

**2021-2022 Northside Pay Schedule  
NISD Stipends & Other Supplements**

*21-22 Stipend Amounts Include Extra Days Worked*

**HIGH SCHOOL**

|                                    | 2013-2014     |                   | 2021-2022     |
|------------------------------------|---------------|-------------------|---------------|
| <b>ATHLETICS</b>                   | <b>AMOUNT</b> | <b>EXTRA DAYS</b> | <b>AMOUNT</b> |
| Athletic Trainer - Asst.           | \$3,400       | 31                | \$11,000      |
| Athletic Trainer - Stadium         | \$3,400       | 31                | \$11,000      |
| Athletic Trainer - Head            | \$4,079       | 31                | \$12,000      |
| Boys Baseball - 2nd Asst.          | \$1,449       | 11                | \$4,300       |
| Boys Baseball - 1st Asst.          | \$1,449       | 14                | \$4,800       |
| Boys Baseball - Head               | \$2,006       | 14                | \$7,000       |
| Boys Basketball - Asst.            | \$1,621       | 20                | \$6,500       |
| Boys Basketball - Head             | \$2,244       | 20                | \$8,000       |
| Boys Football Coordinator          | \$2,244       | 24                | \$10,000      |
| Boys Football - Asst.              | \$1,621       | 24                | \$7,500       |
| Boys Soccer - Asst.                | \$1,621       | 13                | \$4,700       |
| Boys Soccer - Head                 | \$2,244       | 13                | \$7,000       |
| Boys Track - Asst.                 | \$1,473       | 7                 | \$4,000       |
| Boys Track - Head                  | \$2,040       | 8                 | \$7,000       |
| Cross Country - Asst.              | \$1,285       | 13                | \$4,000       |
| Cross Country - Head               | \$1,802       | 13                | \$5,500       |
| Fall Admin - Asst.                 | -             | 6                 | \$2,000       |
| Field Maint - Asst.                | -             | 13                | \$4,000       |
| Girls Athletic Coordinator - Asst. | -             | 30                | \$8,000       |
| Girls Basketball - Asst.           | \$1,621       | 20                | \$6,500       |
| Girls Basketball - Head            | \$2,244       | 20                | \$8,000       |
| Girls Soccer - Asst.               | \$1,621       | 13                | \$4,700       |
| Girls Soccer - Head                | \$2,244       | 13                | \$7,000       |
| Girls Softball - 2nd Asst.         | \$1,449       | 11                | \$4,300       |
| Girls Softball - 1st Asst.         | \$1,449       | 14                | \$4,800       |
| Girls Softball - Head              | \$2,006       | 14                | \$7,000       |
| Girls Track - Asst.                | \$1,473       | 7                 | \$4,000       |
| Girls Track - Head                 | \$2,040       | 8                 | \$7,000       |
| Girls Volleyball - Asst.           | \$1,424       | 14                | \$5,500       |
| Girls Volleyball - Head            | \$1,972       | 14                | \$7,800       |
| Girls/Boys Diving                  | \$2,946       | 19                | \$7,000       |
| Waterpolo                          | \$458         | 2                 | \$1,200       |
| Girls/Boys Golf - Head             | \$3,928       | 9                 | \$6,500       |
| Girls/Boys Golf - Asst.            | \$2,361       | 5                 | \$3,250       |
| Girls/Boys Swimming - Head         | \$2,946       | 19                | \$7,000       |
| Tennis - Asst.                     | \$2,946       | 15                | \$6,000       |
| Tennis - Head                      | \$3,928       | 25                | \$9,700       |

| <b>FINE ARTS</b>  | <b>13-14</b> |     | <b>21-22</b>       |
|---|--------------|-----|--------------------|
| Asst. Band Director   | \$3,116      | 15  | \$9,000            |
| Asst. Band Director (HCHS)  | \$1,558      | 2.5 | \$4,500            |
| Band Director   | \$5,099      | 15  | \$15,000           |
| Band Director (HCHS)  | \$3,872      | 5   | \$8,000            |
| Choir Asst. Director  | \$2,078      | 5   | \$4,000            |
| Choir Head Director   | \$3,683      | 5   | \$6,000            |
| Orchestra Director  | \$3,872      | 5   | \$6,000            |
| Mariachi  | \$2,361      | 5   | \$6,000            |
| Theater Arts Asst. Director   | \$1,606      | 5   | \$3,500            |
| Theater Arts Director   | \$2,739      | 5   | \$6,000            |
| Fine Arts Dance (based on sections taught)  | -            | -   | \$4,000            |
| Fine Arts Dance Company   | -            | -   | \$6,000            |
| Spirit Squad (formerly Pep Squad, Dance, Cheer)   | \$5,761      | 40  | \$19,000/\$24,000* |
| <i>Suggested amounts: Cheer \$7,000, Dance Team \$7,000, Pep Squad \$5,000. *Drill Team (if applicable) \$5,000</i> |              |     |                    |
| <b>OTHER STIPENDS</b>   | <b>13-14</b> |     | <b>21-22</b>       |
| Academic Decathlon (2 per campus)   | \$2,833      | -   | \$4,000            |
| Agriculture   | \$2,078      | -   | \$5,850            |
| Agriculture Director  | \$3,305      | -   | \$6,850            |
| CT/Coop Education   | \$945        | 5   | \$2,900            |
| CT/Clinical Rotation  | \$284        | 3   | \$1,250            |
| Discretionary Stipend (3 per campus)  | \$756        | -   | \$1,000            |
| ESL Education Teacher   | \$874        | -   | \$1,500            |
| GT/Enrichment   | -            | 3   | \$1,000            |
| Health Department Coordinator   | \$567        | 1   | \$950              |
| JR ROTC   | \$4,249      | -   | \$12,500           |
| Lead - FFA  | \$2,833      | -   | \$6,350            |
| National Honor Society  | \$945        | -   | \$1,000            |
| Newspaper   | \$1,417      | 3   | \$2,500            |
| Senior Class Sponsor (2 per campus)   | \$945        | -   | \$1,200            |
| Speech/Debate Director  | \$2,691      | -   | \$4,000            |
| Student Council   | \$1,134      | -   | \$1,500            |
| UIL Campus Coordinator (1 per campus)   | \$756        | -   | \$1,200            |
| UIL Coordinator (Host Campus)   | \$1,417      | -   | \$1,500            |
| UIL Event Sponsor (per event)   | \$756        | -   | \$800              |
| UIL Event Sponsor - One Act Play  | \$756        | -   | \$1,000            |
| Yearbook  | \$1,039      | 3   | \$2,250            |
| <b>Department Coordinator</b>   |              |     |                    |
| <i>(PE, Business, Language, Electives, ROTC, FCS/CTE, Spec Ed)</i>  |              |     |                    |
| 16-40 periods/day   | \$1,417      | 2   | \$2,200            |
| 41-80 periods/day   | \$1,511      | 2   | \$2,300            |
| 81+ periods/day   | \$1,653      | 2   | \$2,400            |
| <b>Department Core Coordinator</b>  |              |     |                    |
| <i>(ELA, Math, Science, Social Studies)</i>   |              |     |                    |
| 6-15 Teachers   | \$1,889      | 5   | \$3,500            |
| 16-25 Teachers  | \$2,597      | 5   | \$4,500            |
| 26+ Teachers  | \$3,305      | 5   | \$5,500            |

| <b>MIDDLE SCHOOL</b>                        |              |   |              |
|---|--------------|---|--------------|
| <b>ATHLETICS</b>                            | <b>13-14</b> |   | <b>21-22</b> |
| Boys Basketball                             | \$1,842      | 1 | \$2,500      |
| Boys Football                               | \$1,464      | 7 | \$4,000      |
| Boys Head Coach                             | \$756        | - | \$3,500      |
| Boys Soccer                                 | -            | - | \$2,000      |
| Boys Track                                  | \$1,417      | 1 | \$2,100      |
| Girls Basketball                            | \$1,842      | 1 | \$2,500      |
| Girls Head Coach                            | \$756        | - | \$3,500      |
| Girls Soccer                                | -            | - | \$2,000      |
| Girls Track                                 | \$1,417      | 1 | \$2,100      |
| Girls Volleyball                            | \$1,464      | 2 | \$2,500      |
| Golf  | \$1,370      | - | \$2,000      |
| Tennis                                      | \$1,247      | 3 | \$2,300      |
| <b>FINE ARTS</b>                            | <b>13-14</b> |   | <b>21-22</b> |
| Asst. Band Director                         | \$2,833      | 5 | \$5,500      |
| Band Head Director                          | \$3,872      | 5 | \$8,000      |
| Choir Head Director                         | \$1,653      | - | \$3,500      |
| Orchestra Director                          | \$2,172      | 5 | \$4,000      |
| Orchestra Asst. Director                    | \$1,417      | 5 | \$3,000      |
| Mariachi                                    | \$2,361      | 5 | \$6,000      |
| Theater Arts Director                       | \$1,275      | - | \$1,800      |
| <b>OTHER STIPENDS</b>                       | <b>13-14</b> |   | <b>21-22</b> |
| Discretionary Stipend (2 per campus)        | -            | - | \$1,000      |
| ESL Education Teacher                       | \$874        | - | \$1,500      |
| Intramural Campus Facilitator (Spring Only) | \$1,417      | - | \$1,500      |
| Jr. National Honor Society                  | \$567        | - | \$750        |
| Newspaper Sponsor                           | \$709        | - | \$800        |
| Strings                                     | \$2,975      | - | \$3,200      |
| Student Advisor Facilitator                 | \$945        | - | \$1,000      |
| Student Council                             | \$756        | - | \$800        |
| Yearbook Sponsor                            | \$897        | - | \$1,000      |
| <b>Department Coordinator</b>               |              |   |              |
| <i>(PE, Electives)</i>                      |              |   |              |
| 16-40 periods/day                           | \$1,086      | 2 | \$1,750      |
| 41-80 periods/day                           | \$1,181      | 2 | \$1,850      |
| 81+ periods/day                             | \$1,322      | 2 | \$1,950      |
| <b>Department Core Coordinator</b>          |              |   |              |
| <i>(Math, ELA, Science, Social Studies)</i> |              |   |              |
| 16-40 periods/day                           | \$1,653      | 2 | \$2,300      |
| 41-80 periods/day                           | \$1,747      | 2 | \$2,500      |
| 81+ periods/day                             | \$1,889      | 2 | \$2,700      |

| <b>ELEMENTARY SCHOOL</b>  |              |   |              |
|---|--------------|---|--------------|
|   | <b>13-14</b> |   | <b>21-22</b> |
| Bilingual Education Teacher   | \$1,889      | - | \$2,500      |
| Cluster Lead Counselor  | \$945        | - | \$1,000      |
| Discretionary Stipend (1 per campus)  | -            | - | \$1,000      |
| <b>Elementary Grade Level Team Leader</b>   |              |   |              |
| 2 Teachers  | \$355        | 1 | \$700        |
| 3-6 Teachers  | \$709        | 1 | \$1,100      |
| 7-8 Teachers  | \$803        | 1 | \$1,200      |
| 9+ Teachers   | \$992        | 1 | \$1,400      |
| <b>Elementary Special Program Team Leader</b>   |              |   |              |
| <i>(Art, PE, Theater Arts, Library, Music, Read, Math, GT, Counselor)</i>   |              |   |              |
| 3-9 Staff Members**   | \$473        | 1 | \$850        |
| 10-15 Staff Memebers**  | \$756        | 1 | \$1,200      |
| 16+ Staff Members**   | \$945        | 1 | \$1,300      |
| <b>**Flat stipend may be split with only one other employee if campus has more than one special program team.</b> |              |   |              |
| <b>Elementary Subject Facilitator</b>   |              |   |              |
| <i>(Science &amp; Social Studies)</i>   |              |   |              |
| 1-9 Teachers  | \$473        | 2 | \$1,200      |
| 10-25 Teachers  | \$614        | 2 | \$1,300      |
| 26-40 Teachers  | \$709        | 2 | \$1,450      |
| 41+ Teachers  | \$803        | 2 | \$1,550      |
| <b>DAEP, Holmgreen &amp; STA Only</b>   |              |   |              |
| 0-9 Teachers  | \$425        | 1 | \$800        |
| <b>Elementary Subject Specialist</b>  |              |   |              |
| <i>(Reading and Math)</i>   |              |   |              |
| Each campus specialist  | \$473        | 1 | \$900        |
| Only specialist in a subject area   | \$709        | 1 | \$1,100      |
| One specialist serving two campuses*  | \$709        | 2 | \$1,400      |
| ESL Education Teacher   | \$874        | - | \$1,500      |
| Language Support Teacher Bilingual (Campus Only)  | -            | 2 | \$750        |
| <b>Student Advisor Facilitator</b>  |              |   |              |
| 26 -40 Teachers   | \$614        | - | \$650        |
| 41-55 Teachers  | \$709        | - | \$750        |
| 56-70 Teachers  | \$803        | - | \$850        |
| Strings   | \$2,975      | - | \$3,200      |

\*Principals may split flat stipend amounts in appropriate increments.

| <b>OTHER EDUCATIONAL LEVEL STIPENDS</b>  |  |    |                 |
|--|--|----|-----------------|
|  | <b>13-14</b>                             |    | <b>21-22</b>    |
| Academic Facilitator (Holmgreen HS Only)   | \$425                                    | -  | \$450           |
| Academic Technology Coaches  | -  | -  | \$7,500         |
| Administrator Intern   | -  | 10 | \$3,000         |
| Assistive Technologist   | \$1,889                                  | 5  | \$3,750         |
| Intramural Campus Facilitator (Health Careers Only)  | \$1,417                                  | -  | \$1,500         |
| Intramural District Supervisor (2) (Spring Only)   | \$2,833                                  | -  | \$3,000         |
| Instructional Support Teacher  | -  | 23 | \$7,500         |
| <b>Mentors</b>   |  |    |                 |
| Red Wagon Induction (per year)   | \$189                                    | -  | \$500           |
| Campus Mentoring Stipend (per year)  | \$300                                    | -  | \$500           |
| Cooperating Teacher (per semester)   | \$189                                    | -  | \$250           |
| Alternative Certification Program (per year)   | \$473                                    | -  | \$500           |
| NAF Mentoring/Internships Coordinator  | \$709                                    | -  | \$750           |
| OT/PT Stipend  | \$1,794                                  | -  | \$2,500         |
| <b>Special Education Campus Coordinator<sup>1</sup></b>  |  |    |                 |
| <i>(Elementary School &amp; Special Campus part-time)</i>  |  |    |                 |
| 2.0-4.5 Staff Members  | \$945                                    | 4  | \$2,200         |
| 5.0-8.0 Staff Memembers  | \$1,275                                  | 4  | \$2,650         |
| 8.5-16.00 Staff Members  | \$1,464                                  | 4  | \$2,800         |
| 16.5+ Staff Members  | \$1,558                                  | 4  | \$2,900         |
| <b>Full Time Campus Coordinator<sup>2</sup></b>  |  |    |                 |
| Elementary School  | \$3,777                                  | 4  | \$5,000         |
| Middle School  | \$4,721                                  | 6  | \$6,800         |
| High School  | \$5,666                                  | 8  | \$8,250         |
| Special Campus   | \$4,721                                  | 4  | \$6,050         |
| Special Education Lead Teacher (Sp Camp)   | \$473-\$1,889                            | 4  | \$1,800-\$3,200 |
| Special Education Lead Prof (Sp Camp)  | \$945                                    | -  | \$1,000         |
| Special Program Team Leader (Holmgreen HS Only)  | \$992                                    | 1  | \$1,300         |
| <sup>1</sup> Based on the number of staff Coordinator serves. Formula used to compute number of staff gives full credit for each teacher and 1/2 credit for each Instructional Assistant |  |    |                 |
| <sup>2</sup> Not eligible for any other stipends or supplements such as Career Ladder, TIRP, Critical Needs, etc.  |  |    |                 |
| Special Education Self-Contained   | -  | -  | \$2,000         |
| Special Education Support Specialist   | -  | 6  | \$1,900         |
| <b>Speech Therapist</b>  |  |    |                 |
| Masters Degree + CCC - PT  | \$1,889                                  | -  | \$2,000         |
| <i>CCC = (Certificate of Clinic Comp)</i>  |  |    |                 |
| Masters Degree + CCC   | \$3,777                                  | -  | \$4,000         |
| Masters Degree no CCC  | \$2,833                                  | -  | \$3,000         |
| Bachelors Degree with TEA or License   | \$2,361                                  | -  | \$2,500         |
| SLP Facilitator  | -  | -  | \$2,000         |
| Subject Facilitator (NAMS, NAHS, STA)  | \$284                                    | 1  | \$650           |
| Testing & 504 Coordinator  | -  | 15 | \$4,750         |
| <b>UT OnRamps Teacher Stipend</b>  |  |    |                 |
| 1st year OnRamps   | -  | 10 | \$2,200         |
| 2nd year OnRamps   | \$1,000 + \$200 for every section taught |    |                 |

| <b>Critical Needs</b>  | <b>HS/MS \$1,800</b> | <b>ES \$1,500</b> |
|--|----------------------|-------------------|
| <b>As of 2010-2011</b>   |                      |                   |
| Employees hired or transferred during 2010-2011 and later who teach in a once declared Critical Needs area will not receive a Critical Needs stipend.  |                      |                   |
| NISD employees who have previously received the Critical Needs stipend and who continue to teach in a once declared Critical Needs area are "Grandfathered" and will continue to receive the stipend until they depart the Critical Needs area.  |                      |                   |
| The Critical Needs areas were Special Education, Math, Science, Industrial Tech, Computer Science, Alternative Schools, DAEP and Special Campuses.   |                      |                   |
| <b>Current Acute Teacher Shortage Stipend<sup>1</sup></b>  |                      | <b>\$500</b>      |
| <b>Effective 2018-2019</b>   |                      |                   |
| Applies to employees teaching in the following areas - Special Education, Bilingual Education, Computer Science, Calculus, Health Science Technology, Technology Education (including Cyber Security) and certain hard-to-fill Foreign Languages (French, Latin, ASL, etc.) <sup>2</sup> |                      |                   |
| <sup>1</sup> <i>Employees who receive a grandfathered Critical Needs Stipend are not eligible for this stipend.</i>  |                      |                   |
| <sup>2</sup> <i>Stipend amount and areas will be determined annually and are subject to the availability of funds. Stipend will be paid at the end of the school year.</i>   |                      |                   |