employees transitioning to a Teacher position as a Novice or 2nd Year Teacher will be eligible. Existing Novice Teachers moving to 2nd Year Teacher position are NOT eligible. The following positions are NOT eligible for the GPA signing incentive: Guest Teacher, Itinerant Teacher, High School JROTC Teacher, Visiting Teacher, Campus Based Instructional Coach, Media Specialist, and Counselor. The signing incentive will be prorated based on full time equivalent (FTE). **The supplemental earning is \$1,000-\$4,000/year based on chart and is payable in full on the September 15th paycheck.**

GPA SCORE	NOVICE	2 nd YEAR
Less than 3.25	\$0	\$0
3.25 – 3.49	\$1,000	\$1,000
3.50 – 3.74	\$1,000	\$2,000
3.75 or greater	\$2,000	\$4,000

Accelerated Learning: Supplemental Earnings 10.00 – 10.02

10.00 – Advanced Placement Incentive (Development)

Supplemental earning is designed to compensate AP English, AP Math, and AP Science teachers to further develop their classroom instructional strategies through the attendance of Vertical Team meetings, AP Prep sessions, Teacher Training sessions, and College Board Summer Institute as outlined by the department. The events held during and/or outside the normal duty day are fully compensated under this supplemental earning and as such will not be additionally compensated at the rate of \$20/hour. **The supplemental earning is up to \$1,100/year and is prorated based on events attended.**

10.01 – Advanced Placement Incentive Award

Supplemental earning is designed to compensate AP teachers and Principals for each student who passes the AP exam. **The supplemental earning amount is variable and is contingent on continued donor support.**

10.02 – Advanced Placement Gifted and Talented (AP/GT) Manager

Supplemental earning is designed to compensate employees who serve as the campus Advance Placement/Gifted and Talented Managers. Eligible employees may be a classroom teacher or an Assistant Principal. They are the primary contact at each high school to collaborate with the district Advanced Academics Department and Gifted and Talented Departments regarding processes and systems for PSAT, AP, GT and Professional Development. The person assigned will be responsible for attending the district level Advanced Placement Advisory Council meetings. See the AP/GT Manager Agreement for a complete list of responsibilities. **The supplemental earning amount is \$1,500/year (\$750/month paid in December and May).**

10.02 – Advanced Placement Test Coordinator

Supplemental earning is designed to compensate employees who serve as AP Test Coordinators. **The supplemental earning amount is \$500/year paid in May. This supplemental earning is contingent on continued donor support.**

Alternative Education and Summer Programs: Supplemental Earnings 11.00 – 11.05

11.00 – Compensatory Education Home Instruction (CEHI)

Supplemental earning is designed to compensate employees for providing Compensatory Education Home Instruction (CEHI) to students in the Pregnancy Related Services (PRS). CEHI is the mandatory component districts offer in a PRS program. CEHI provides academic services to the student at home or hospital bedside when a valid medical necessity for confinement during the pregnancy prenatal or postpartum periods prevent the student from attending classes on a district campus. CEHI must consist of face-to-face instruction by a certified teacher of the district. The CEHI teacher must maintain a log to document the actual amount of prenatal and postpartum CEHI each student receives. Only a Certified Substitute Teacher may sub for CEHI. ***The supplemental earning amount is \$12.86/hour Certified Substitute Teacher and \$20/hour DISD Certified Teacher.***

11.01 – Evening School

Supplemental earning is designed to compensate employees who work with the Evening School Program. ***The supplemental earning amount is \$10/hour support duty positions distinctly different than the employee's normal job description and \$20/hour professional duty positions. This supplemental earning should not be paid to non-exempt employees when overtime guidelines apply.***

11.02 – Reconnection Center Facilitator

Supplemental earning is designed to compensate employees who facilitate the campus reconnection centers and programs during extended hours. The employees perform maintenance of program data, participate in training, lead the parent and student orientation process, and schedule the reconnection center(s) staff meetings. ***The supplemental earning amount is \$2,000/year (\$1,000 paid in December and June).***

11.03 – Summer School Academic Sessions

Supplemental earning is designed to compensate teachers and employees of the district who work the summer academic sessions for District Wide Summer School or Thriving Minds. ***The supplemental earning amount for FY16 is TBD paid in June, July, and August.***

DWSS AND THRIVING MINDS FY15	
ELEMENTARY SCHOOL	
Principal	\$10,000
Assistant Principal	\$8,000
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$8/hour
MIDDLE SCHOOL	
Principal	\$8,000
Assistant Principal	\$6,000
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$8/hour

HIGH SCHOOL	
Principal	\$7,500
Assistant Principal	\$5,500
Professional Duty Rate	\$31/hour
Support Duty Rate (except nutritional)	\$15/hour
Bus Monitors	\$8/hour

11.04 – Campus Stand-Alone Summer Programs

Supplemental earning is designed to compensate teachers and employees of the district who work campus based summer programs not under the umbrella of the official district wide summer school program who meet the following criteria and have met the submission deadline set by School Leadership. ***The supplemental earning amount is \$31/hour for professional employees and \$15/hour (with the exception of nutritional) for support employees off contract.***

1. A minimum of 30 students enrolled in the program.
2. Enrollment forms with parent signatures must be on file for review.
3. All contracts with outside vendors, partners or consultants have followed District protocol.
4. All volunteers for the program have completed District volunteer procedures.
5. An individual with an active Administration credential is on site 90% of the time of operation of the program.
6. An individual with current First Aid training is on the campus during the program.
7. An emergency response plan has been developed and available for review prior to the first day of the program.
8. Non-sport programs do not excluded students based on language proficiency, race, or gender.

11.05 – Campus and Department Based Summer Programs Excluded from 11.03 and 11.04

Supplemental earning is designed to compensate teachers and employees of the district who work campus or department based summer programs not meeting the criteria of the Summer School Academic Sessions or the Campus Stand-Alone programs listed above. ***The supplemental earning amount is \$31/hour for professional duties and \$15/hour for support duties (with the exception of nutritional).***

11.06 – Middle School Lesson Plan Writing Project

Supplemental earning is designed to compensate certified teachers who have been selected by the Teaching and Learning Department to participate in the Middle School Lesson Plan Writing Project for the 2015 -2016 school year only. All candidates must meet all of the following criteria to be eligible to participate. The candidate must have an approved participation form on file with Teaching and Learning, agree to all areas of criteria by initialing each section on the form, be certified in the area of content for which the lesson plans are being submitted for review, attend scheduled Quality Control sessions as specified according to established timelines, follow all submission directions, understand that only submissions approved and posted to the website are compensable, agree that all decisions made by Teaching and Learning are final, and agree that all submissions become the property of the district. ***The supplemental earning amount is a piece rate of \$75/each approved and posted lesson plan, up to the annual amount of \$12,000 per individual, paid December and May.***

Campus: Supplemental Earnings 12.00 – 12.16

12.00 – Before and After School Programs (ASCH)

Supplemental earning is designed to compensate professional employees for work performed before and/or after the employee's normal work hours for District approved enrichment activities approved by the Summer Learning and Extended Day Services Department. ***The supplemental earning amount is \$20/hour for professional duties. Support duties should be coded SPS Secondary pay source, overtime guideline apply. This supplemental earning is contingent on availability of Department or Campus funds.***

12.01 – Class Coverage TA Full Day

Supplemental earning is designed to compensate Teacher Assistant's for class coverage for 4 hours or more. Other support positions should not be used for this supplemental duty. ***The supplemental earning amount is \$37.00/day coded CTAF.***

12.02 – Class Coverage TA Half Day

Supplemental earning is designed to compensate Teacher Assistant's for class coverage for a minimum of 3 hours. Other support positions should not be used for this supplemental duty. ***The supplemental earning amount is \$18.50/day coded CTAH.***

NOTE: A Teacher Assistant may be used as Substitute Teacher only in an emergency need situation and cannot exceed three consecutive days. The time allotment includes covering for multiple teachers for lesser periods of time, but the time within one school day totals. No additional compensation is awarded for coverage less than 3 hours. Campus administrators should utilize the CTAF and CTAH pay code, using the substitute line code for the absent teacher to identify this compensation.

Teacher assistants for Pre-Kindergarten should only be used to serve as a Substitute Teacher with supplemental earnings for the unit to which they are assigned. No Special Education Teacher Assistants are to be used as Substitutes for General Education classrooms. The appointed Executive Director of the Feeder Pattern should be notified on each occasion of the Administrator's intent to utilize a Teacher Assistant as a Substitute Teacher with the above noted compensation. Administrators should continue to make every effort to identify a Substitute Teacher available to cover the absent Teacher.

12.03 – Class Coverage Teacher

Supplemental earning is designed to compensate classroom teachers for covering an extra class during their planning period. The teacher must stay past the contract hours to make up the planning period to be eligible for this supplemental pay. ***The supplemental earning amount is \$20/hour professional duty rate and is only available for professional employees.***

12.04 – Testing Coordinator

Supplemental earning is designed to compensate campus test coordinators who are responsible for extra activities that require the organizing and implementation of the testing program. Those positions eligible to serve as test coordinators are outlined in district policy (EK Regulation) which states that test coordinators must have a teacher certification. Any exceptions to this requirement must be approved by the Evaluation and Assessment department in conjunction with the School Leadership department. Principals, Assistant Principals and Counselors may serve as the campus test coordinator, but these positions are not eligible to be compensated for the duty. All other eligible positions may be compensated. Special circumstances will be reviewed on an individual basis. Assistants helping with support duties do not need to be certified. ***The supplemental earning amount is paid according to the chart below and is contingent upon availability of campus funds.***

TESTING COORDINATOR	
POSITION	AMOUNT
Support Duties	SPS – Straight time or Overtime
Teacher Assistant Duties (TA)	SPS – Straight time or Overtime
Professional Duties	\$20/hour

12.05 – Graduation Duty

Supplemental earning is designed to compensate district employees who assist with specific functions necessary in holding district graduation ceremonies. ***The supplemental earning is \$20/hour for professional duties and is contingent upon availability of campus/department funds. Support employees follow overtime guidelines but may be compensated at the \$10/hour supplemental rate during summer while off contract.***

12.05a – Graduation Duty (Student Activities Department)

Supplemental earning is designed to compensate employees who assist the Student Activities Department with graduation ceremonies. ***The supplemental earning amount is paid at the rate of \$18/hour for professional duties. Support employees follow overtime guidelines but may be compensated at the \$18/hour supplemental rate during the summer while off contract.***

12.06 – After School and Saturday Tutoring

Supplemental earning is designed to compensate professional employees for tutoring students afterschool and on Saturdays. ***The supplemental earning amount is the professional duty rate of \$20/hour and is only available for professional employees.***

12.06 – Tutoring by a Certified Substitute

Supplemental earning is designed to compensate certified Substitutes tutoring students before and after school or on Saturday if a teacher is not available. The substitute must be certified in the discipline area being tutored. ***The supplemental earning amount is \$12.86/hour.***

12.08 – End of Course Tutoring (EOC)

Supplemental earning is designed to compensate professional employees for tutoring students afterschool and on Saturdays specifically for EOC exams. This duty must be pre-approved by School Leadership. ***The supplemental earning amount is \$31/hour and is only available for professional employees.***

12.09 – School Supply Stipend

Supplemental earning is designed to assist teachers, speech therapists, speech therapist assistants, and Media Specialists (Librarians) with funds for supplies and materials. ***The supplemental earning amount is \$200/year paid in September. (Employees hired on or after January 1st will receive \$100.)***

12.10 – Opening Schools

Supplemental earning is designed to compensate employees who work outside of their calendar contract days performing duties associated with launching the new school year. This supplemental earning is only offered up to 10 working days prior to the first day of the employee's calendar contract date. Note: If the employee is a new hire, the employee is not eligible to begin work prior to the official report to work date on their assignment letter. ***The supplemental earning amount is \$10/hour support duties and \$20/hour for professional duties. This extra duty may not be performed during the school year.***

12.11 – Closing Schools

Supplemental earning is designed to compensate employees who work outside of their calendar contract days performing duties associated with wrapping up the current school year. This supplemental earning is only offered up to 10 working days following the last day of the employee’s calendar contract date. Note: If the employee has resigned, been released or otherwise terminated the district, the employee is not eligible to perform supplemental duty past their effective separation. ***The supplemental earning amount is \$10/hour support duties and \$20/hour professional duties. This extra duty may not be performed during the school year.***

12.12 – Text Book Duties Professional

Supplemental earning is designed to compensate professional employees who aid in the organization, inventory, issuing, and return of campus text books during outside of normal contract hours. ***The supplemental earning amount is \$20/hour for professional duties. Support duties should be coded SPS and follow overtime guidelines.***

12.13 – Transcript Clerk (off contract only)

The supplemental earning is designed to compensate employees for preparing official copies of transcripts for students. ***The supplemental earning amount is \$10/hour support duty rate for days past the last day of the employee assignment. Any days/hours worked prior to the last day of the employee assignment should be coded SPS and overtime guidelines apply. This supplemental earning is contingent on the availability of campus funds.***

12.14 – MyFi Supplemental Pay

Supplemental earning is designed to compensate one Coordinated School Health champion from each school receiving the MyFi grant. This person will be identified by the Principal of the campus to serve as the coordinator of the program. The duties are outlined by the Department and the Mayor’s Youth Fitness initiative MyFi program and funding is contingent upon the continuation of the grant. ***The supplemental earning amount should not exceed \$500 per year paid in May.***

Campus Leadership: Supplemental Earnings 13.00 – 13.02

13.00 – Administrative Experience Principal and Assistant Principal

Supplemental earning is designed to compensate current Principals and Assistant Principals for administrative experience inside or outside the district. ***The supplemental earning paid according to the chart below and pay schedule to be determined. Amount is subject to Principal/Assistant Principal pay for performance rules and guidelines.***

ADMINISTRATIVE EXPERIENCE – PRINCIPAL	AMOUNT
Assistant Principal/Principal (4 years of Experience)	\$2,000
Principal – Anywhere (4years of Experience)	\$4,000
District Principal (4 years of Experience)	\$6,000
ADMINISTRATIVE EXPERIENCE – ASSISTANT PRINCIPAL	AMOUNT
Assistant Principal/Principal – Anywhere (3 years of Experience)	\$2,000
District Principal (3 years of Experience in DISD)	\$4,000

13.01 – Tier 1 Schools

Supplemental Earning is designed to compensate current Principals and Assistant Principals of Tier 1 schools. Tier 1 is defined as a school that has received an “improvement required” rating on the state accountability system or if it is a “priority and/or focus” school under the federal accountability guidelines. Principals and Assistant Principals would continue to be eligible for the stipend for as long as they are

Principal or Assistant Principal of a Tier 1 school and for 2 years after the school is removed from Tier 1 provide they are still in the role of Principal or Assistant Principal in Dallas ISD. **The supplemental earning amount is \$3,000/year for Assistant Principals, and \$5,000/year for Principals. Pay schedule to be determined. Amount is subject to Principal/Assistant Principal pay for performance rules and guidelines. Principals and Assistant Principals assigned to an ACE campus are not eligible for both payments, only the ACE incentive would be received not the Tier 1 School stipend.**

13.02 – Campus Size

Supplemental earning is designed to compensate Principals and Assistant Principals for campus size based on the school’s student enrollment submitted to PEIMS during the month of October. **The supplemental earning amount is variable according to the chart below and is based on the official PEIMS data, paid in February or the earliest pay period after official PEIMS results are made available. Amount is subject to Principal/Assistant Principal pay for performance rules and guidelines.**

CAMPUS SIZE STIPEND		
ELEMENTARY SCHOOL		
SITE SIZE	PRINCIPAL	ASSISTANT PRINCIPAL
500 or less	\$1,500	\$750
501-599	\$2,000	\$1,000
600-899	\$4,000	\$2,000
900-1199	\$6,000	\$3,000
1200 or more	\$8,000	\$4,000
MIDDLE SCHOOL		
SITE SIZE	PRINCIPAL	ASSISTANT PRINCIPAL
400 or less	\$1,000	\$750
401-699	\$3,000	\$1,500
700-999	\$6,000	\$3,000
1000-1399	\$8,000	\$4,000
1400 or more	\$10,000	\$5,000
HIGH SCHOOL		
SITE SIZE	PRINCIPAL	ASSISTANT PRINCIPAL
800 or less	\$1,000	\$750
801-1149	\$3,000	\$1,500
1150-1499	\$6,000	\$3,000
1500-1999	\$8,000	\$4,000
2000 or more	\$12,000	\$6,000

College Readiness: Supplemental Earning 14.00

14.00 – AVID

Supplemental earning is designed to compensate employees who serve as the AVID coordinator on campuses listed on the Dallas ISD AVID contract. To be eligible, coordinator must meet the following requirements. Attend a two hour AVID training once per month, gather and input critical data required by AVID Center such as Data 1 & 2, ISS, CSS, and Senior Data reports; conduct monthly meetings with campus AVID site team; coordinate at least one AVID parent event per semester; develop an AVID

college testing (ACT, SAT, PSAT, Readistep) plan; schedule field trips to colleges and universities, invite speakers to be part of the AVID classroom at least once per month, and ensure the implementation of the AVID site plan. **The supplemental earning amount is \$2,000/year (\$1,000 paid in December and June) and is contingent on the availability of campus funds.**

Mentoring: Supplemental Earnings 15.00 – 15.01

15.00 – TTIPS Master and Mentor Teachers (TAP)

Supplemental earning is designed to compensate Master and Mentor Teachers at North Dallas High School based on the criteria of eligibility outlined by the TTIPS grant. This supplemental earning is contingent on the availability of grant funding. **The supplemental earning amount is up to \$10,000/year for Master Teachers and \$8,000/year for Mentor Teachers (\$5,000 or \$4,000 paid in Dec and May) Additional amounts can be awarded based on rollover funds as outlined in the TEA approved amendment.**

15.01 – African American Student Initiative (AASI)

Supplemental earning is designed to compensate employees who are assigned to coordinate the AASI program who meet all the criteria as outlined by the department. **The supplemental earning amount is up to \$500/year half paid in December and half paid in June.**

Multi Language: Supplemental Earnings 16.00 -16.01

16.00 – Bilingual Stipend

Supplemental earning is designed to compensate, qualified personnel in key positions as outlined below: **The supplemental earning amount is \$2,000 for professional support positions listed below and \$3,000 for certified bilingual teachers in the necessary job codes and valid certifications or permits. Details are provided in a table below. Both are paid over 10 months from November through August.**

BILINGUAL PROFESSIONAL SUPPORT POSITIONS	
Bilingual Counselors	Bilingual Social Workers
Bilingual Educational Diagnosticians	Bilingual Speech Therapists
Bilingual Licensed Specialists in School Psychology	Bilingual Staff Degreed Nurses
Bilingual Occupational Therapists	Bilingual Visiting Teachers
Bilingual Physical Therapists	Bilingual Special Education Teachers
Bilingual Speech Therapy Assistants	Bilingual Media Specialists*

Bilingual, for the purpose of this stipend, means demonstrated language proficiency in both English and Spanish. To be eligible, the employee must be a full time employee of the district, be bilingual as defined by the district, must have a valid certificate, probationary certificate, permit, or license in the discipline area on file with the district's certification office, and must be working in the specified discipline area in a capacity as defined by the district.

1. The employee must have a valid certification, permit, and or license as define in the above table or have a minimum passing score or better on the TexES Bilingual Target Language Proficiency Test (BTLPT) Spanish test (taken as a PACT Candidate) This is the route most

candidates for the stipend will take. Important to note: under this route, the employee is not seeking educator certification in Texas in order to receive the stipend.

2. The employee must be assigned to an eligible job code (full FTE) and must teach a minimum of 4 classes in the discipline area.
3. The employee seeking the stipend that worked in the Dallas ISD during the previous school year must have obtained a minimum of proficient or above on the last appraisal instrument rating in order to qualify for the stipend. In subsequent years, the employee must maintain a minimum rating of proficient or above on the previous year's performance appraisal to continue to be eligible for the stipend.

Eligible Bilingual Teacher Job Codes		Eligible Special Education Job Codes		Eligible Professional Job Codes	
60F0	Bilingual Teacher	6060	Special Education Teacher	6870	Counselor
61F0	Bilingual Teacher 5-6	6061	Special Education Teacher Adaptive PE	6880	Educational Diagnostician
6180	Bilingual Teacher Title I	6062	Special Education Teacher Centralized Unit	6890	Psychologist
60KB	Bilingual Teacher Pre-K	6063	Special Education Teacher Deaf Ed.	6935	Occupational Therapist
		6064	Special Education Teacher Hospital/Homebound	6938	Physical Therapist
		6065	Special Education Teacher Itinerant Vision	6910	Social Worker
		6066	Special Education Teacher Itinerant	6940	Speech Therapist
				6945	Speech Therapist Assistant
				6750	Nurse
				6920	Visiting Teacher
				6785	Media Specialist
*Teacher must hold a valid Bilingual certification or permit and be teaching in the classroom for a minimum of 4 classes. Only full FTE's are eligible.		*Teacher must hold a valid SPED and a valid Bilingual certification or permit. Only full FTE's are eligible.		*Professional must hold both a valid license in the field of their assignment and either a Bilingual certification or be grandfathered under the previous testing program. Only full FTE's are eligible.	

Certification of Eligibility for the Stipend

A District Certification Specialist certifies the employee's eligibility to receive the stipend. All required paperwork, credentials, and exams required for eligibility to receive the stipend are the sole responsibility of the employee seeking the stipend. All required documentation for the stipend must be on file with the District's Certification Office before the stipend will be awarded. When it is determined that the employee is eligible to receive the stipend, the Certification Specialist will notify the employee in writing.

CERTIFICATION CONTACT INFORMATION	
Certification Department	certification@dallisd.org

Schedule for Stipend Payment

The schedule for payment of the stipend follows the district's schedule for payment of bilingual stipends to bilingual teachers. If for any reason an employee receiving the stipend fails to complete the contract year the stipend received shall be refunded to the district on a prorated basis.

Individuals who meet eligibility requirements on the first day of the discipline's contract year work schedule receive the stipend in 10 monthly payments beginning in November. Employees who meet eligibility requirements after the contract year begins receive the stipend on a prorated basis determined by the date the employee meets the eligibility requirement for the earning.

16.01 – Language Proficiency Assessment Committee (LPAC)

Supplemental earning is designed to compensate employees who coordinate the activities of the LPAC and complete *all* duties and responsibilities as assigned in the district LPAC Manual. ***The supplemental earning amount is up to \$1,600/year paid in December and May.***

Special Education: Supplemental Earnings 18.00 – 18.06

18.00 – Level Interpreters for the Deaf

Supplemental earning is designed to compensate sign language interpreters during any school related activity where a deaf student, staff or parent is to participate. The sign language interpreter could be any staff member in the Deaf Education Program of Dallas ISD. If these services are provided during the regular school year then each person would be paid according to their hourly rate; overtime may apply. Eligible Job Codes: 5645 Level 1 Interpreter, 5640 Level 2 Interpreter, or any qualified personnel as described above. If services are performed during non-school hours, the below pay scale is used. ***The supplemental amount is \$15-\$20 per hour plus an hour travel time per event for qualified professional employees.***

- Non-Certified, Board of Evaluators for the Deaf (BEI) Level 1 or equivalent - \$15 per hr.
- BEI Level 2 or equivalent- \$17 per hr.
- BEI Level 3 or equivalent, or teacher - \$20 per hr.

18.01 – Special Olympics Coach

Supplemental earning is designed to compensate Adapted P.E. Teachers to serve as Special Olympics Coaches. Eligible Job Codes: 6061 Teacher.SpecEd/Adaptive PE.Teacher (187). ***The supplemental earning amount is \$3,000/year paid over twelve months.***

The following are a list of activities that are performed:

- Any after-school activities involving Special Olympics: for all sports students on the team practice after school and for Basketball and track and field activities this involves a Friday night and all day Saturday competition.
- State games in May, all night Thursday and Friday and all day Saturday until parent's pickup their students.
- Training for all coaches on the campuses participating in competitions and Special Olympics.
- Training for MAPT Program activities.
- Saturday annual conferences to continue required certification.
- Any paperwork required for students to participate in any competition, i.e. entry forms, field trip proposals for each school, classifications prior to competition.

18.02 – Special Education (SPED) Supplemental

Supplemental earning is designed to compensate for various extra duties, assist in the operation, management, and monitoring of training and program development activities for SPED and General Ed. Employees. Teachers are compensated for attending special education training. (Off contract, and

during non-work hours) Various general and special education staff are compensated for planning and attending critical ARD meetings during non-work hours. Specialized services are performed as needed such as assistance with assistive technology/equipment. (Teachers/related instructional/professional support.) **The supplemental earning amount is \$20/hour, professional. Support employees should be compensated according to overtime guidelines during the normal contract year.**

18.03 – Special Education Evaluation/Assessment (SEDE/SESE)

Supplemental earning is designed to compensate 6880 Diagnostician/ 6890 LSSP/ 6940 Speech Therapist or related service evaluators or instructional evaluators (i.e.6940 Speech Therapist, 6935 Occupational Therapist/ 6938 Physical Therapist) for conducting special education evaluations/assessments after normally scheduled work hours or on non-scheduled work days. This supplemental pay is to assist the district in meeting state and federally mandated timelines during peak work periods or during staff shortages. The staff should hold appropriate Texas certification or licensure. **The supplemental earning amount will be variable by type and duration and fall within the ranges below.**

EVALUATION/ASSESSMENT CHART 18.03		
Evaluation Type	Range	Explanation For Use of Range
6880 Diagnostician/ 6890 LSSP	\$400-\$700	The scope of the evaluation, such as the complexity of the case; the areas of suspected disability that must be addressed; monolingual or bilingual assessments needed; the coordination needed to include all evaluators to address all suspected disabilities and related services.
6940 Speech Therapist	\$300-\$550	The scope of the evaluation, such as whether it is monolingual or bilingual; the areas of speech concerns involved; whether the case is primary speech or secondary and the coordination needed to collaborate on the case completion.

18.04 – ESY/Compensatory Therapy Supplemental (SEDF)

Supplemental earning is designed to pay for therapy services that are provided as part of an ARD-determined need for ESY services, as part of a TEA decision or to compensate for services determined in the ARD process but not fulfilled during the regular school day. 6935 Occupational Therapist, 6938 Physical Therapist, or 6940 Speech Therapist provide these services after regular school days and during ESY school days. **The supplemental earning amount is \$50/hour paid as worked.**

18.05 – Speech Therapist Supervisor

Supplemental earning is designed to compensate speech therapist supervisors, occupational therapist supervisors, and physical therapist supervisors who spend at least 20% of work time performing supervisor duties. Eligible Job Codes: 6940.THERAPIST.SPEECH.TEAC, 6938.THEARAPIST.PHYSICAL.THER, and 6935.THERAPIST.OCCUPATIONAL.THER. **The supplemental earning amount is 5% of the employee’s annual salary paid over 12 months.**

Speech Therapist Supervisory Duties may include:

- State-required speech supervision of licensed speech pathology assistants
- State-required speech supervision of licensed speech pathology interns
- State- and federally-required speech supervision of speech therapy services being billed for SHARS/Medicaid reimbursement
- State-required speech supervision of graduate students through the TETN/TWU distance learning program

- District monitoring of speech staff performance, including mentoring of new staff, TEA compliance, best practices in speech-language pathology, and co-appraisals of campus-based speech staff members

To be eligible for the stipend, the Occupational or Physical therapist must:

- Serve as the PRIMARY supervisor of at least one (1) Certified Occupational Therapist Assistant (COTA) or at least one (1) Physical Therapist Assistant.
- License certification by the State of Texas
- Experience in their field ranging from minimum 3 years to 34+ years
- Degree: Bachelor, Masters or Doctorate

SPECIAL EDUCATION DEPARTMENT				
18.00	District	Interpreters for the Deaf	DEAF	\$15-\$20/hour + 1 hour travel time
18.01	District	Special Olympics Coach	XSOC	\$2,960/year
18.02	District	SPED Supplemental	SPEC	Variable
18.03	District	Diagnostician and Speech Evaluations	SEDE/SESE	Variable
18.04	District	ESY/Compensatory Therapy	SEDF	Variable
18.05	District	Speech Therapist Supervisor	X586	5% annual salary

18.06 – Dyslexia Lead Teacher

Supplemental earning is designed to provide the area Lead Dyslexia teachers in the form of a supplemental earning to attract and retain highly qualified staff for these positions in order to deliver specialized educational services to meet the district's obligation to serve students with dyslexia. These teachers have area wide responsibility to provide monitoring, training, technical assistance, identification and placement of students, and recommendations for the instruction of students with dyslexia and related disorders. Lead Dyslexia Teachers have school caseloads of 20-30 schools where they provide all of the formal assessments for dyslexia as the professional who is trained in the evaluation of students for dyslexia in compliance with Texas Administrative Code §74.28 and Section 504 (§504). To comply with §504, Lead Dyslexia Teachers serve on each of their campuses §504 Committees as the person knowledgeable of the meaning of the evaluation data and the service options. Lead Dyslexia Teachers are hired to the position based on their background in reading and working with students with reading difficulties and disabilities. ***The supplemental earning amount is \$5,000/year, paid over twelve months (\$416.67/month from September through August). Eligible Job Code: 6310 Teacher, Itinerant Dyslexia Services)***

Strategic Campus Incentives 19.00 – 19.05

19.00 – Strategic Feeder Pattern Teacher Incentive I2020

Supplemental earning is designed to encourage teachers and related instructional professional employees to serve in the model design and implementation. ***The supplemental amount is \$1,000/year paid over a 12 month period from September to August. Employees receiving one of the three Strategic Feeder Pattern stipends are not be eligible for the other two. Employees receiving the ACE incentive are not eligible for this stipend. See Appendix B for a list of schools.***

19.01 – Strategic Feeder Pattern Team Lead Incentive I2020

Supplemental earning is designed to encourage employees to serve as team leaders in the model design and implementation. Up to sixteen team leaders for each high school, twelve team leaders for each middle school, and six team leaders at each elementary school in the Strategic Feeder Pattern model. ***The supplemental amount is \$1,500/year paid over a 12 month period from September to August. Employees receiving one of the three Strategic Feeder Pattern stipends are not be eligible for the other two. Employees receiving the ACE incentive are not eligible for this stipend. See Appendix B for a list of schools.***

19.02 – Strategic Feeder Pattern Department Lead and Demo Teacher Incentive I2020

Supplemental earning is designed to encourage employees to serve as department leaders in the model design and implementation. Up to four department leaders for each high school and, four department leaders for each middle school, and one Demo Teacher for each elementary school in the Strategic Feeder Pattern model. ***The supplemental amount is \$2,000/year paid over a 12 month period from September to August. Employees receiving one of the three Strategic Feeder Pattern stipends are not be eligible for the other two. Employees receiving the ACE incentive are not eligible for this stipend. See Appendix B for a list of schools.***

19.03 – Accelerated Campus Excellence (ACE) Signing Incentive

Supplemental earning is designed to compensate Executive Director, Principals, Assistant Principals, Counselors, Campus Instructional Coaches, Media Specialists, and Teachers accepting a new position or renewing a contract at an ACE campus who meet the criteria as defined in the ACE Prep Proposal. ***The supplemental earning is \$2,000 paid in September. Employees receiving this stipend are not eligible for the Strategic Feeder Patter Teacher Incentive for Imagine 2020 campuses. Principals and Assistant Principals receiving the ACE incentive and/or stipend are not eligible to receive the Tier 1 Schools stipend. See appendix B for a list of schools.***

19.04 – Accelerated Campus Excellence (ACE) Campus Incentive Stipend FY16

Supplemental earning is designed to compensate Principals, Assistant Principals, Counselors, Campus Instructional Coaches, Media Specialists, and Teachers who relocated to key positions at an ACE campus following the criteria as defined in the ACE Prep Proposal. Employee with no effectiveness rating will be brought in at the minimum level of the scale. ***The supplemental earning is \$6,000 - \$15,500 as outlined in the below table half paid in December and half paid in May. Employees receiving this stipend are not eligible for the Strategic Feeder Patter Teacher Incentive for Imagine 2020 campuses. Principals and Assistant Principals receiving the ACE incentive and/or stipend are not eligible to receive the Tier 1 Schools stipend. See appendix B for a list of schools.***

19.05 – Accelerated Campus Excellence (ACE) Retention Incentive Stipend FY17

Supplemental earning is designed to compensate Executive Director, Principals, Assistant Principals, Counselors, Campus Instructional Coaches, Media Specialists, and Teachers who remain in key positions at an ACE campus following the criteria as defined in the ACE Prep Proposal. ***The supplemental earning is \$6,000 - \$15,500 as outlined in the below table half paid in December and half paid in May. Employees receiving this stipend are not eligible for the Strategic Feeder Patter Teacher Incentive for Imagine 2020 campuses. Principals and Assistant Principals receiving the ACE incentive and/or stipend are not eligible to receive the Tier 1 Schools stipend. See Appendix B for a list of schools.***

POSITION	ACE SIGNING INCENTIVE	ACE STIPEND FY16	ACE STIPEND FY17
Executive Director	\$2,000	\$15,500	\$15,500
Principal	\$2,000	\$13,000	\$13,000
Assistant Principal	\$2,000	\$11,500	\$11,500
Counselor	\$2,000	\$8,000	\$8,000
Campus Instructional Coach	\$2,000	\$6,000	\$6,000
Media Specialist	\$2,000	\$6,000	\$6,000
Distinguished Teacher	\$2,000	\$10,000	\$10,000
Proficient Teacher	\$2,000	\$8,000	\$8,000
Progressing Teacher	\$2,000	\$6,000	\$6,000

Substitutes: Supplemental Earning 20.00

20.00 – Substitutes

Supplemental earning is designed to compensate the various positions of substitutes for performance of duties as outlined by the Substitute Office. ***The supplemental earning amount is variable according to the chart below and is based on position as well as consideration for number of continuous days served in the same assignment.***

SUBSTITUTE PAY SCALE		
INDIVIDUAL DAY ASSIGNMENT		
SUBSTITUTE CATEGORY	CODE	AMOUNT PER DAY
Teacher Assistant; Administrative Assistant; Clerk	SUBI	\$58.00
Teacher Degreed – Non Certified	SUBI	\$75.00
Teacher Degreed – Certified	SUBI	\$90.00
Bilingual Teacher – Vacancy**	SUBI	\$160.00
Nurse	TBA	\$90.00
Counselor	SUBA	\$260.00
Assistant Principal*	SUBA/SUBR	\$279.36
Principal*	SUBA/SUBR	\$374.50
*Rate applies to serving as an Administrator, if serving as a Teacher see Teacher Certified Rate **Rate applies to a Bilingual Vacancy when the Sub is selected by the Campus Principal for the position.		

CONTINUOUS DAY ASSIGNMENT		
Absence or Leave of Absence (NOT A VACANCY)		
CERTIFIED TEACHER OR ADMINISTRATOR IN THE CLASSROOM		
DAYS IN POSITION	CODE	AMOUNT PER DAY
Continuous 1-10 days	SUBI	\$90.00
Continuous 11-30 days	SUBI/SUBR	\$100.00
Continuous 31+ days	SUBI/SUBR	\$224.60
DEGREED - NON CERTIFIED TEACHER IN THE CLASSROOM		
DAYS IN POSITION	CODE	AMOUNT PER DAY
Continuous 1-10 days	SUBI	\$75.00
Continuous 11-30 days	SUBI/SUBR	\$80.00
Continuous 31+ days	SUBI/SUBR	\$100.00
CONTINUOUS DAY ASSIGNMENT		
For a Vacancy if Substitute is certified in subject content area		
CERTIFIED TEACHER OR ADMINISTRATOR IN THE CLASSROOM		
DAYS IN POSITION	CODE	AMOUNT PER DAY
Continuous 1-10 days	SUBI	\$90.00
Continuous 11-30 days	SUBI/SUBR	\$100.00
Continuous 31+ days	SUBI/SUBR	\$224.60
CONTINUOUS DAY ASSIGNMENT		
For a Vacancy if Substitute is <u>NOT</u> certified in subject content area		
CERTIFIED TEACHER OR ADMINISTRATOR IN THE CLASSROOM		
DAYS IN POSITION	CODE	AMOUNT PER DAY
Continuous 1-10 days	SUBI	\$90.00
Continuous 11-20 days	SUBI/SUBR	\$100.00
Day 21 must be removed from assignment to comply with NCLB**	N/A	N/A
DEGREED - NOT CERTIFIED		
DAYS IN POSITION	CODE	AMOUNT PER DAY
Continuous 1-10 days	SUBI	\$75.00
Continuous 11-20 days	SUBI/SUBR	\$80.00
Day 21 must be removed from assignment to comply with NCLB**	N/A	N/A
**No Child Left Behind (NCLB)		
Continuous means the substitute works at the same school, in the same classroom with no absences. When a substitute is due an additional amount for continuous days, a separate entry is made using SUBR for the additional amount only.		

UNDEFINED STIPENDS AND EXTRA DUTIES

Undefined Stipends and Extra Duties: Supplemental Earnings 21.00 – 21.03

21.00 – Stipend

Supplemental earning is designed to compensate employees who have performed duties in association with a stipend which has been pre-approved and is not defined in this handbook. It is not meant to circumvent the process of obtaining approval for the creation of a new stipend. It should not be used as

a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will be determined on a case by case basis and will be distributed as approved by the appropriate levels.***

21.01 – Professional Extra Duty Flat Rate

Supplemental earning is designed to compensate professional employees who have performed duties in association with a flat rate extra duty which has been pre-approved for creation. It is not meant to circumvent the process of obtaining approval for the creation of a new flat rate extra duty. It should not be used as a way to compensate employees for an extra duty or stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount will be determined on a case by case basis and will be distributed as approved by the appropriate levels.***

21.02 – Professional Extra Duty Hourly

Supplemental earning is designated to compensate professional employees who have been pre-approved to perform duties undefined in this handbook at the district approved rates. This should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is \$20/hour for professional duties unless defined otherwise through a board approved grant or donation agreement.***

21.03 – Support Extra Duty Hourly (off contract)

Supplemental earning is designated to compensate professional employees who have been pre-approved to perform duties undefined in this handbook at the district approved rates. This should not be used as a way to compensate employees for a stipend that has previously been eliminated, to supplement a stipend that has been reduced, or to pay arbitrary amounts that have not been reviewed by the Compensation Department. ***The supplemental earning amount is \$10/hour for professional duties unless defined otherwise through a board approved grant or donation agreement. All extra duty worked during the contract assignment are compensated following overtime guidelines and coded SPS – Secondary Pay Source.***

NOTE: The Oracle element codes of STIP, SUPL and SUPF are to be used only by the Compensation/Payroll Departments who will keep records of all authorized payments that do not have a designated earning element. The submitting department is responsible for maintaining detailed records for each submission.

APPENDIX A

ATHLETIC DEPARTMENT EVENT POSITIONS						
FOOTBALL - VARSITY ONLY						
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	5 GAMES	6 GAMES
Manager	\$20.00/hour	N/A	N/A	N/A	N/A	N/A
Ticket Taker	N/A	\$42.00	\$42.00	\$42.00	\$42.00	N/A
Ticket Seller	N/A	\$45.00	\$45.00	\$45.00	\$45.00	N/A
Clerk	\$42.00	N/A	N/A	N/A	N/A	N/A
Field Supervisor	\$42.00	N/A	N/A	N/A	N/A	N/A
Announcer	\$50.00	N/A	N/A	N/A	N/A	N/A
Parking Guard	\$42.00	N/A	N/A	N/A	N/A	N/A
Time	N/A	\$48.00	N/A	N/A	N/A	N/A
Chain Crew	N/A	N/A	\$40.00	N/A	N/A	N/A
Press Supervisor	\$42.00	N/A	N/A	N/A	N/A	N/A
End Zone Camera Operator	\$50.00	N/A	N/A	N/A	N/A	N/A
25 Second Clock Operator	\$43.00	N/A	N/A	N/A	N/A	N/A
FOOTBALL - FRESHMAN JV						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Ticket Taker	\$30.00	N/A	N/A	N/A	N/A	N/A
Ticket Seller	\$32.00	N/A	N/A	N/A	N/A	N/A
Timer	\$32.00	N/A	N/A	N/A	N/A	N/A
FOOTBALL - MIDDLE SCHOOL						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Ticket Seller	\$32.00	N/A	N/A	N/A	N/A	N/A
Ticket Taker	\$30.00	N/A	N/A	N/A	N/A	N/A
Timer	\$32.00	N/A	N/A	N/A	N/A	N/A
BASKETBALL						
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	5 GAMES	6 GAMES
Seller	\$36.00	\$53.00	\$70.00	\$85.00	\$100.00	\$120.00
Taker	\$36.00	\$52.00	\$68.00	\$82.00	\$98.00	\$118.00
Cashier/Seller	\$37.00	\$53.00	\$71.00	\$86.00	\$105.00	\$125.00
Parking Guard	\$36.00	\$52.00	\$68.00	\$82.00	\$98.00	\$118.00
Scorer(Varsity)	\$40.00	\$55.00	\$70.00	\$85.00	\$100.00	\$120.00
Timer	\$40.00	\$55.00	\$70.00	\$85.00	\$100.00	\$120.00
Announcer	\$40.00	\$55.00	\$70.00	\$85.00	\$100.00	\$120.00

APPENDIX A continued

ATHLETIC DEPARTMENT EVENT POSITIONS						
VOLLEYBALL - VARSITY ONLY						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Assistant Manager	\$50.00	N/A	N/A	N/A	N/A	N/A
2 Games Seller/Taker	N/A	\$42.00	N/A	N/A	N/A	N/A
1 Game Seller/Taker	\$28.00	N/A	N/A	N/A	N/A	N/A
Scorer (Playoffs Only)	\$25.00	N/A	N/A	N/A	N/A	N/A
SOCCER						
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	N/A	N/A
Assistant Manager	\$50.00	\$65.00	\$80.00	\$95.00	N/A	N/A
Seller	\$35.00	\$50.00	\$65.00	\$80.00	N/A	N/A
Taker	\$35.00	\$50.00	\$65.00	\$80.00	N/A	N/A
Timer	\$35.00	\$50.00	\$65.00	\$80.00	N/A	N/A
BASEBALL/SOFTBALL - VARSITY ONLY						
POSITION	1 GAME	2 GAMES	3 GAMES	4 GAMES	5 GAMES	6 GAMES
Seller	\$33.00	\$50.00	\$70.00	\$85.00	\$100.00	\$120.00
Taker	\$33.00	\$50.00	\$68.00	\$82.00	\$98.00	\$118.00
Scorer	\$33.00	\$50.00	\$71.00	\$86.00	\$105.00	\$125.00
Trainer	\$33.00	\$50.00	\$68.00	\$82.00	\$98.00	\$118.00
Clerk	\$33.00	\$50.00	\$70.00	\$86.00	\$105.00	\$125.00
Field Sup.	\$50.00	\$65.00	\$80.00	N/A	N/A	N/A
RENTALS						
POSITION	AMOUNT	N/A	N/A	N/A	N/A	N/A
Manager	\$20.00/hour	N/A	N/A	N/A	N/A	N/A
Asst. Mgr. Mgr. Absence Only	\$20.00/hour	N/A	N/A	N/A	N/A	N/A
Swimming Pool Manager	\$20.00/hour	N/A	N/A	N/A	N/A	N/A

APPENDIX A continued

ATHLETIC DEPARTMENT AUDIO AND VIDEO POSITIONS						
FOOTBALL – VARSITY						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Per Crew Member	\$50.00	N/A	N/A	N/A	N/A	N/A
Director	\$65.00	N/A	N/A	N/A	N/A	N/A
FOOTBALL MS PLAYOFFS						
POSITION	1 GAME	2 GAMES	N/A	N/A	N/A	N/A
Per Crew Member	N/A	\$50.00	N/A	N/A	N/A	N/A
Director	N/A	\$65.00	N/A	N/A	N/A	N/A
BASKETBALL – VARSITY						
POSITION	1 GAME	2 GAMES	N/A	N/A	N/A	N/A
Per Crew Member	\$35.00	\$65.00	N/A	N/A	N/A	N/A
Director	\$45.00	\$80.00	N/A	N/A	N/A	N/A
BASKETBALL MS PLAYOFFS						
POSITION	N/A	2 GAMES	N/A	4 GAMES	N/A	N/A
Per Crew Member	N/A	\$40.00	N/A	\$65.00	N/A	N/A
Director	N/A	\$50.00	N/A	\$80.00	N/A	N/A
TOURNAMENTS						
POSITION	N/A	N/A	N/A	4 GAMES	6 GAMES	8 GAMES
Per Crew Member	N/A	N/A	N/A	\$79.00	\$133.00	\$165.00
Director	N/A	N/A	N/A	\$89.00	\$143.00	\$175.00
SPECIAL EVENT TOURNAMENTS						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Per Crew Member	\$30.00	N/A	N/A	N/A	N/A	N/A
TRACK EVENTS						
POSITION	1 GAME	N/A	N/A	N/A	N/A	N/A
Per Crew Member	\$30.00	N/A	N/A	N/A	N/A	N/A
ALL NON-ATHLETIC EVENTS						
POSITION	EVENT	N/A	N/A	N/A	N/A	N/A
Per Crew Member	\$20.00/hour	N/A	N/A	N/A	N/A	N/A

APPENDIX A continued

ATHLETIC DEPARTMENT OFFICIALS AND DIRECTOR POSITIONS			
SPORT	ASSIGNED DUTY	RATE	NOTES
Cross-Country	Meet Director	\$20/hour	
	Meet Official	\$100/day	
	Meet Worker	\$30/day	
Golf	Tournament Director	\$100/tournament	
Soccer	Tournament Director	\$20/hour	
Softball	Tournament Director	\$20/hour	
Swimming	Meet Official	TBD	
Track And Field	HYTEX (Scoring System)	\$125/day (\$75/day MS)	
	FINISHLYNX (Timing System)	\$100/day (\$75/day MS)	
	Palm Pilot (Field Event Head Official)	\$75/day	
	Scoreboard Operator	\$100/day	
	Starter	\$125/day	
	Back-Up Starter	\$75/day	
	Announcer	\$100/day	
	Meet Director	\$125/day (\$60/day MS)	
	Marshall	\$100/day	
	Games Committee	\$50/day	
	Certified USATF Official (Various Duties)	\$50/day	
	Start Clerk	\$75/day	
	Finish Clerk	\$75/day	
	Clerk Of Course/Hip# Check-In	\$75/day	
	Weight Implement Inspector	\$50/day	
	Results / Award	\$75/day	(Manual Score Keeper)
	Timing System Director	\$300/meet	(With Equipment)
	MS Meet Worker-District Meet	\$25/day	
	MS Meet Worker-City Meet	\$30/day	
	JV Meet Worker	\$30/day	
	Varsity Prelims Meet Worker	\$50/day	
Varsity Finals Meet Worker	\$60/day		
Sound /Scoreboard	\$60/day		
Tennis	Tournament Director	\$100/tournament	
Wrestling	Tournament Director	\$20/hour	
	Meet Official	\$45/match	

APPENDIX B

STRATEGIC CAMPUSES – I2020 AND ACE			
ELEMENTARY SCHOOLS		MIDDLE SCHOOLS	
CAMPUS	PROGRAM	CAMPUS	PROGRAM
Allen	I2020	Dade*	I2020
Arcadia Park	I2020	Dade*	ACE
Blanton	ACE	DESA	I2020
Bushman	I2020	Edison*	I2020
Carr	I2020	Edison*	ACE
Carver	I2020	Storey	I2020
De Zavala	I2020	Zumwalt*	I2020
Dunbar	I2020	Zumwalt*	ACE
Earhart	I2020	HIGH SCHOOLS	
Holland	I2020	CAMPUS	PROGRAM
Jordan	I2020	Lincoln	I2020
Lanier	I2020	Madison	I2020
Lee	ACE	Pinkston	I2020
Marsalis	I2020	SOC	I2020
Martinez	I2020	*Campus only eligible for ACE stipend not I2020	
Mills	ACE		
MLK	I2020		
Oliver	I2020		
Pease*	I2020		
Pease*	ACE		
Quintanilla	I2020		
Rhoads	I2020		
Rice	I2020		
Roberts	I2020		
Russell	I2020		
Stevens Park	I2020		
Thornton	I2020		
Young	I2020		
*Campus only eligible for ACE stipend not I2020			