

## EXTRA PERFORMANCE PAY & INSTRUCTIONAL STIPENDS

Additional compensation can be paid to exempt employees with a stipend for certain circumstances, including: having a masters or higher degrees, specialized certifications, and/or to fill critical vacancy needs with a monetary incentive. Please note, stipends coincide with the position and do not automatically transfer with the employee, regardless if the transfer is voluntary or involuntary. Stipends are awarded on an annual basis, but can be discontinued at any time deemed necessary. Salaries are not predicated on stipends previously earned. The stipend schedule applies to the current fiscal year only. Future salaries cannot be predicted from this schedule. The Fair Labor Standards Act specifies that non-exempt employees do not qualify for stipend assignments.

If the individual does not complete the stipend assignment, the stipend will be pro-rated based on the calendar for that stipend. For example, if a stipend has 45 days plus 5 duty days in the fall, and 18 days plus 5 duty days in the spring, an individual that only works the 45 days in the fall would be eligible to be paid the stipend rate (45/63) and the 5 duty days at their current rate for the fall. If at the time they resign from the assignment, they have been paid more of the total stipend than the prorated earned amount, they would owe the district for the overpayment. Equally, if at the time an employee resigns from the assignment, have not been paid the prorated amount of the assignment, the district would owe the individual the remaining prorated amount.

An individual who accepts an assignment after the start of the calendar for that assignment will receive the prorated amount for that stipend and any extra days that have yet to occur.

The payment of stipends is based on two pay-out methods:

- **AS** – Assignment Stipend; stipend is pro-rated and paid out through the duration of the employee’s assignment.
- **ON** – One-Time Stipend; stipend is paid out in one lump sum, usually during the months of December and/or June.

<b>ATHLETICS – AS</b>	
High School Athletic Coordinators	\$5,000
Middle School Coordinator	\$1,000
Athletic Trainers	\$6,250

<b>HIGH SCHOOL COACHES – AS</b>		
<ul style="list-style-type: none"> <li>• The coaching extra performance pay includes the specified stipend and, if applicable 5 or 10 extra days of pay at the coaches’ daily teacher rate of pay. No more than 15 extra days will be paid regardless of the number of coaching assignments.</li> </ul>		
<b>Football</b>		
Varsity	\$12,500	+ 10 days
Offensive/Defensive Coordinators	\$8,500	+ 10 days
Assistant Varsity	\$6,700	+ 10 days
Co-Coordinator*	\$7,600	+ 10 days
*If opting for a Football Co-coordinator Model, the campus will: <ul style="list-style-type: none"> <li>• Assign Offensive and/or Defensive Co-coordinators from existing staff allocations,</li> <li>• Utilize the existing Offensive Coordinator and Assistant Coach positions to create two (2) Offensive Co-coordinator positions, or</li> <li>• Utilize the existing Defensive Coordinator and Assistant Coach positions to create two (2) Defensive Co-coordinator positions.</li> <li>• Not increase staffing/coaching assignments in order to implement the model.</li> <li>• Designate the model before the beginning of the season and maintain the model throughout the season.</li> </ul>		
<b>Basketball</b>		
Varsity	\$8,500	+ 10 days

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Approved by the Board of Trustees May 19, 2020

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Assistant Varsity (3 Positions)	\$3,100	+ 10 days
<b>Volleyball</b>		
Varsity	\$6,700	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days
<ul style="list-style-type: none"> <li>Varsity Football, Football Coordinators, Varsity Basketball, and Varsity Volleyball Coaches may not coach another sport. (Exceptions will be allowed on an interim or one year basis)</li> </ul>		
<b>Cross Country</b>		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days
<b>Golf</b>		
Varsity	\$3,300	+ 5 days
<b>Soccer</b>		
Varsity	\$5,400	+ 5 days
Assistant Varsity	\$2,700	+ 5 days
Developmental	\$2,000	No Additional Days
<b>Track</b>		
Varsity	\$4,700	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
<b>Swimming</b>		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days
Varsity Swimming Coach may receive an extra \$800 stipend if in three (3) swim meets, to include District Meet, the coach must:	<ul style="list-style-type: none"> <li>Have a minimum of 4 boys and 4 girls compete in each individual event except the 200 IM and the 500 Free;</li> <li>Have a minimum of 2 boys and 2 girls compete in the 200 IM and the 500 Free;</li> <li>Have a full team compete in all relays.</li> </ul>	
<b>Tennis</b>		
Varsity (Fall)	\$3,000	+ 5 days
Varsity (Spring)	\$3,000	+ 5 days
Assistant Varsity (Fall)	\$1,500	+ 5 days
Assistant Varsity (Spring)	\$1,500	+ 5 days
<b>Wrestling</b>		
Varsity	\$3,300	+ 5 days
Varsity (Girls)	\$3,300	+ 5 days
Assistant Varsity (Boys & Girls)	\$2,200	+ 5 days
Additional Head Wrestling Coach or Assistant Wrestling Coach will be determined by the following:	<ul style="list-style-type: none"> <li>A program must have a full team (boys or girls) and one half of another team (boys or girls). Each campus principal along with the athletic director will determine what option best fits their campus.</li> <li>Must have 8 athletes participate in both JV District tournaments (if scheduled).</li> </ul>	
<b>Baseball</b>		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days
<b>Softball</b>		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days

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MIDDLE SCHOOL COACHES – <b>AS</b>		
<b>Football</b>		
Head 8 <sup>th</sup> Grade	\$3,200	
Assistant	\$2,400	
<b>Basketball</b>		
Head 8 <sup>th</sup> Grade	\$1,800	
Head 7 <sup>th</sup> Grade	\$1,800	
B-Squad	\$1,000	
<b>Cross Country</b>		
Head 8 <sup>th</sup> Grade	\$1,200	
<b>Soccer</b>		
Head 8 <sup>th</sup> Grade	\$1,200	
Head 7 <sup>th</sup> Grade	\$1,200	
<b>Track</b>		
Head 8 <sup>th</sup> Grade	\$1,700	
Head 7 <sup>th</sup> Grade	\$1,700	
<b>Volleyball</b>		
Head 8 <sup>th</sup> Grade	\$1,800	
Head 7 <sup>th</sup> Grade	\$1,800	
B-Squad	\$1,000	
<b>Wrestling</b>		
Head 7 <sup>th</sup> /8 <sup>th</sup> Grade	\$1,200	
<b>Baseball</b>		
7 <sup>th</sup> -8 <sup>th</sup> Grade	\$1,000	
<b>Softball</b>		
7 <sup>th</sup> -8 <sup>th</sup> Grade	\$1,000	
<ul style="list-style-type: none"> <li>• B-Squad, Baseball and Softball stipend approved for programs based on participation and maintains a minimum of 25 athletes.</li> </ul>		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY – <b>ON</b>		
<b>Cheerleader</b>		
HS Sponsor	\$4,500	
HS Assistant Sponsor	\$2,000	
MS Sponsor	\$1,000	
<ul style="list-style-type: none"> <li>• A sponsor that is assigned both the Varsity and JV Cheerleading squads will receive the HS Sponsor stipend and one half of the HS Sponsor Assistant stipend</li> </ul>		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY (SCHOOL FUNDED) – <b>AS</b>		
Intramurals	\$1,100	

HIGHER EDUCATION DEGREES – <b>AS</b>		
Master's Degree	\$2,500	
<ul style="list-style-type: none"> <li>• Content-Specific teaching assignment required</li> <li>• Employees receiving the \$1,000 stipend in a non-content specific teaching assignment prior to July 1, 2020 will be 'grandfathered'.</li> <li>• Employees are only eligible for one of the two stipend amounts (\$1,000 or \$2,500).</li> </ul>		

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## EXTRA PERFORMANCE PAY & INSTRUCTIONAL STIPENDS

Doctoral Degree	\$1,000
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### NATIONAL BOARD CERTIFIED TEACHERS PROGRAM – AS

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

### CAREER LADDER – AS

Career Ladder II	\$2,000
Career Ladder III	\$3,500
<ul style="list-style-type: none"> <li>Applies to teachers hired for the 2008-2009 school year or earlier.</li> </ul>	

### DEPARTMENT HEADS/GRADE LEVEL LEADERS - ON

Elementary Grade Level Leaders	\$500	2-4 Teachers
	\$650	5-9 Teachers
	\$800	10+ Teachers
<ul style="list-style-type: none"> <li>Grade levels are PK/K, 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup></li> <li>Elementary non-grade level teachers such as PE or SPED may be included in ONE grade level as determined by the Principal.</li> </ul>		
MS Department Head Core Only	\$500	2-4 Teachers
MS Department Head Core Only	\$800	5-9 Teachers
MS Department Head Core Only	\$1,100	10+ Teachers
HS Department Head Non-Core	\$500	5-9 Employees
HS Department Head Non-Core	\$1,000	10 + Employees
HS Department Head Core	\$700	2-4 Employees
HS Department Head Core	\$1,000	5-9 Employees
HS Department Head Core	\$1,300	10 + Employees
HS CTE Department Head	\$1,000	
<ul style="list-style-type: none"> <li>Core is Math, Science, ELA, Social Studies</li> <li>For stipend purposes, the Principal will determine which core area MS Humanities will be assigned</li> <li>For stipend purposes, the Principal will determine how high school non-core departments are grouped</li> <li>For stipend purposes, teachers may only be included in one department count as determined by the Principal</li> </ul>		

### LPAC TEACHER COORDINATOR – ON

LPAC Teacher Coordinator	\$500	Enrollment 99 or less
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### PRE-KINDERGARTEN – AS

Half-Day PreKindergarten	\$1,100
<ul style="list-style-type: none"> <li>Effective July 1, 2020 - Stipend applicable to half-day PreK Teachers only.</li> </ul>	

### BILINGUAL - AS

<b>Elementary Level</b>	
Bilingual/ESL Certification	\$2,000
<ul style="list-style-type: none"> <li>Certified ESL Teacher Assigned Full-Time to Teach in Dual Language Two-Teacher Model.</li> </ul>	
<b>Secondary Level</b>	
Bilingual/ESL Certification	\$333 p/section (Maximum \$2,000)

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<ul style="list-style-type: none"> <li>• Certified ESL/Bilingual teacher assigned to (L) sections with 51% or greater ELL students per section.</li> </ul>
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<b>DUAL LANGUAGE - ON</b>	
Dual Language Support	\$250 per Competency Completion
<ul style="list-style-type: none"> <li>• Stipend will be paid upon receiving confirmation that competency has been completed.</li> </ul>	

<b>ROTC PROGRAM - AS</b>	
ROTC Instructors	\$1,500
Air Rifle Certification*	\$500 (Campus Funded)
<ul style="list-style-type: none"> <li>• Stipend will be paid upon receiving confirmation that competency has been completed.</li> </ul>	

<b>DUAL LANGUAGE MS AND HS (MATHEMATICS, SCIENCE, SOCIAL STUDIES) - AS</b>	
Dual Language 5+ Periods	\$1,100
Dual Language 4 Periods	\$880
Dual Language 3 Periods	\$660
Dual Language 2 Periods	\$440
Dual Language 1 Period	\$220
<ul style="list-style-type: none"> <li>• ESL Certification is required</li> </ul>	

<b>NEW TECH ELEMENTARY SCHOOL - AS</b>	
Elementary School New Tech Teacher – Grades 3 - 5	\$2,500
Elementary School New Tech Teacher – Grades K - 2	\$1,500
Elementary School New Tech Teacher – PE	\$1,000
Elementary School New Tech – Instructional Coach	\$1,000

<b>NEW TECH MIDDLE AND HIGH SCHOOL - AS</b>	
New Tech Sections 4+ Periods	\$2,400
New Tech Sections 3 Periods	\$1,800
New Tech Sections 2 Periods	\$1,200
New Tech Section 1 Period	\$600

Participate in campus-based professional development instructional or curricular planning, share and analyze student data with other teachers, participate in parent involvement programs, Teacher Residency or New Tech annual conference, visit NTN school in the area, collaborate with NTN teachers from another campus, attend all scheduled NTN trainings, earn 1 NTN 101 Pathway Map badge and one NTN Certified Teacher Pathway badge per school year. Must teach at an EPISD New Tech campus for one full year. Stipend will be paid upon completion of all requirements.

<b>POWER UP MENTOR - ON</b>	
Power Up Mentor	\$1,000
<ul style="list-style-type: none"> <li>• After 120 hours of successful training. After training, serve as mentor to the campus.</li> <li>• Stipend paid at the end of the school year</li> </ul>	

<b>SECONDARY LEVEL INSTRUCTION - AS</b>	
Math 5+ Periods	\$2,500
Math 4 Periods	\$2,000
Math 3 Periods	\$1,500
Math 2 Periods	\$1,000
Math 1 Period	\$500
<ul style="list-style-type: none"> <li>• Must be HS/MS Certified in Math</li> </ul>	

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Science 5+ Periods	\$2,500
Science 4 Periods	\$2,000
Science 3 Periods	\$1,500
Science 2 Periods	\$1,000
Science 1 Period	\$500
<ul style="list-style-type: none"> <li>Must be HS/MS Certified in Science</li> </ul>	
Dual Credit Teacher 5+ Periods	\$3,000
Dual Credit Teacher 4 Periods	\$2,400
Dual Credit Teacher 3 Periods	\$1,800
Dual Credit Teacher 2 Periods	\$1,200
Dual Credit Teacher 1 Period	\$600
<ul style="list-style-type: none"> <li>Must be HS Certified in Subject Area and Accepted by Postsecondary Institution</li> <li>HS Dual Credit teachers are eligible for both dual credit stipends and secondary instruction stipends (i.e. math and science stipends)</li> </ul>	

### EXTRA DUTY PAY – ON

<b>Extra Teaching Period</b>	<b>\$1,500 P/SEMESTER</b>
<ul style="list-style-type: none"> <li>Teachers assigned an additional class period in lieu of a conference period are eligible for the stipend.</li> <li>Teacher must maintain a PLC Period.</li> <li>All Extra Teaching Period Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval.</li> <li><b>Zero and 9<sup>th</sup> Period – Not eligible for stipend.</b></li> <li>The funding of the stipend requested will be treated as follows: <ul style="list-style-type: none"> <li>Request for Extra Teaching Period Stipend due to credit recovery- Campus Funded</li> <li>Request for Extra Teaching Period Stipend due to master scheduling conflicts, staffing FTE numbers will be evaluated to identify master schedule conflicts – Campus Funded</li> <li>Request for Extra Teaching Period Stipend due to enrollment numbers – District Funded</li> </ul> </li> </ul>	
<b>Extended Schedule</b>	<b>\$1,500</b>
<ul style="list-style-type: none"> <li>Extended Schedule Stipends are allotted to teachers assigned to a Disciplinary Alternative Education Program (DAEP) campus and are required to extend their schedule to supervise students before or after school per semester.</li> </ul>	
<b>Delta Fine Arts</b>	<b>\$1,000</b>
<ul style="list-style-type: none"> <li>Fine Arts teachers assigned to Delta Academy are eligible for a Fine Arts stipend per semester.</li> <li>All Delta Fine Arts Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval.</li> </ul>	

### FINE ARTS – AS

<b>Instrumental Music</b>	
HS Band Director	\$10,000
HS Assistant Band Director	\$5,000
MS Band Director	\$3,700
MS Assistant Band Director	\$2,500
HS Orchestra	\$5,000
MS Orchestra	\$3,700
ES Orchestra	\$1,000
Guitar	\$2,500
Mariachi	\$1,000
<ul style="list-style-type: none"> <li>Itinerant personnel would receive only the highest extra performance pay for their specific assignment. Extra performance pay includes allowed salary for those days in excess of 187 days required by assignment.</li> <li>A teacher that is assigned to two (2) secondary campuses or teaches two (2) programs will receive one full stipend amount of the first assignment and one-half of the second assignment stipend. Example, a teacher assigned to MS Band and MS Assistant Band will receive the following stipend amounts: \$3,700 + \$1,250 (\$2,500/2)</li> </ul>	

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<b>Performing Arts</b>	
One Act Play Director	\$1,000
Performing Dance Group	\$2,500
HS Theater Director	\$5,000
Kick Dance	\$2,500
• Kick Dance stipend paid at the end of the school year (Campus Funded)	
<b>Vocal Music</b>	
HS Choir	\$5,000
MS Choir	\$3,700
ES Choir	\$500
Vocal Music Specialist	\$1,000
<b>Visual Arts</b>	
Art	\$500
HS Art	\$1,000

<b>SPECIAL EDUCATION – AS</b>	
<b>Instructional</b>	
Transitional/Instructional Specialist	\$1,000
AIM/BIC/CRC/Autistic-SLU (Self-Contained)	\$2,000
Deaf Education	\$4,000
PPCD Pre-Kindergarten	\$2,100
PPCD Kindergarten (Self-Contained)	\$2,000
Homebound / Adaptive PE	\$1,000
Resource	\$1,000
VI Lead Teacher	\$5,000
Visually Impaired Teacher	\$4,000
<b>Professional</b>	
Mentor Speech Therapist	\$1,000
Mentor Therapist (all areas)	\$1,000
Mentor Diagnostician	\$1,000
Mentor Occupational Therapist	\$1,000
Mentor Physical Therapist	\$1,000
**Bilingual for SPED Certified Personnel or ***ESL Certification for any SPED Teacher	\$2,000
<p>**Eligibility will be determined by one of three criteria: Texas Teacher Certification in Foreign Language, Texas Teacher Certification in Bilingual Education, or passing score on a nationally recognized foreign language proficiency exam.</p> <p>For the staff members who receive the stipend by achieving a passing score on a nationally recognized foreign language proficiency exam, the Special Education Department will conduct the exam and provide Human Resources with a memo to document the passing score.</p> <p>***ESL Certification Eligibility – must be teacher of record and teaching SPED/ELL Students.</p>	

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<b>CAREER AND TECHNICAL EDUCATION INSTRUCTIONAL STIPENDS - AS</b>		
Health Science RN		\$2,500
Health Science Technology, non-RN		\$1,000
Agriculture Science		\$1,000
Trades and Industry		\$1,000
<b>PROGRAM</b>	<b>REQUIRED # OF HOURS</b>	<b>AMOUNT</b>
CNA Program – After Hour Rotation	40 hours	\$1,000
EMT Program – After Hour Rotation	60 Hours	\$1,500
LVN I Program – After Hour Rotation	144 Hours	\$3,600
LVN II Program – After Hour Rotation	244 Hours	\$6,100

<b>TECHNOLOGY EDUCATION INSTRUCTIONAL STIPENDS – AS</b>	
Technology Education 7+ Periods	\$1,050
Technology Education 6 Periods	\$900
Technology Education 5 Periods	\$750
Technology Education 4 Periods	\$600
Technology Education 3 Periods	\$450
Technology Education 2 Periods	\$300
Technology Education 1 Period	\$150

<b>FAMILY CONSUMER SCIENCE INSTRUCTIONAL STIPENDS – AS</b>	
Family Consumer Science 7+ Periods	\$1,050
Family Consumer Science 6 Periods	\$900
Family Consumer Science 5 Periods	\$750
Family Consumer Science 4 Periods	\$600
Family Consumer Science 3 Periods	\$450
Family Consumer Science 2 Periods	\$300
Family Consumer Science 1 Period	\$150

<b>MARKETING INSTRUCTIONAL STIPENDS – AS</b>	
Marketing 7+ Periods	\$1,050
Marketing 6 Periods	\$900
Marketing 5 Periods	\$750
Marketing 4 Periods	\$600
Marketing 3 Periods	\$450
Marketing 2 Periods	\$300
Marketing 1 Period	\$150

<b>CAREER AND TECHNICAL EDUCATION EXTRA PERFORMANCE PAY STIPENDS – AS</b>	
Cosmetology	\$2,500



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Agriculture Science & Technology Certified Personnel responsible for cropland and supervision of livestock	\$5,800
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HIGH SCHOOL CAREER AND TECHNICAL STUDENT ORGANIZATION (CTSO) COACH EXTRA PERFORMANCE PAY - <sup>ON</sup>	
Coach	\$1,500
<ul style="list-style-type: none"> <li>High School CTE Teachers will only be paid extra performance pay for coaching one student organization.</li> <li>Pay will be based on number of entries at the local / district CTSO competition. Up to \$1,500 for 10 entries, \$150 per student up to 10 students.</li> </ul>	

CAREER AND TECHNICAL EDUCATION YEARS OF TEACHING BASED ON INDUSTRY WORK EXPERIENCE – <sup>AS</sup>	
Trade & Industry teachers are allowed up to 10 years of experience for documented related approved industrial work experience (2 years – State, up to 8 years – Local)	
The positions listed below require a CTE Trade & Industry Certificate with verifiable current work experience within the industry. The work experience will be based on a Statement of Qualification approved by a recognized TEA ACP program and reviewed by the Career & Technical Education Director.	
CTED Building Maintenance	Diesel Technology
Microcomputer Technology	Electrical Technology
Telecommunications & Networking	Electronics Technology
Piping Trades Plumbing	Metals Technology
Advertising Design	Machining Technology
Architectural & Engineering CAD	Gaming & Animation
Automotive Collision	Cosmetology
Automotive Technology CTE	Agriculture Science & Technology
Culinary Arts	Law Enforcement
Fire Science Technology	Health Science Technology/HST Clinical Rotation Teacher
The following Career and Technical Education teachers are allowed 2-5 years of experience for approved documented related work experience. The work experience will be based on a Statement of Qualification approved by a recognized TEA ACP program and reviewed by the Career and Technical Education Director.	
<b>*Marketing Education / CTED Marketing Dynamics</b>	
*Currently employed and certified CTE teachers at EPISD found eligible to take the Marketing Education Certification Exam through verification of employment by the EPISD CTE Director during 2011-2012 or in future years are not eligible to receive the 2-5 years of experience because the marketing certification was not a condition of employment when hired. TEA must also approve the Marketing Education Certification Exam application and requires that all teachers approved must be assigned marketing courses within their schedule on their assigned campus.	

CTE STIPEND FOR ADVANCED MATH AND SCIENCE COURSES – <sup>AS</sup>	
This stipend will only pertain to CTE teachers who are not math or science certified but who meet credentialed requirements in 19 TAC Chapter 231, Assignment of Public School Personnel Chart.	
To qualify to receive the stipend, the CTE teacher will need to teach a CTE math and/or science course which qualifies as a 4th year/advanced math or science credit.	
5+ Periods	\$2,500
4 Periods	\$2,000
3 Periods	\$1,500
2 Periods	\$1,000
1 Period	\$500

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ACADEMIC COMPETITIONS/JOURNALISM/SPEECH/UII - <b>ON</b>		
<b>Business</b>		
	Accounting	\$440
	Computer Applications	\$440
<b>Drama</b>		
	One-Act Play Director UIL	\$1,000
	One-Act Play Assistant Director UIL	\$500
<b>English</b>		
	Literary Criticism	\$440
	Ready Writing	\$440
	Spelling & Vocabulary	\$440
<b>Forensic</b>		
	TFA/NFL	\$750
<b>Journalism</b>		
	Editorial Writing	\$440
	Feature Writing	\$440
	Headline Writing	\$440
	Newsriting	\$440
<b>Mathematics</b>		
	Calculator Applications	\$550
	Number Sense	\$550
	Computer Science	\$440
	Mathematics	\$440
<b>Science</b>		
	Biology	\$440
	Chemistry	\$440
	Physics	\$440
<b>Speech</b>		
	Cross-Examination Debate	\$605
	Lincoln-Douglas Debate	\$605
	Informative Speaking	\$440
	Persuasive Speaking	\$440
	Poetry Interpretation	\$440
	Prose Interpretation	\$440
<b>Social Studies</b>		
	Current Issues & Events	\$440
	Mock Trial	\$440
	Social Studies	\$440
The stipend will be paid based on the number of entries at the actual UIL Meet (Pro-rated). Example: 4 entries for Current Issues & Events \$440, 3 entries \$247.50, 2 entries \$165, 1 entry \$82.50		

MIDDLE SCHOOL ACADEMICS / UII - <b>ON</b>		
	<b>Full</b>	<b>Partial</b>
<b>Drama</b>		

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

<b>ELEMENTARY UIL - ON</b>	
	<b>Amount</b>
UIL Event – Full Team	\$325
UIL Event – Two Students	\$216
UIL Event – One Student	\$108

<b>ACADEMIC COORDINATOR – AS</b>		
	<b>Full</b>	<b>Partial</b>
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100
Elementary Campus Coordinator	\$275	\$100

<b>ACADEMIC DECATHLON AND HIGH-Q COACHES - ON</b>	
<b>Texas Academic Decathlon</b>	
Head Coach	\$2,500
Assistant Coach	\$2,050
<b>High-Q</b>	
Coach	\$2,050

# 2020 - 2021

## EXTRA PERFORMANCE PAY & INSTRUCTIONAL STIPENDS

<b>DESTINATION IMAGINATION (K-12) - ON</b>	
Coach	\$440

<b>JOURNALISM - AS</b>	
<b>Journalism / Publications</b>	
Broadcasting	\$900
<ul style="list-style-type: none"> <li>• Paid at the end of the school year after receiving six productions.</li> </ul>	
Literary Magazine	\$600
<ul style="list-style-type: none"> <li>• Stipend is also considered for development of school programs, sports schedules, alumni programs, etc. as approved by Coordinator – Academic Competition, Speech and Journalism</li> </ul>	
School Paper	\$1,500
<ul style="list-style-type: none"> <li>• Stipend paid based on development/distribution of six issues)</li> </ul>	
HS Yearbook	\$2,200
<ul style="list-style-type: none"> <li>• Stipend paid based on completion of yearbook – copy provided to District for archives)</li> </ul>	
MS Yearbook	\$500
<ul style="list-style-type: none"> <li>• Stipend paid at the end of the school year</li> </ul>	
Broadcasting	\$900
<ul style="list-style-type: none"> <li>• Paid at the end of the school year after receiving six productions.</li> </ul>	

<b>TEACHER SIGN-ON BONUS - ON</b>	
Math/Science	\$1,000*
Certified Bilingual/ESL/Elementary Dual Language	\$1,000*
Deaf Education	\$3,000*
Dual Credit	\$3,000*
Special Education	\$3,000*
Relocation Fee (if you live 150 miles or more from El Paso, TX)	\$1,500**
* One-Time Offer * Two-Year Commitment to EPISD ** One-Time Offer	

<b>CAMPUS LEADERSHIP - ON</b>	
<b>High School</b>	
1,400 – 1,999 Enrollment	\$2,500
2,000+ Enrollment	\$5,000
<b>Middle School</b>	
700 - 949 Enrollment	\$750
950 – 1,199 Enrollment	\$1,500
2,000+ Enrollment	\$3,000
<b>Elementary School</b>	
700+ Enrollment	\$1,500
<ul style="list-style-type: none"> <li>• Based on Student Enrollment as of PEIMS Snapshot Date – (Last Friday of October)</li> <li>• Paid out in December</li> <li>• Principals assigned to two campuses are eligible for two stipends based on enrollment by campuses individually.</li> </ul>	

# 2020 - 2021

Approved by the Board of Trustees May 19, 2020

## EXTRA PERFORMANCE PAY & INSTRUCTIONAL STIPENDS

PRINCIPAL LEADERSHIP ACADEMY - <b>ON</b>	
Director	\$15,000 (\$7,500 p/semester)
Assistant	\$5,000 (\$2,500 p/semester)
• Stipend pay-out will be in December and May	

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Kelly Ball at 230-2856.

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856.