



2018-2019

EXTRA PERFORMANCE PAY/INSTRUCTIONAL STIPENDS

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 $\frac{45}{63}$ 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

ATHLETICS		
High School Athletic Coordinators	\$5,000	
Middle School Coordinator	\$1,000	
Athletic Trainers	\$6,250	

HIGH SCHOOL COACHES		
<ul style="list-style-type: none"> 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. 		
Football		
Varsity	\$12,500	+ 10 days
Offensive/Defensive Coordinators	\$8,500	+ 10 days
Assistant Varsity	\$6,700	+ 10 days
Basketball		
Varsity	\$8,500	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days
Volleyball		
Varsity	\$6,700	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days
<ul style="list-style-type: none"> 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) 		
Cross Country		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

Golf		
Varsity	\$3,300	+ 5 days
Soccer		
Varsity	\$5,400	+ 5 days
Assistant Varsity	\$2,700	+ 5 days
Developmental	\$2,000	No Additional Days
Track		
Varsity	\$4,700	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
Swimming		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days
Varsity Swimming Coach may receive an extra \$800 stipend if in 3 meets, to include District Meet, the coach must:	Have a minimum of 4 boys and 4 girls compete in each individual event except the 200 IM and the 500 Free Have a minimum of 2 boys and 2 girls compete in the 200 IM and the 500 Free Have a full team compete in all relays	
Tennis		
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
Wrestling		
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"> 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. 	
Baseball		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days
Softball		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days
<ul style="list-style-type: none"> Must have 8 athletes participate in both JV District tournaments (if scheduled) 		

MIDDLE SCHOOL COACHES		
Football		
Head 8 th Grade	\$3,200	
Assistant	\$2,400	
Basketball		
Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

B-Squad	\$1,000	
Cross Country		
Head 8 th Grade	\$1,200	
Soccer		
Head 8 th Grade	\$1,200	
Head 7 th Grade	\$1,200	
Track		
Head 8 th Grade	\$1,700	
Head 7 th Grade	\$1,700	
Volleyball		
Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	
B-Squad	\$1,000	
Wrestling		
Head 7 th /8 th Grade	\$1,200	
<ul style="list-style-type: none"> • B-Squad approved for programs based on participation and maintains a minimum of 25 athletes. 		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY		
Cheerleader		
HS Sponsor	\$4,500	
HS Assistant Sponsor	\$2,000	
MS Sponsor	\$1,000	
<ul style="list-style-type: none"> • 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 • All stipends paid at the end of the school year for Cheerleader 		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY (SCHOOL FUNDED)		
Kick Dance	\$2,500	
Intramurals	\$1,100	
<ul style="list-style-type: none"> • Kick Dance stipend paid at the end of the school year 		

DEGREES		
Master's Degree		\$1,000
Doctoral Degree		\$1,000
<ul style="list-style-type: none"> • An employee in one of these categories that has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 Master's Degree stipend plus the \$1,000 Doctoral Degree stipend. This will be added to the Teacher, Librarian, and Student Activities Manager Pay Schedules. 		

NATIONAL BOARD CERTIFIED TEACHERS PROGRAM		
NBC Classroom Teacher		\$2,000
<ul style="list-style-type: none"> • The El Paso Independent School District 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. • These stipends will not be considered as part of a teacher's compensation in calculating his or her rate of compensation if they change to a non-teaching position. 		

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

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

STUDENT ACTIVITY MANAGER	
Student Activity Manager	\$6,000

DEPARTMENT HEADS/GRADE LEVEL LEADERS		
Elementary Grade Level Leaders	\$500	2-4 Teachers
Elementary Grade Level Leaders	\$650	5-9 Teachers
Elementary Grade Level Leaders	\$800	10+ Teachers
<ul style="list-style-type: none"> Grade levels are PK/K, 1st, 2nd, 3rd, 4th, 5th Elementary non-grade level teachers such as PE or SPED may be included in ONE grade level as determined by the Principal 		
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"> Core is Math, Science, ELA, Social Studies For stipend purposes, the Principal will determine which core area MS Humanities will be assigned For stipend purposes, the Principal will determine how high school non-core departments are grouped Stipend paid at the end of the school year For stipend purposes, teachers may only be included in one department count as determined by the Principal 		

LPAC		
LPAC	\$500	99 or less
<ul style="list-style-type: none"> Stipend paid at the end of the school year 		

PREK	
PreK	\$1,100

BILINGUAL/DUAL LANGUAGE	
Bilingual / Dual Language	\$1,100
Dual Language Support	\$250 per Competency Completion

ROTC	
ROTC Instructors	\$1,500

ESOL	
ESOL 5+ Periods	\$1,100
ESOL 4 Periods	\$880
ESOL 3 Periods	\$660
ESOL 2 Periods	\$440
ESOL 1 Period	\$220

DUAL LANGUAGE MS AND HS (MATHEMATICS, SCIENCE, SOCIAL STUDIES)	
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"> • ESL Certification is required 	

NEW TECH MIDDLE AND HIGH SCHOOL	
Minimum of 4 New Tech Sections plus the additional listed requirements	\$2,500
<p>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 at the end of the year upon completion of all requirements.</p>	

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

SECONDARY INSTRUCTION	
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"> • Must be HS/MS Certified in Math 	
Science 5+ Periods	\$2,500
Science 4 Periods	\$2,000
Science 3 Periods	\$1,500
Science 2 Periods	\$1,000
Science 1 Period	\$500

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

<ul style="list-style-type: none"> Must be HS/MS Certified in Science 	
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"> Must be HS Certified in Subject Area and Accepted by Postsecondary Institution HS Dual Credit teachers are eligible for both dual credit stipends and secondary instruction stipends (i.e. math and science stipends) 	

EXTRA DUTY PAY	
Extra Teaching Period	\$1,500
<ul style="list-style-type: none"> Teachers assigned an additional class period are eligible for an Additional Period Stipend per semester. All Extra Teaching Period Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval. The funding of the stipend requested will be treated as follows: <ul style="list-style-type: none"> Request for Extra Teaching Period Stipend due to credit recovery- Campus Funded Request for Extra Teaching Period Stipend due to master scheduling conflicts, staffing FTE numbers will be evaluated to identify master schedule conflicts – Campus Funded Request for Extra Teaching Period Stipend due to enrollment numbers – District Funded 	
Extended Schedule	\$1,500
<ul style="list-style-type: none"> 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. 	

FINE ARTS	
Instrumental Music	
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"> 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. A teacher that is assigned to two (2) secondary campuses 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) 	
Journalism / Publications	
Broadcasting	\$900
<ul style="list-style-type: none"> Paid at the end of the school year after receiving six productions. 	
Literary Magazine	\$600
<ul style="list-style-type: none"> Paid as part of salary throughout the school year (May also be school programs, sports schedules, alumni programs, etc. as approved by Principal) 	
School Paper	\$1,500

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

<ul style="list-style-type: none"> • Paid as part of salary throughout the school year (Paid based on six issues) (Prorated) 	
Yearbook	\$2,200
<ul style="list-style-type: none"> • Paid as part of salary throughout the school year (Copy of yearbook given to District to be archived) 	
MS Yearbook	\$500
<ul style="list-style-type: none"> • Stipend paid at the end of the school year 	
Performing Arts	
One Act Play Director	\$1,000
Performing Dance Group	\$2,500
HS Theater Director	\$5,000
Vocal Music	
HS Choir	\$5,000
MS Choir	\$3,700
ES Choir	\$500
Vocal Music Specialist	\$1,000
Visual Arts	
Art	\$500
HS Art	\$1,000

SPECIAL EDUCATION	
Instructional	
AIM / Transitional / Instructional Specialist	\$1,000
Autistic / BIC/CRC	\$1,000
Deaf Education	\$4,000
PPCD Pre-Kindergarten	\$2,100
PPCD Kindergarten	\$1,000
Homebound / Adaptive PE	\$1,000
Resource	\$1,000
VI Lead Teacher	\$5,000
Visually Impaired	\$4,000
Deaf Ed Interpreter	\$1,200
Professional	
Associate / LSSP Psychologist	\$11,000
Diagnostician	\$6,000
Doctorate for LSSP Psychologist	\$1,000
Lead Speech Therapist	\$1,000
Lead Therapist (all areas)	\$1,000
Lead Diagnostician	\$1,000
Lead Occupational Therapist	\$1,000
Lead Physical Therapist	\$1,000
Licensed Clinical Social Worker	\$500
Occupational / Physical Therapist	\$8,000
Speech Language Pathologist CYF	\$3,000
Speech Therapy (CCC) / Audiologist	\$11,000

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

**Bilingual for any SPED Certified Personnel	\$1,100
<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>	

CAREER AND TECHNICAL EDUCATION INSTRUCTIONAL STIPENDS	
Health Science RN	\$2,500
Health Science Technology, non-RN	\$1,000
Agriculture Science	\$1,000
Trades and Industry	\$1,000
EMT, CNA & LVN After-Hour Rotation	\$2,000

TECHNOLOGY EDUCATION INSTRUCTIONAL STIPENDS	
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

FAMILY CONSUMER SCIENCE INSTRUCTIONAL STIPENDS	
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

MARKETING INSTRUCTIONAL STIPENDS	
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

CAREER AND TECHNICAL EDUCATION EXTRA PERFORMANCE PAY STIPENDS	
Cosmetology	\$2,500
Agriculture Science & Technology Certified Personnel responsible for cropland and supervision of livestock	\$5,800

HIGH SCHOOL CAREER AND TECHNICAL STUDENT ORGANIZATION (CTSO) COACH EXTRA PERFORMANCE PAY	
Coach	\$1,500
High School CTE Teachers will only be paid extra performance pay for coaching one student organization. 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.	

CAREER AND TECHNICAL EDUCATION YEARS OF TEACHING BASED ON INDUSTRY WORK EXPERIENCE	
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 CCTE	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.	
*Marketing Education / CTED Marketing Dynamics	
*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	
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

HIGH SCHOOL ACADEMICS / UIL	
Business	
Accounting	\$440
Computer Applications	\$440
Drama	
One-Act Play Director UIL	\$1,000
One-Act Play Assistant Director UIL	\$500
English	
Literary Criticism	\$440
Ready Writing	\$440
Spelling & Vocabulary	\$440
Forensic	
TFA/NFL	\$750
Journalism	
Editorial Writing	\$440
Feature Writing	\$440
Headline Writing	\$440
Newswriting	\$440
Mathematics	
Calculator Applications	\$550
Number Sense	\$550
Computer Science	\$440
Mathematics	\$440
Science	
Biology	\$440
Chemistry	\$440
Physics	\$440
Speech	
Cross-Examination Debate	\$605
Lincoln-Douglas Debate	\$605
Informative Speaking	\$440
Persuasive Speaking	\$440

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

Poetry Interpretation	\$440
Prose Interpretation	\$440
Social Studies	
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 / UIL		
	Full	Partial
Drama		
Duel Acting	\$400	\$268
Readers Theatre	\$400	\$330
Spanish Drama	\$400	\$330
English		
Ready Writing	\$400	\$268
Spelling & Vocabulary	\$400	\$268
Mathematics		
Calculator Applications	\$400	\$330
Number Sense	\$400	\$330
Mathematics	\$400	\$268
Speech		
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
Social Studies		
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		

FLEXBOOK WRITER/EDITOR	
Edit and update a previously completed Flexbook	\$500
Complete partially completed Flexbook from Summer 2017	\$1,100
Create a complete Flexbook with required components	\$2,200
<ul style="list-style-type: none"> The stipend will be paid for each completed final product. 	

2018-2019 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

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ACADEMIC COORDINATOR		
	Full	Partial
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100

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

DESTINATION IMAGINATION (K-12)		
Coach		\$440

FOOD SERVICE	
Competency Trainer	\$150 Per Semester

TEACHER SIGNING BONUS	
Math/Science	\$1,000*
Bilingual	\$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	
** 2-Year Commitment	
** One Time Offer	
Effective for 2018-2019 school year	

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.