



**2022-2023** ANNUAL

# OFFICIAL BUDGET

Business Service Division

El Paso, TX 79902  
915-230-2000  
[episd.org](http://episd.org)





ASSOCIATION OF  
SCHOOL BUSINESS OFFICIALS  
INTERNATIONAL

This Meritorious Budget Award is presented to

# EL PASO INDEPENDENT SCHOOL DISTRICT

for excellence in the preparation and issuance of its budget  
for the Fiscal Year 2021–2022.

The budget adheres to the principles and standards  
of ASBO International's Meritorious Budget Award criteria.



A handwritten signature in black ink, reading 'Will Sutter'.

**William A. Sutter**  
President

A handwritten signature in black ink, reading 'David J. Lewis'.

**David J. Lewis**  
Executive Director





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# Board of Trustees

The seven-member El Paso ISD Board of Trustees helps guide the El Paso Independent School District toward excellence. As the district's elected leaders, the Trustees represent the community's high expectations in the creation of high-quality, fiscally-sound educational programs and services that will help El Paso ISD prepare El Paso's children for a successful future.



**Al Velarde**  
President



**Daniel E. Call**  
Vice President



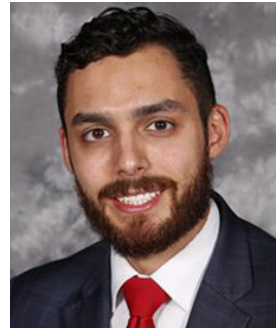
**Leah Hanany**  
Secretary



**Dr. Josh Acevedo**  
Trustee



**Isabel Hernandez**  
Trustee



**Israel Irrobali**  
Trustee



**Freddy Khlayel-Avalos**  
Trustee





EL PASO INDEPENDENT  
SCHOOL DISTRICT

1014 N. Stanton  
El Paso, TX 79902  
Phone (915) 230-2000  
[www.episd.org](http://www.episd.org)

Dear El Paso ISD Trustees and community,

El Paso ISD is pleased to present the annual operating budget for fiscal year 2022-23, which began July 1, 2022. The Board of Trustees and administration continually work to provide astute financial management and oversight of the operational budget. During the spring semester, we created avenues to ensure our employees and stakeholders were engaged in the budget-development process.

Providing resources that spur students and campuses to success is a top priority. We are also committed to ensuring El Paso ISD offers a competitive compensation package that celebrates the work of every employee in the district while also remaining fiscally responsible to our taxpayers.

As a new superintendent, it has been a priority for me to listen and learn from all stakeholders in our community to ensure we provide the best educational opportunities for our students. One of my first initiatives as superintendent was to engage a variety of community stakeholders to provide me with live and digital feedback. Known as the Hopes and Dreams listening and learning sessions, stakeholders engaged in conversations about the future of El Paso ISD. The feedback helped guide us during the development of the budget.

The El Paso Independent School District Board of Trustees approved the budget that includes a robust compensation package. Teachers, librarians and nurses received an average annual salary increase of 7% in the 2022-23 academic year, and counselors saw a 7% increase from the midpoint. Additionally, all hourly staff received a 5% salary increase from the midpoint, and campus administrators and other professional staff, with the exception of directors and above, saw a 4% salary increase during the same period. All directors and above receive a 3% increase from the midpoint. The compensation package also includes a \$1,000 employee retention stipend in November 2022 and a \$1,500 employee retention stipend in June 2023 for all eligible employees.

I assure you this budget reflects our commitment to maximizing all available resources and remains flexible enough to adjust for financial stability. It is aligned with district goals and strategies necessary for the continued growth of our students and employees.

As we move forward, we will continue to listen and learn from our stakeholders to ensure every student in El Paso ISD has the opportunity for success.

Sincerely,

  
Diana Sayavedra  
Superintendent of Schools







## District Snapshot

We leverage a strong foundation and continuous improvement processes to ensure quality learning in every classroom every day. To achieve this, we have three focus areas:

- Providing Engaging & Challenging Learning
- Building Strong Supports
- Modernizing Environments

The District is an ethnically, culturally and linguistically diverse community. Figures from the 2021-2022 school year provide a snapshot of student demographics:

## Demographics

Hispanic	84.5%	41,740
White	8.5%	4,190
Black/African American	3.3%	1,633
Other	4%	1,846
Economically Disadvantaged	69%	34,250
Special Needs	12%	6,007
Bilingual	22%	11,228



**50K**  
STUDENTS



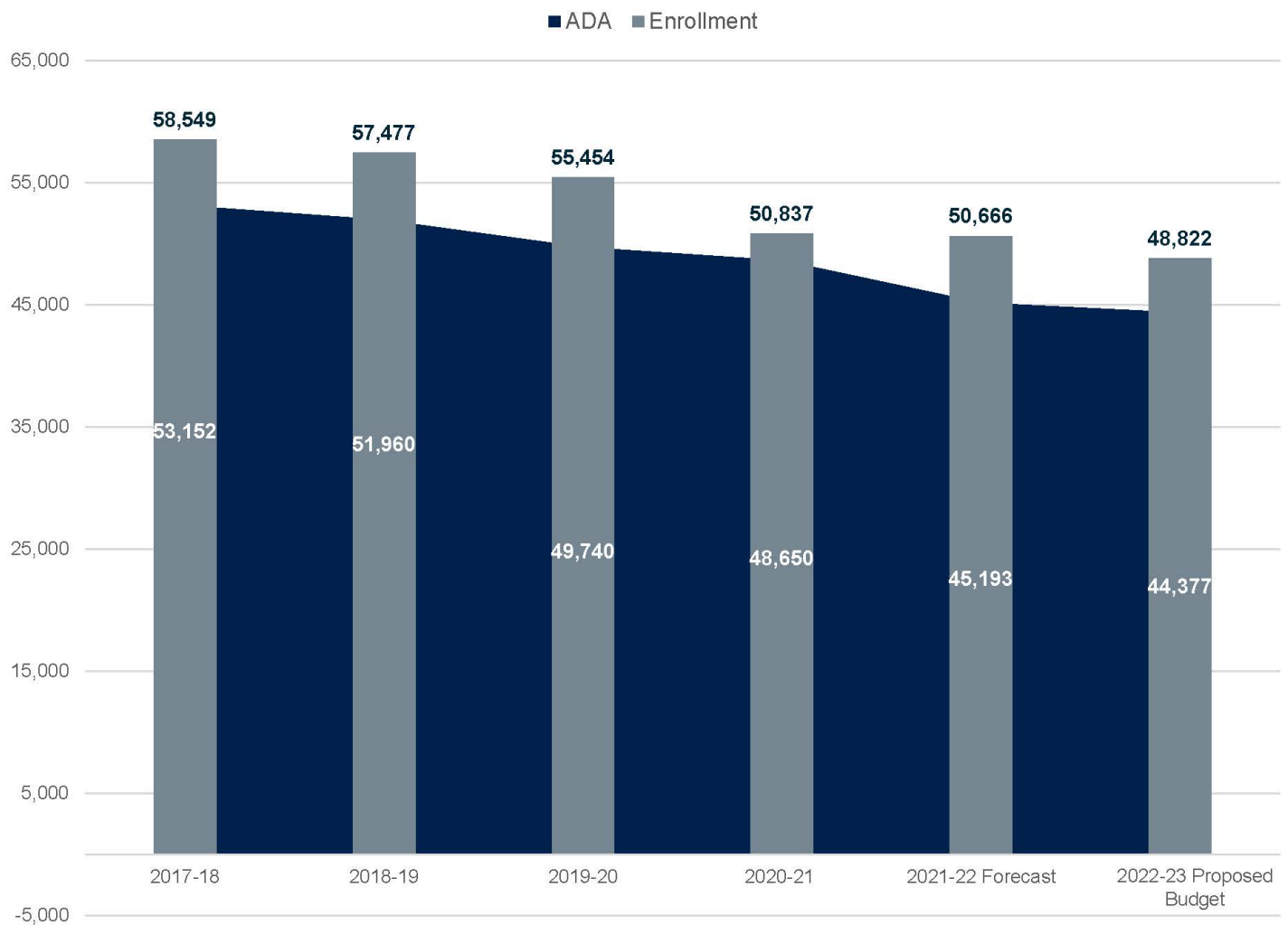
**8K**  
EMPLOYEES

	2021-22	Proposed 2022-23
High Schools .....	10	10
Middle Schools .....	14	10
Elementary Schools .....	46	43
PreK-8 .....	2	5
Specialty Schools .....	4	4
(Magnet, Career & Technology)		
Alternative Schools .....	4	4
<b>TOTAL</b>	<b>80</b>	<b>76</b>



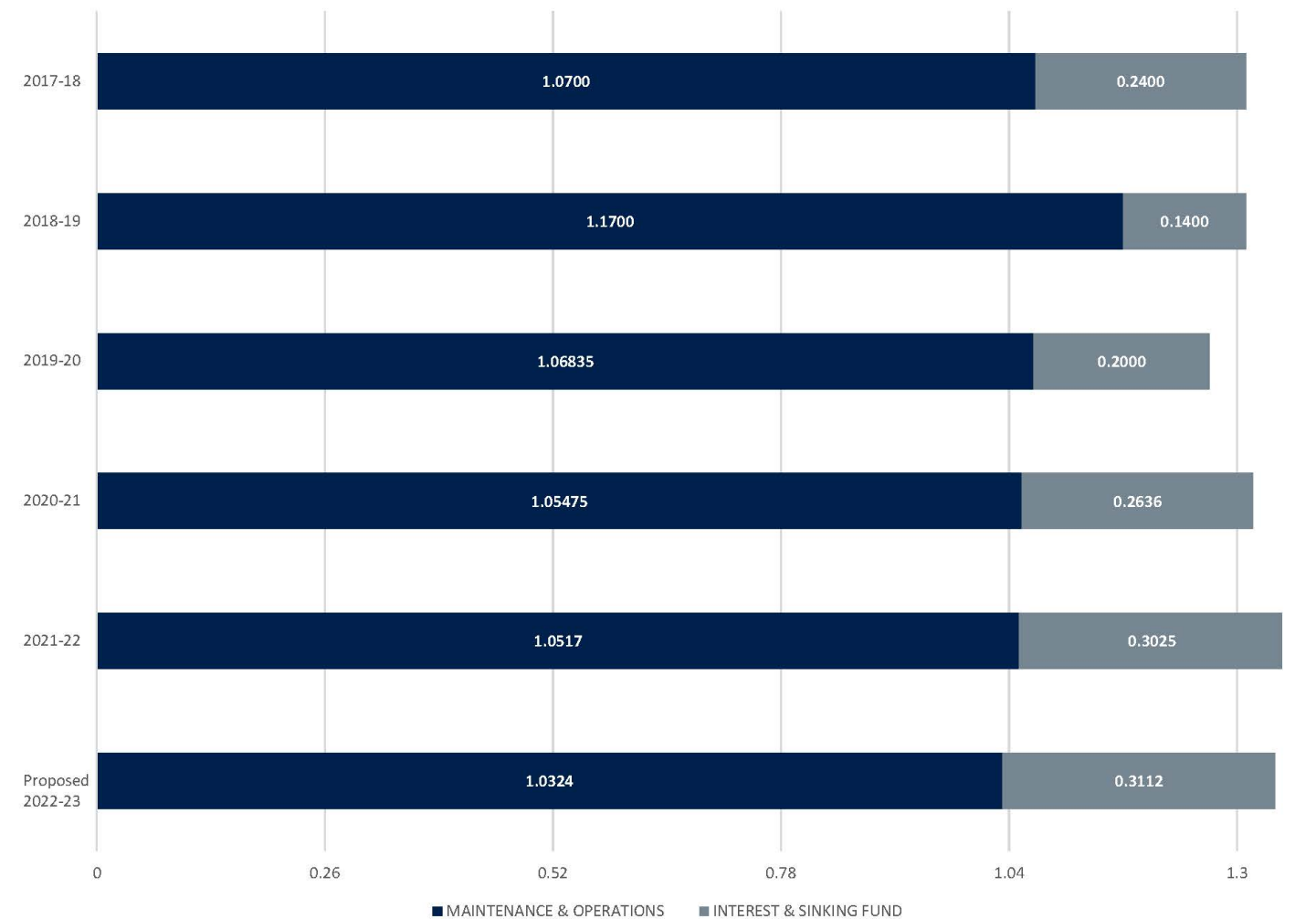


## HISTORICAL Enrollment & ADA



# DISTRICT Tax Rate History

The 2021-22 M&O tax rate was set at \$1.0517 in accordance with State mandated tax compression. The Texas Education Agency sets school district M&O rates based on property value growth. The 2021-22 I&S rate was set at \$.3025 per \$100 of assessed property value. The district has issued all debt approved in the 2016 bond election. The 2022-23 tax rate will be adopted in August 2022 after the district has received the 2022 certified property values.





# 2021-22 Regional Tax Rate Comparison



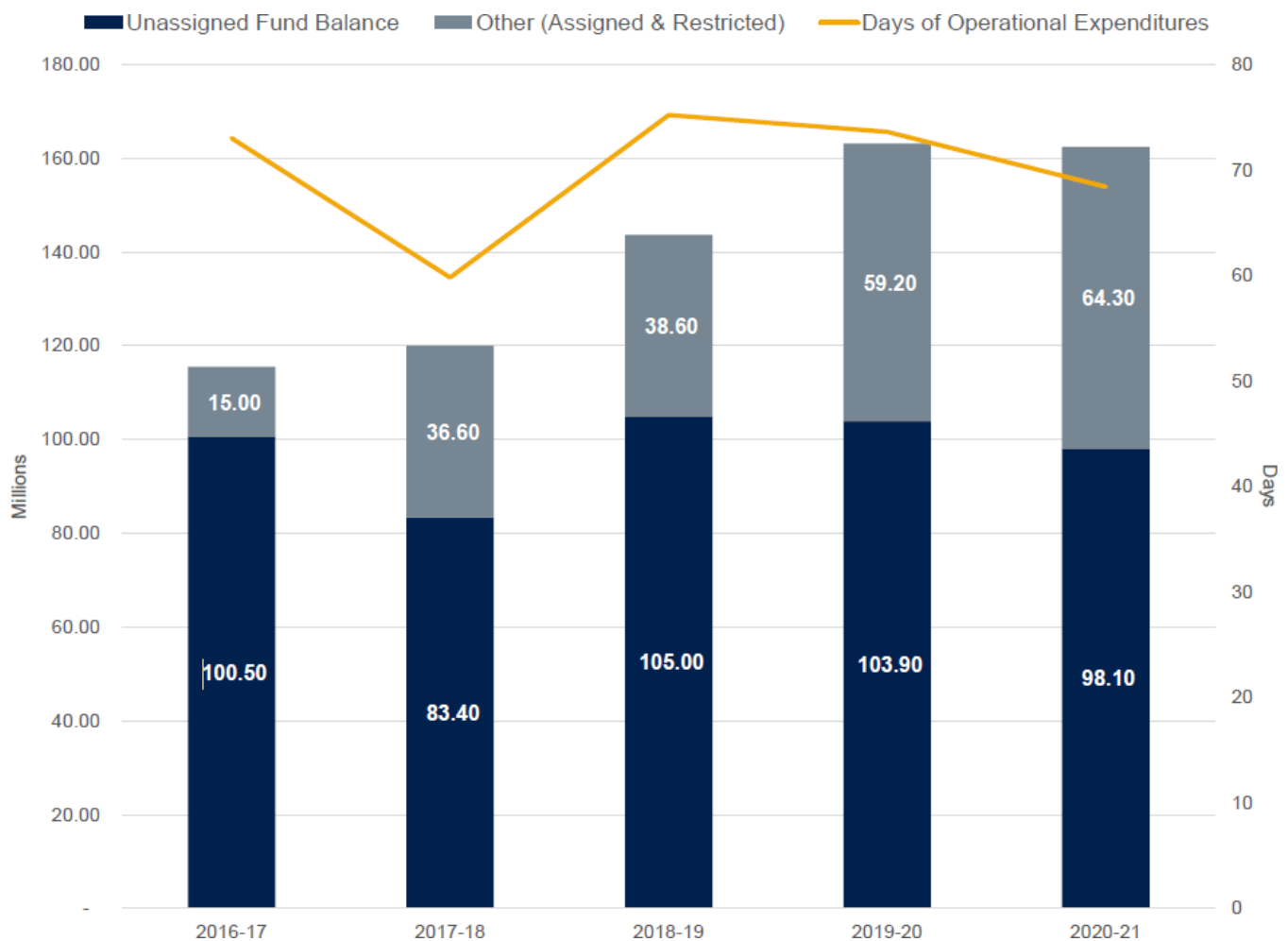




# EL PASO INDEPENDENT SCHOOL DISTRICT

## GENERAL FUND Balance History

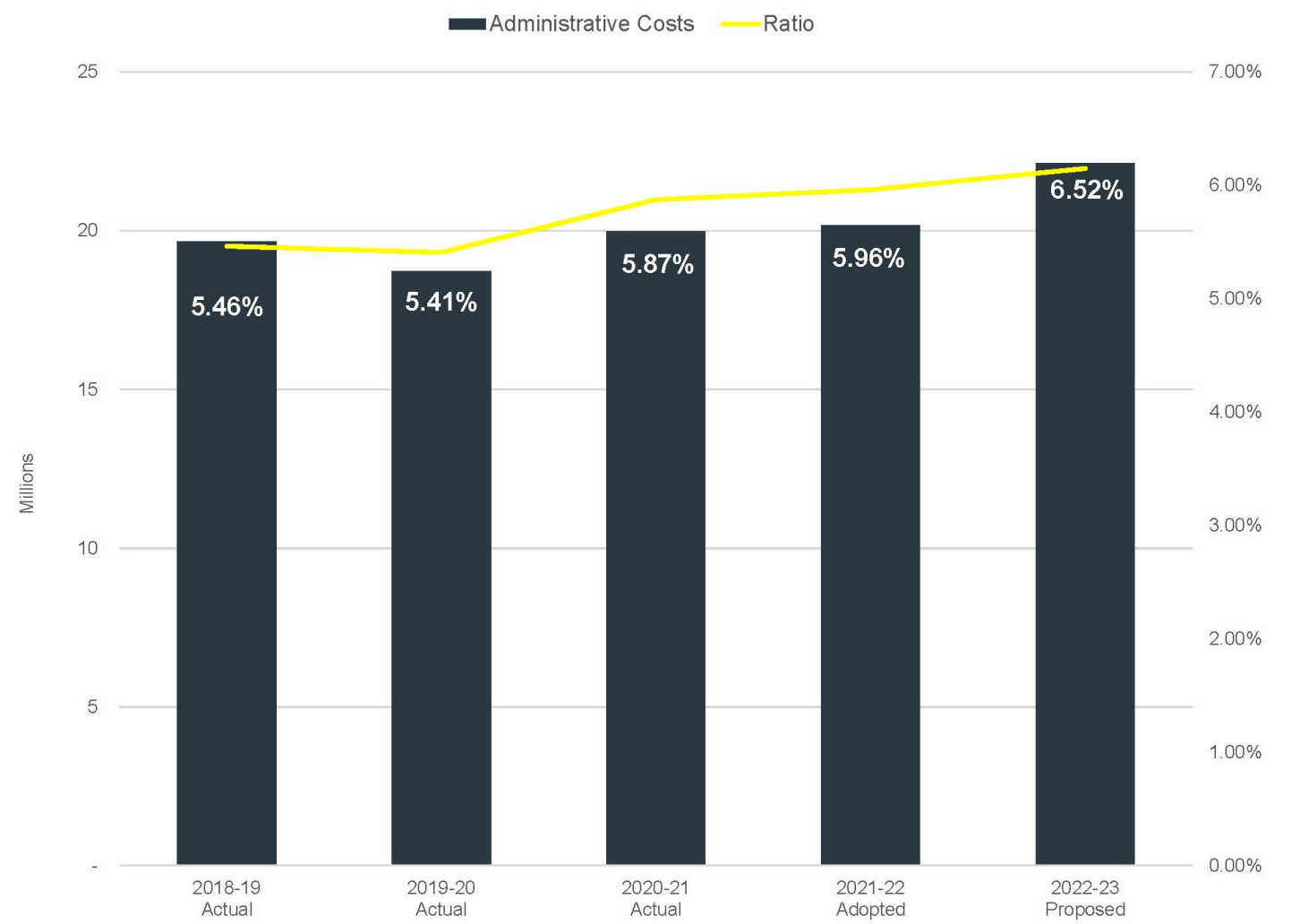
In the fiscal year-ending 2021, the general fund balance totaled \$162.4 million which represents 68.4 days of operational expenditures in the unassigned fund balance. District policy requires that the unassigned fund balance at fiscal year-end to be between 17 percent (60 days) and 25 percent (90 days) of the operating expenditures. The Texas Education Agency's (TEA) optimum fund balance calculation requires school districts to maintain two months of operating expenditures in order to cover any cash flow deficits.



This information is based on extracts from the annual reports and is not intended to present complete financial information.

# ADMINISTRATIVE Cost Ratio

The administrative cost ratio is meant to compare a district's administrative expenditures (function 21+41) to the cost of instruction (function 11+12+13+31). For the fiscal-year ending 2021, the district's final audited administrative costs totaled \$19.9 million with an administrative ratio of 5.87%. When compared to the largest surrounding districts in the region, the District had a smaller administrative cost ratio than the others.

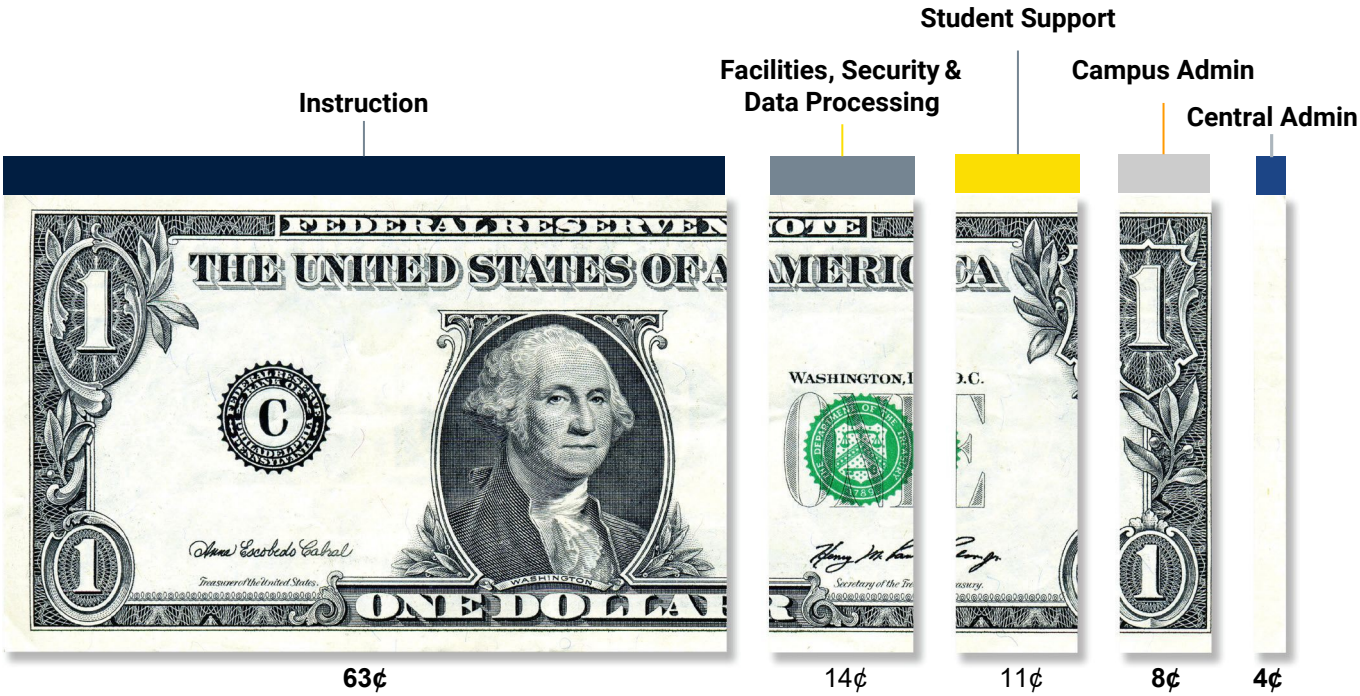


## 2020-21 Administrative Cost Ratio

El Paso ISD	Socorro ISD	Ysleta ISD	Clint ISD	Canutillo ISD
5.87%	5.25%	6.65%	10.41%	8.46%

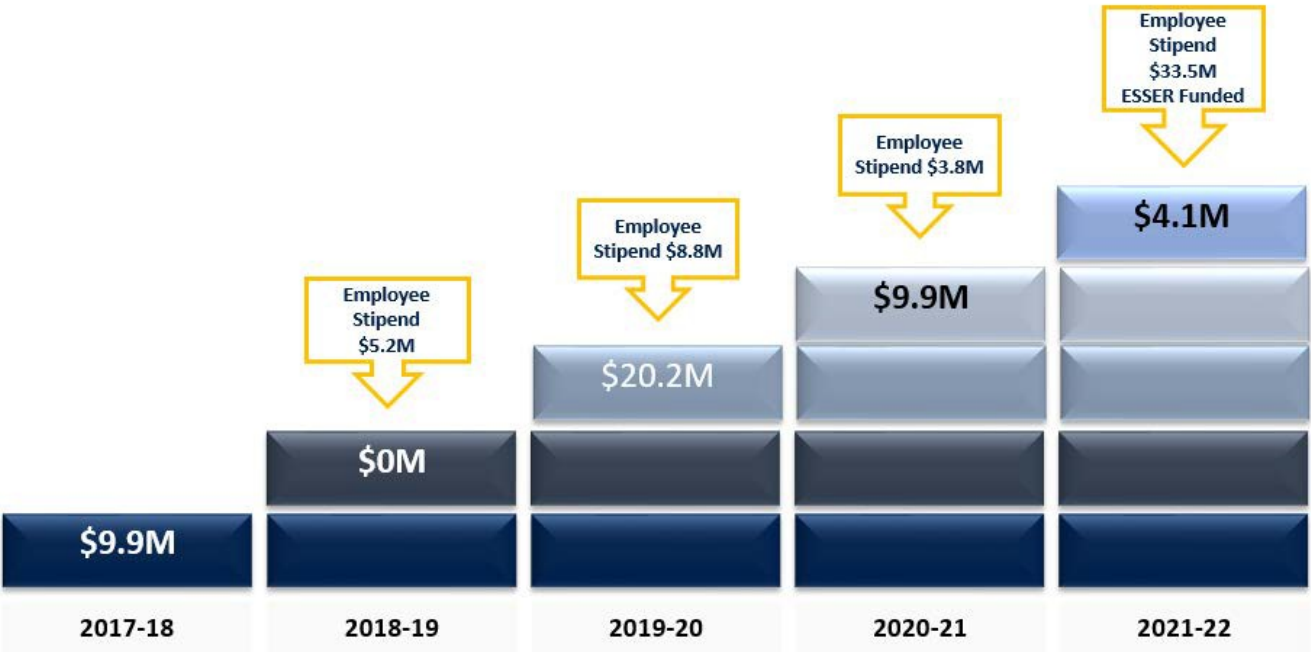
This information is based on extracts from the annual reports and is not intended to present complete financial information.

# 2023 PROPOSED BUDGET Breakdown of Each Dollar



## COMPENSATION History

Total over 5 years - \$44.1M - Local Funds Only



\* \$6,132/YR HEALTH INSURANCE EPISD CONTRIBUTION

## 2022-23 Budget Challenges and Considerations

REVENUES	IMPACT TO BUDGET
<b>Net Reduction in Revenue Due to Decline of Approximately 816 Students (Enrollment 48,822/ADA 44,377)</b>	(\$5M)
HB3 Related Tax Compression - \$1.05 (FY23 M&O Tax Rate \$1.03)	(\$5.8M)

EXPENDITURES	
Self Funded Health Care Program Costs (Increase Health Savings Plan from \$300 to \$1,000)	\$2.3M
Annual Review of TASB Pay Structure Alignment	\$(2.7M)
Parental Leave	\$ 400K
Term Life Insurance Increase	\$ 132K
Employee Compensation Package*	\$(8.8M)

\* Calculations reflect current number of employees. Staffing changes have not been finalized and amounts subject to change.

## 2022-23 Budget Priorities

### Compensation/Employee Experience

- Competitive Salary Schedule/Benefits
- Attract Top Talent
- Retain Quality Employees/Job Satisfaction
- Wellness & Work/Life Balance

### Teaching and Learning

- High Quality Tier 1 Instruction
- Staffing
- Teacher Planning Time
- Intervention/Enrichment
- Social Emotional Support for Students

### Safety & Security

- Access Controls
- Safety Officer Presence
- Emergency Preparedness Training and Awareness
- Address Traffic Challenges
- Social Emotional Support for Students

### Capital Investments

- Ongoing Building Maintenance
- 21<sup>st</sup> Century Classroom
- HVAC Conversions
- LED Lighting Upgrades

### Organizational Culture

- Customer-Centric Culture
- Growth Oriented Learning Organization
- A Focus on Adding-Value
- Student/Parent/Staff Satisfaction



# 2022-23 BUDGET DEVELOPMENT Timeline

July/August/ September	October/ November	December/ January	February/ March	April/May	June
<b>JULY</b> 25 Chief Appraiser Certifies Rolls for Taxing Entities  <b>AUGUST</b> 6 Public Notice in Newspaper to Discuss Tax Rate Adoption  17 Board of Trustee Regular Meeting  <b>SEPTEMBER</b> 10 Six-Week Student Enrollment Target Date For Projections 21 Board of Trustees Regular Meeting	<b>OCTOBER</b> 19 Board of Trustee Regular Meeting  29 PEIMS Snapshot Date  <b>NOVEMBER</b> 16 Board of Trustee Regular Meeting 15 Initiate Revenue Projections	<b>DECEMBER</b> 14 Board of Trustee Regular Meeting  <b>JANUARY</b> 6-7 Budget Development Workshop – Departments 11-12 Budget Development Workshop – Campuses 12 Distribution of Department Allocations 18 Board of Trustee Regular Meeting	<b>FEBRUARY</b> 3-4 Campus Staffing Review  14-28 Department Budget Hearings 15 Board of Trustee Regular Meeting  <b>MARCH</b> 3 Board of Trustee - Budget Workshop 8 Board of Trustee Regular Meeting 25 Budget Recommendations Due from El Paso Consultation Organizations	<b>APRIL</b> 5 Board of Trustee - Budget Workshop  19 Board of Trustee - Regular Meeting 22 Trustee Initiated Revision to Budget Due to Superintendent's Office  <b>MAY</b> 3 Board of Trustee - Budget Workshop  17 Board of Trustees Regular Meeting	<b>JUNE</b> 1 Board of Trustee - Budget Workshop 2 Post Proposed 2021-2022 Budget Summary on District's Website 13 Board of Trustee - Budget Workshop 23 Board of Trustees Regular Meeting - & Adoption of 2022-2023 Compensation & 2022-2023 Budget 24 Post 2022-2023 Adopted Budget Summary on District's Website 30 Provide Campuses/Departments Budget Account Detail



# 2022-23 PROPOSED BUDGET All Funds

	GENERAL FUND	FOOD SERVICES	DEBT SERVICE	GRAND TOTAL	% OF TOTAL
<b>Revenues</b>					
5700-Federal Revenues from Local and Intermed	194,519,873	2,500,000	57,138,643	254,158,516	41.13%
5800-State Program Revenues	310,938,829	187,000		311,125,829	50.35%
5900-Federal Program Revenues	21,310,659	31,354,782		52,665,441	8.52%
7900-Other Resources				-	0.00%
<b>Total Revenues</b>	<b>526,769,361</b>	<b>34,041,782</b>	<b>57,138,643</b>	<b>617,949,786</b>	<b>100.00%</b>
<b>Expenditures</b>					
00-Balance Sheet / Revenues	1,311,267			1,311,267	0.21%
11-Instruction	293,350,219			293,350,219	47.47%
12-Instruction Resources and Media	7,459,445			7,459,445	1.21%
13-Curriculum & Instr Staff Develop	17,501,363			17,501,363	2.83%
21-Instructional Leadership	6,399,635			6,399,635	1.04%
23-School Leadership	39,035,874			39,035,874	6.32%
31-Guidance, Counseling, Evaluation	21,054,534			21,054,534	3.41%
32-Social Work Services	4,308,973			4,308,973	0.70%
33-Health Services	7,009,091			7,009,091	1.13%
34-Student Transportation	14,096,552			14,096,552	2.28%
35-Food Services		33,219,696		33,219,696	5.38%
36-Extracurricular Activities	14,498,755			14,498,755	2.35%
41-General Administration	15,737,127			15,737,127	2.55%
51-Facilities Maint and Operations	54,121,617	822,086		54,943,703	8.89%
52-Security and Monitoring Services	8,518,901			8,518,901	1.38%
53-Data Processing Services	12,628,620			12,628,620	2.04%
61-Community Services	59,916			59,916	0.01%
71-Debt Service	5,394,471		57,138,643	62,533,114	10.12%
81-Facilities Acquisition & Construction	1,250,000			1,250,000	0.20%
99-Other Intergovernmental Charges	3,033,000			3,033,000	0.49%
<b>Total Expenditures</b>	<b>526,769,361</b>	<b>34,041,782</b>	<b>57,138,643</b>	<b>617,949,786</b>	<b>100.00%</b>
<b>Revenues Over (Under) Expenditures</b>					
	-	-	-	-	

**NOTE: Debt Service Fund does not include funds 575 and 577**



# 2022-23 EXPENDITURES All Funds

FUNCTION	GENERAL FUND	FOOD SERVICE FUND	DEBT SERVICE FUND	TOTAL	% OF TOTAL
00-Balance Sheet / Revenues	1,311,267		-	1,311,267	100.00%
Other Uses Total	1,311,267	-	-	1,311,267	0.21%
<b>Instruction and Instruction-Related Services</b>					
11-Instruction	293,350,219			293,350,219	92.16%
12-Instruction Resources and Media	7,459,445			7,459,445	2.34%
13-Curriculum & Instr Staff Develop	17,501,363			17,501,363	5.50%
Instruction and Instruction-Related Services Total	318,311,028	-	-	318,311,028	51.51%
<b>Instructional &amp; School Leadership</b>					
21-Instructional Leadership	6,399,635			6,399,635	14.09%
23-School Leadership	39,035,874			39,035,874	85.91%
Instructional & School Leadership Total	45,435,510	-	-	45,435,510	7.35%
<b>Support Services - Student (Pupil)</b>					
31-Guidance, Counseling, Evaluation	21,054,534			21,054,534	22.35%
32-Social Work Services	4,308,973			4,308,973	4.58%
33-Health Services	7,009,091			7,009,091	7.44%
34-Student Transportation	14,096,552			14,096,552	14.97%
35-Food Services		33,219,696		33,219,696	35.27%
36-Extracurricular Activities	14,498,755			14,498,755	15.39%
Support Services - Student (Pupil) Total	60,967,905	33,219,696	-	94,187,601	15.24%
<b>Administrative Support Services</b>					
41-General Administration	15,737,127			15,737,127	100.00%
Administrative Support Services Total	15,737,127	-	-	15,737,127	2.55%
<b>Support Services - Non-Student Based</b>					
51-Facilities Maint and Operations	54,121,617	822,086		54,943,703	72.21%
52-Security and Monitoring Services	8,518,901			8,518,901	11.20%
53-Data Processing Services	12,628,620			12,628,620	16.60%
Support Services - Non-Student Based Total	75,269,138	822,086	-	76,091,224	12.31%
<b>Ancillary Services</b>					
61-Community Services	59,916			59,916	100.00%
Ancillary Services Total	59,916	-	-	59,916	0.01%
<b>Debt Service</b>					
71-Debt Service	5,394,471		57,138,643	62,533,114	100.00%
Debt Service Total	5,394,471	-	57,138,643	62,533,114	10.12%
<b>Capital Outlay</b>					
81-Facilities Acquisition & Constr	1,250,000			1,250,000	100.00%
Capital Outlay Total	1,250,000	-	-	1,250,000	0.20%
<b>Intergovernmental Charges</b>					
99-Other Intergovernmental Charges	3,033,000			3,033,000	100.00%
Intergovernmental Charges Total	3,033,000	-	-	3,033,000	0.49%
<b>Total Expenditures</b>	<b>526,769,361</b>	<b>34,041,782</b>	<b>57,138,643</b>	<b>617,949,786</b>	<b>100.00%</b>

NOTE: Debt Service Fund does not include funds 575 and 577

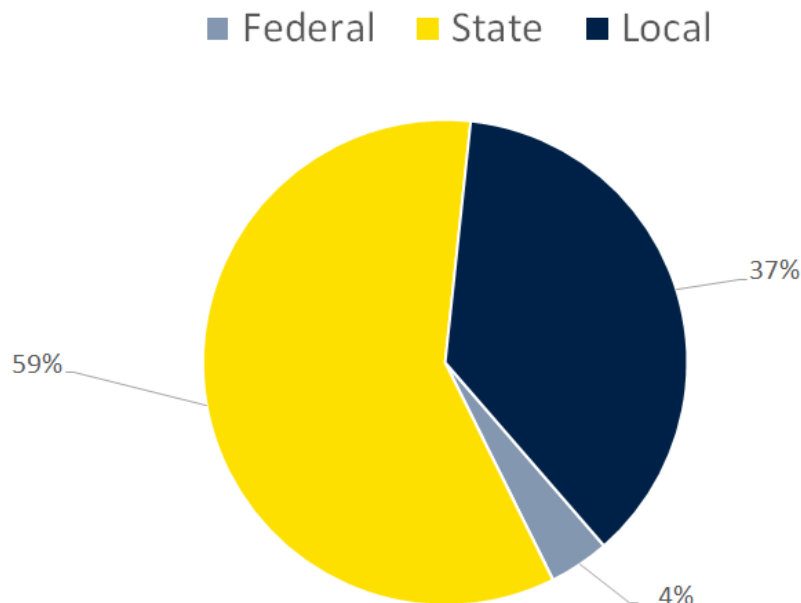


# GENERAL FUND Revenue

## General Fund Revenue Comparison By Class Object

CLASS OBJECT	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
5711-Taxes Current Year Levy	185,165,514	186,162,525	997,011	0.54%
5712-Taxes Prior Years	1,885,596	1,895,749	10,153	0.54%
5719-Taxes Penalty and Interest	1,508,477	1,516,599	8,122	0.54%
5729-Services to Other School Districts	250,000	100,000	(150,000)	-60.00%
5739-Tuition and Fees	-	-	-	0.00%
5742-Earnings Temp Dep Invest	300,000	2,800,000	2,500,000	833.33%
5743-Building Rentals	45,000	75,000	30,000	66.67%
5748-Transportation - field trips	35,000	20,000	(15,000)	-42.86%
5749-Miscellaneous Revenue	800,000	1,500,000	700,000	87.50%
5752-Athletic Activity - ticket sales	250,000	450,000	200,000	80.00%
<b>5700-Revenues from Local and Intermed Total</b>	<b>190,239,587</b>	<b>194,519,873</b>	<b>4,280,286</b>	<b>2.25%</b>
5812-Foundation Entitlement	279,132,501	283,938,829	4,806,328	1.72%
5829-Miscellaneous State Program Reve	-	-	-	0.00%
5831-TRS On Behalf Benefit	27,000,000	27,000,000	-	0.00%
<b>5800-State Program Revenues Total</b>	<b>306,132,501</b>	<b>310,938,829</b>	<b>4,806,328</b>	<b>1.57%</b>
5918-ROTC	625,000	625,000	-	0.00%
5929-Federal Revenues dist by TEA	2,400,000	8,700,000	6,300,000	262.50%
5931-SHARS/ Medicare	8,350,000	6,900,659	(1,449,341)	-17.36%
5941-Impact Aid	4,250,000	4,250,000	-	0.00%
5949-Direct Federal Revenues	835,000	835,000	-	0.00%
<b>5900-Federal Program Revenues Total</b>	<b>16,460,000</b>	<b>21,310,659</b>	<b>4,850,659</b>	<b>29.47%</b>
<b>Total Revenues</b>	<b>512,832,088</b>	<b>526,769,361</b>	<b>13,937,273</b>	<b>2.72%</b>

## 2022-23 General Fund Revenue Estimate





# GENERAL FUND Expenditures

## General Fund Expenditure Comparison By Function

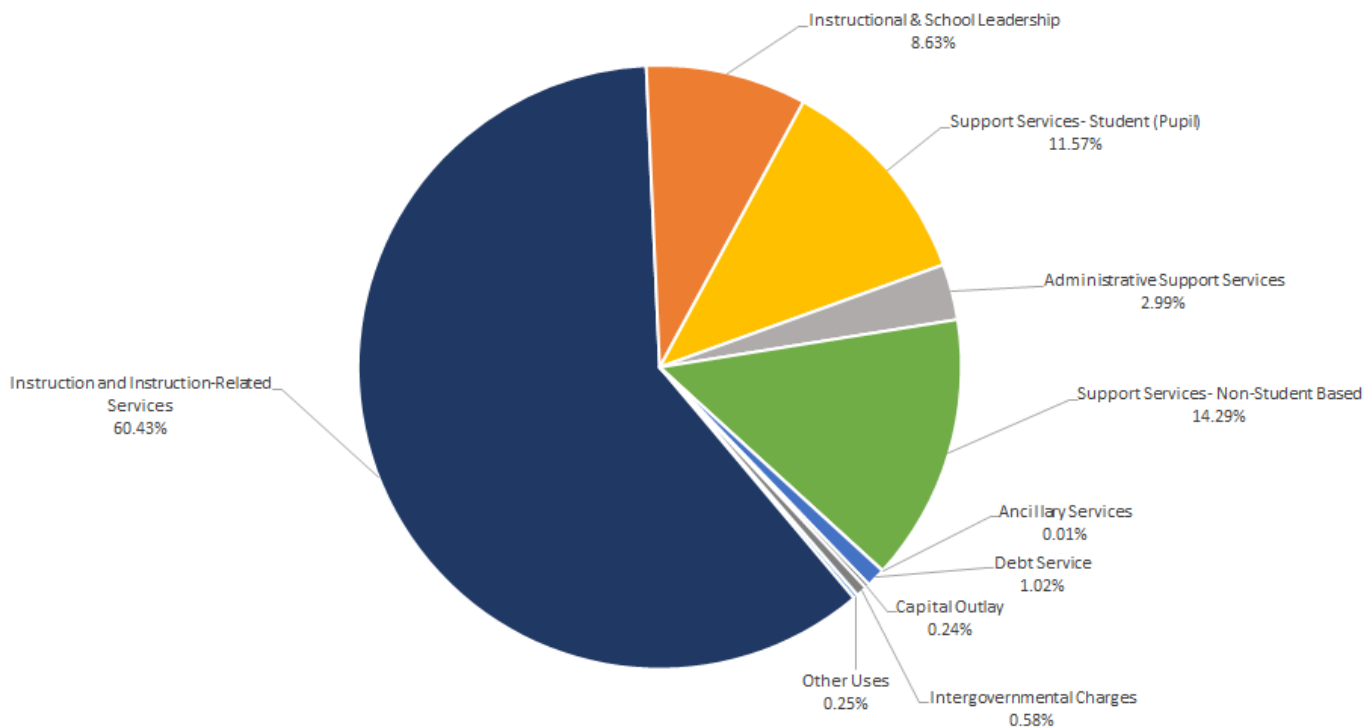
FUNCTION	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
00-Balance Sheet / Revenues	3,211,267	1,311,267	(1,900,000)	-59.17%
<b>Other Uses Total</b>	<b>3,211,267</b>	<b>1,311,267</b>	<b>(1,900,000)</b>	<b>-59.17%</b>
11-Instruction	289,594,305	293,350,219	3,755,914	1.30%
12-Instruction Resources and Media	6,434,594	7,459,445	1,024,851	15.93%
13-Curriculum & Instr Staff Develop	22,728,514	17,501,363	(5,227,151)	-23.00%
<b>Instruction and Instruction-Related Services Total</b>	<b>318,757,413</b>	<b>318,311,028</b>	<b>(446,385)</b>	<b>-0.14%</b>
21-Instructional Leadership	5,753,002	6,399,635	646,633	11.24%
23-School Leadership	36,137,507	39,035,874	2,898,367	8.02%
<b>Instructional &amp; School Leadership Total</b>	<b>41,890,509</b>	<b>45,435,510</b>	<b>3,545,001</b>	<b>8.46%</b>
31-Guidance, Counseling, Evaluation	19,793,424	21,054,534	1,261,110	6.37%
32-Social Work Services	4,561,751	4,308,973	(252,778)	-5.54%
33-Health Services	6,466,584	7,009,091	542,507	8.39%
34-Student Transportation	12,311,389	14,096,552	1,785,163	14.50%
36-Extracurricular Activities	13,691,695	14,498,755	807,060	5.89%
<b>Support Services - Student (Pupil) Total</b>	<b>56,824,843</b>	<b>60,967,905</b>	<b>4,143,062</b>	<b>7.29%</b>
41-General Administration	14,449,348	15,737,127	1,287,779	8.91%
<b>Administrative Support Services Total</b>	<b>14,449,348</b>	<b>15,737,127</b>	<b>1,287,779</b>	<b>8.91%</b>
51-Facilities Maint and Operations	52,903,093	54,121,617	1,218,524	2.30%
52-Security and Monitoring Services	7,831,982	8,518,901	686,919	8.77%
53-Data Processing Services	9,481,514	12,628,620	3,147,106	33.19%
<b>Support Services - Non-Student Based Total</b>	<b>70,216,589</b>	<b>75,269,138</b>	<b>5,052,549</b>	<b>7.20%</b>
61-Community Services	60,550	59,916	(634)	-1.05%
<b>Ancillary Services Total</b>	<b>60,550</b>	<b>59,916</b>	<b>(634)</b>	<b>-1.05%</b>
71-Debt Service	4,019,756	5,394,471	1,374,715	34.20%
<b>Debt Service Total</b>	<b>4,019,756</b>	<b>5,394,471</b>	<b>1,374,715</b>	<b>34.20%</b>
81-Facilities Acquisition & Construction	683,084	1,250,000	566,916	82.99%
<b>Capital Outlay Total</b>	<b>683,084</b>	<b>1,250,000</b>	<b>566,916</b>	<b>82.99%</b>
99-Other Intergovernmental Charges	2,718,729	3,033,000	314,271	11.56%
<b>Intergovernmental Charges Total</b>	<b>2,718,729</b>	<b>3,033,000</b>	<b>314,271</b>	<b>11.56%</b>
<b>Total Expenditures</b>	<b>512,832,088</b>	<b>526,769,361</b>	<b>13,937,273</b>	<b>2.72%</b>

## General Funds Expenditure Comparison By Major Object

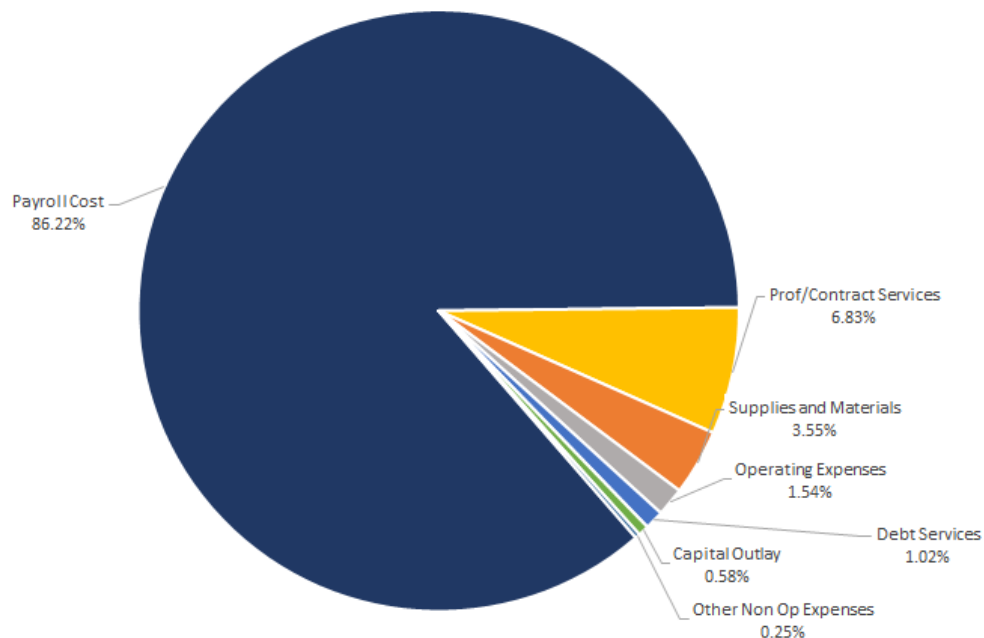
MAJOR OBJECT CODE	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
6100-Payroll Cost	444,166,487	454,157,534	9,991,047	2.25%
6200-Prof/Contract Services	34,740,093	35,985,510	1,245,417	3.58%
6300-Supplies and Materials	18,225,354	18,710,629	485,275	2.66%
6400-Operating Expenses	7,667,546	8,131,902	464,356	6.06%
6500-Debt Services	4,019,756	5,394,471	1,374,715	34.20%
6600-Capital Outlay	801,584	3,078,047	2,276,463	284.00%
8900-Other Non Op Expenses	3,211,267	1,311,267	(1,900,000)	-59.17%
<b>Total Expenditures</b>	<b>512,832,088</b>	<b>526,769,361</b>	<b>13,937,273</b>	<b>2.72%</b>

# GENERAL FUND Expenditures

## 2022-23 General Fund Expenditure Estimate by Function



## 2022-23 General Fund Expenditure Estimate by Major Object



# 2022-23 CAMPUS Expenditure Budgets

Campus	6100- Payroll Costs	6200- Prof/Contract Services	6300- Supplies and Materials	6400 -Other Operating Expenses	6500- Debt Services	6600- Capital Outlay	8900- Other Non Op Expenses	Grand Total
<b>High School</b>								
001-Andress High School	10,154,074	38,614	135,296	25,385				10,353,368
002-Austin High School	8,818,935	32,134	135,370	47,609				9,034,048
003-Bowie High School	8,567,272	33,423	181,743	98,193				8,880,632
004-Burges High School	10,092,728	22,961	128,883	44,660		1,000		10,290,233
005-Coronado High School	14,379,720	37,577	170,788	47,942				14,636,027
006-El Paso High School	9,924,746	43,049	107,539	28,685				10,104,019
008-Irvin High School	8,957,209	11,983	117,463	31,250		2,000		9,119,905
009-Jefferson High School	8,112,311	25,213	207,492	7,300				8,352,316
010-Franklin High School	17,837,961	83,837	173,180	52,500				18,147,478
011-Silva Health Magnet	4,301,490	16,616	112,428	13,500				4,444,034
012-Chapin High School	10,684,904	27,714	137,174	43,000		6,000		10,898,792
<b>High School Total</b>	<b>111,831,350</b>	<b>373,122</b>	<b>1,607,357</b>	<b>440,024</b>		<b>9,000</b>		<b>114,260,853</b>
<b>Middle School</b>								
042-Ross Middle School	3,156,392	10,882	48,828	8,907				3,225,009
043-Canyon Hills Middle School	2,747,378	5,722	76,834	6,000				2,835,934
044-Guillen Middle School	3,142,785	5,512	38,203	4,000				3,190,500
045-Charles Middle School	2,679,844	7,510	40,727	5,300				2,733,381
047-Magoffin Middle School	3,213,587	10,109	39,883	8,546				3,272,125
052-Wiggs Middle School	3,868,135	7,891	42,863	23,000				3,941,889
053-Hornedo Middle School	3,795,682	12,596	102,118	6,100				3,916,496
055-Richardson Middle School	2,705,128	12,273	50,237	2,500				2,770,138
056-Brown Middle School	3,388,321	8,131	124,361	6,000				3,526,813
058-CPT Gabriel Navarrete Middle School	4,763,623	10,512	61,117	3,500				4,838,752
<b>Middle School Total</b>	<b>33,460,875</b>	<b>91,138</b>	<b>625,170</b>	<b>73,853</b>				<b>34,251,036</b>
<b>Elementary School</b>								
103-Aoy Elementary	2,868,362	4,862	25,203	1,000				2,899,427
105-Bliss Elementary	4,041,337	4,915	28,201	11,539				4,085,993
110-Coldwell Elementary	3,470,297	4,627	65,513	-				3,540,437
111-Cooley Elementary	3,354,489	8,376	38,560	4,275				3,405,699
112-Crockett Elementary	3,416,743	4,689	43,764	8,500				3,473,696
114-Douglass Elementary	3,809,800	9,810	51,032	3,500				3,874,142
118-Hart Elementary	3,100,298	11,292	38,947	3,432				3,153,969
119-Hawkins Elementary	3,182,012	2,717	47,360	8,000				3,240,090
121-Hillside Elementary	3,356,762	4,147	55,713	14,427				3,431,049
123-Hughey Elementary	3,935,419	5,462	25,386	7,176				3,973,443
125-Lamar Elementary	2,817,306	4,092	25,776	4,000				2,851,174
128-Logan Elementary	4,390,277	6,321	47,082	5,000				4,448,680
130-Mesita Elementary	6,769,064	12,220	60,988	39,000				6,881,272
131-Milam Elementary	4,914,991	7,795	70,969	1,500				4,995,255
133-Newman Elementary	3,211,037	6,978	29,444	4,000				3,251,458
134-Park Elementary	3,533,678	3,936	22,380	1,500				3,561,495
135-Putnam Elementary	2,925,904	7,670	41,682	2,363				2,977,619
138-Rusk Elementary	2,223,845	6,216	29,280	14,500				2,273,841
141-Stanton Elementary	3,446,440	5,419	44,626	5,000				3,501,485
143-Travis Elementary	2,596,334	10,464	38,727	-				2,645,525
146-Western Hills Elementary	3,436,487	5,018	39,714	900				3,482,119
147-White Elementary	3,285,321	8,110	27,730	1,500				3,322,661
148-Zavala Elementary	2,889,450	6,422	22,637	3,600				2,922,109
149-Clendenin Elementary	3,315,500	17,132	43,100	7,500				3,383,232
150-Sunrise Mountain Elementary	3,829,461	6,886	50,424	5,000				3,891,772
151-Cielo Vista Elementary	2,620,899	5,338	34,800	3,145				2,664,182
153-Whitaker Elementary	3,260,946	16,853	42,060	2,100				3,321,959
156-Rivera Elementary	2,816,676	6,169	25,764	2,371				2,850,981
159-Polk Elementary	3,951,602	10,066	57,571	8,000				4,027,239
161-Nixon Elementary	4,517,303	6,134	72,205	9,000				4,604,642
162-Green Elementary	3,375,413	3,658	65,785	2,200				3,447,056
163-Guerrero Elementary	3,872,430	4,253	62,100	8,630				3,947,413
165-Barron Elementary	3,289,923	9,571	22,266	7,000				3,328,760
166-Kohlberg Elementary	3,863,977	4,310	43,749	7,000				3,919,036
167-Moreno Elementary	3,533,470	3,456	29,000	3,000				3,568,925
168-Tippin Elementary	4,800,334	11,662	43,285	5,000				4,860,280
169-Moye Elementary	3,319,111	9,842	26,039	28,542				3,383,534
174-Herrera Elementary	4,412,524	16,636	51,392	5,500				4,486,051
175-Powell Elementary	4,274,378	7,146	30,176	8,000				4,319,700
177-Lundy Elementary	4,419,817	10,824	60,909	2,000				4,493,550
178-Tom Lea Elementary	5,221,109	15,194	69,971	19,725				5,325,999
182-Dr. Joseph Torres Elementary	4,418,563	10,157	49,327	9,100				4,487,146
183-Coach Archie Duran Elementary	4,806,283	19,332	66,908	20,000				4,912,523
<b>Elementary School Total</b>	<b>158,895,369</b>	<b>346,177</b>	<b>1,867,545</b>	<b>307,525</b>				<b>161,416,617</b>
<b>PK-8 School</b>								
059-Bobby Joe Hill PK-8	4,878,180	11,311	39,189	7,000				4,935,680
129-General Douglas MacArthur PK-8	6,858,580	10,245	49,870	8,500				6,927,195
170- Dr. Josefin Villamil Tinajero PK-8	7,399,433	7,000	51,433	20,000				7,477,866
172-Charles Q. Murphree PK-8	5,947,645	8,430	38,276	5,100				5,999,451
184-Don Haskins PK-8	9,964,439	21,350	114,734	21,920				10,122,443
<b>PK-8 School Total</b>	<b>35,048,277</b>	<b>58,337</b>	<b>293,501</b>	<b>62,520</b>				<b>35,462,635</b>

# 2022-23 CAMPUS and DEPARTMENT Expenditure Budgets

Campus	6100- Payroll Costs	6200- Prof/Contract Services	6300- Supplies and Materials	6400 -Other Operating Expenses	6500- Debt Services	6600- Capital Outlay	8900- Other Non Op Expenses	Grand Total
<b>Alternative/Specialty Campus</b>								
007-Center for Career and Technology	4,013,262	23,259	154,642	12,000				4,203,163
015-Transmountain Early College High	2,691,405	19,229	50,936	36,981				2,798,551
019-Young Women's Academy	2,925,907	12,376	38,187	27,426				3,003,896
020-College,Career & Tech. Academy	1,699,768	4,500	49,070	6,000				1,759,338
025-Delta Academy	1,798,885	3,500	22,050	-				1,824,435
027-Telles Academy	1,434,163	2,300	13,888	8,200				1,458,551
171-About Face Program	515,322		10,600	-				525,922
<b>Alternative/Specialty Campus Total</b>	<b>15,078,712</b>	<b>65,164</b>	<b>339,373</b>	<b>90,607</b>				<b>15,573,856</b>
<b>Campus Total</b>	<b>354,314,583</b>	<b>933,938</b>	<b>4,732,947</b>	<b>974,529</b>		<b>9,000</b>		<b>360,964,997</b>

Department	6100- Payroll Costs	6200- Prof/Contract Services	6300- Supplies and Materials	6400 -Other Operating Expenses	6500- Debt Services	6600- Capital Outlay	8900- Other Non Op Expenses	Grand Total
000-Balance Sheet / Revenues							1,311,267	1,311,267
699-Summer School	417,651		12,000					429,651
701-Superintendent	416,974	24,435	17,194	155,665				614,268
702-Board of Trustees	198,414	32,941	16,000	265,430				512,785
703-Tax Costs		3,033,000						3,033,000
714-Organizational Transformation and Equity	200,213		5,100	13,000				218,313
717-Student Services			5,100	12,900				18,000
726-Human Resource Services	2,626,692	85,000	40,500	60,000				2,812,192
727-Financial Services	2,342,281	269,174	27,330	25,278				2,664,063
728-Business Services Office	265,002	7,510	5,650	15,000				293,162
729-Procurement Services	742,936	76,358	6,600	21,855				847,749
730-Audit Services	783,873	15,675	13,750	33,685				846,983
731-Administration Office	385,199		5,359	15,000				405,558
732-Community Engagement	642,256	211,814	49,850	90,600				994,520
733-BEFM - Budget	545,863	9,200	17,360	24,600				597,023
735-Legal Services	607,319	780,000	10,335	392,130				1,789,784
736-Treasury Services	165,755	66,020	3,273	5,855				240,903
737-Budget and External Financial Management Office	408,350							408,350
738-Open Records Requests	152,226	97,000	1,771					250,997
739-Office of Quality Management	195,420		100	19,000				214,520
740-Procurement & School Resources Department	197,966							197,966
800-Academics Office	133,065		5,100	13,000				151,165
801-Curriculum & Instruction	2,519,304	2,434,397	268,975	42,050				5,264,726
803-ROTC Programs	310,868	-	3,075	30,420				344,363
805-Secondary School Division	533,380	122,600	4,440	15,000				675,420
806-Elementary School Division	752,872	3,400	5,525	6,600				768,397
807-Student and Family Empowerment	760,531	77,500	50,065	29,930				918,026
808-Chief of Schools Office	301,433	2,591	3,245	9,355				316,624
809-21st Century Learning and Well-Being	175,283	6,000	5,965	9,250				196,498
810-Health & Wellness	342,974		12,563	2,100				357,637
811-Connecting Languages/Dual Language - Elementary	791,637	329,000	497,500	68,700				1,686,837
813-Career and Technology Education	1,074,399	236,400	1,783,215	80,000		10,000		3,184,014
816-Student Retention & Truancy Prev	1,014,072		15,212	16,240				1,045,524
817-Student and Parent Services	746,692	49,500	8,500	25,500				830,192
821-Active Learning	197,507							197,507
822-Special Education State Local	10,969,479	1,068,462	436,474	216,299				12,690,715
824-Regional Day School for Deaf	698,877							698,877
826-Early College, P-TECH and Specialty Programs	607,368	657,737	80,020	54,560				1,399,685
827-New Tech and Special Programs	626,543		28,850	36,900				692,293
828-San Jacinto Adult Learning Cntr	68,388		2,515					70,903
831-Fine Arts	1,624,888	154,038	939,715	367,225		15,000		3,100,866
832-Athletics	1,120,451	1,140,000	1,368,250	786,500		170,000		4,585,201
833-Academic Competitions/Journalism/Speech	186,113	53,000	69,900	289,800				598,813
834-Connecting Languages/Dual Language - Secondary	197,161	370,000	191,000	58,000				816,161
839-Accelerating Schools Division	182,511		5,215	2,262				189,988
840-Chief of Connecting Languages/Dual Language	107,584		1,100	3,000				111,684
841-Counseling, Advising, and College Readiness	693,069	5,000	12,000	21,000				731,069
842-Library Learning Resource	178,527	89,000	346,500					614,027
844-Health Services	501,761	58,300	13,000	9,100				582,161
846-Staff Development	468,934	9,000	14,664	68,500				561,098
847-Community Engagement	330,194							330,194
849-BEFM - External Funding	317,614	3,800	24,751	50,910				397,075
901-Police Services	4,002,490	60,893	110,100	4,000		315,000		4,492,483
911-Technology Services	5,808,229	6,965,679	2,026,256	87,290				14,887,454
912-Analytics, Strategy, Assessment & PEIMS	1,610,468	222,179	123,265	17,675				1,973,587
921-Transportation Services	11,303,611	226,237	985,804	8,848		1,088,372		13,612,872
922-School Resources Department	1,450,404	312,000	115,000	5,405				1,882,809
931-Custodial Operations	1,047,113	46,600	348,945	6,907		31,675		1,481,240
932-Facilities & Construction	923,887	571,000	50,700	30,000	5,394,471	1,200,000		8,170,058
933-Maintenance Buildings and Ground	10,026,317	13,489,381	2,680,744	28,500		189,000		26,413,942
935-Operations Support Services	198,858	82,232	2,000	500				283,590
953-Health Care	150,849	23,104	2,000					175,953
954-Risk Management	60,793		800	2,481,944				2,543,537
995-D/W - Local	39,953,783	1,473,195	1,097,462	1,024,105		50,000		43,598,545
996-Lapsed Salaries	(17,227,999)							(17,227,999)
999-Undistributed Org Unit	706,280	1,220						707,500
<b>Department Total</b>	<b>99,842,951</b>	<b>35,051,572</b>	<b>13,977,682</b>	<b>7,157,373</b>	<b>5,394,471</b>	<b>3,069,047</b>	<b>1,311,267</b>	<b>165,804,363</b>
<b>Campus Total</b>	<b>354,314,583</b>	<b>933,938</b>	<b>4,732,947</b>	<b>974,529</b>		<b>9,000</b>		<b>360,964,997</b>
<b>Total Expenditures</b>	<b>454,157,534</b>	<b>35,985,510</b>	<b>18,710,629</b>	<b>8,131,902</b>	<b>5,394,471</b>	<b>3,078,047</b>	<b>1,311,267</b>	<b>526,769,361</b>





## 2022-23 FOOD SERVICE Budget

### 240-FOOD SERVICES FUND

	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
<b>Revenues</b>				
5700-Revenues from Local and Intermed	3,000,000	2,500,000	500,000	16.67%
5800-State Program Revenues	187,000	187,000	-	0.00%
5900-Federal Program Revenues	28,500,000	31,354,782	(2,854,782)	-10.02%
<b>Total Revenues</b>	<b>31,687,000</b>	<b>34,041,782</b>	<b>(2,354,782)</b>	<b>-7%</b>

### Expenditures by Function

35-Food Services	30,954,979	33,219,696	(2,264,717)	-7.32%
51-Facilities Maint and Operations	732,021	822,086	(90,065)	-12.30%
<b>Total Expenditures</b>	<b>31,687,000</b>	<b>34,041,782</b>	<b>(2,354,782)</b>	<b>-7%</b>

### Revenues Over (Under) Expenditures

- - -

MAJOR OBJECT CODE	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
<b>Expenditures</b>				
6100-Payroll Costs	13,753,698	14,649,533	(895,835)	-6.51%
6200-Professional / Contract Services	574,950	548,871	26,079	4.54%
6300-Supplies and Materials	17,276,352	18,801,378	(1,525,026)	-8.83%
6400-Other Operating Expenses	32,000	42,000	(10,000)	-31.25%
6600-Capital Outlay -Land, Bldg, Equip	50,000	-	50,000	100.00%
<b>Total Expenditures</b>	<b>31,687,000</b>	<b>34,041,782</b>	<b>(2,354,782)</b>	<b>-7%</b>

# 2022-23 DEBT SERVICE Budget

## 599-DEBT SERVICE FUND

	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
<b>Revenues</b>				
5711-Taxes Current Year Levy	49,231,678	56,011,948	6,780,270	13.77%
5712-Taxes Prior Years	501,341	570,386	69,045	13.77%
5719-Taxes Penalty and Interest	401,073	456,309	55,236	13.77%
5742-Earnings Temp Dep Invest	40,000	100,000	60,000	150.00%
5829-Miscellaneous State Program Reve	-	-	-	0.00%
7915-Operating Transfers In	1,900,000	-	(1,900,000)	-100.00%
<b>Total Revenues</b>	<b>52,074,091</b>	<b>57,138,643</b>	<b>5,064,552</b>	<b>9.73%</b>

## Expenditures

6511-Bond Principal	15,059,781	17,516,111	2,456,330	16.31%
6521-Interest on Bonds	36,877,862	39,522,532	2,644,670	7.17%
6599-Other Debt Service Fees	100,000	100,000	-	0.00%
8949-Other Uses	-	-	-	0.00%
<b>Total Expenditures</b>	<b>52,037,643</b>	<b>57,138,643</b>	<b>5,101,000</b>	<b>0.00%</b>

<b>Revenues Over (Under) Expenditures</b>	<b>36,449</b>	<b>-</b>	<b>(36,449)</b>	
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## 575 - 2009 QSC SINKING FUND

	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
7915-Operating Transfers In	684,059	684,059	-	0.00%
<b>Total Transfer In</b>	<b>684,059</b>	<b>684,059</b>	<b>0.00%</b>	

## 577 - 2017 QSC SINKING FUND

	2022 ADOPTED	2023 PROPOSED	DIFFERENCE	% CHANGE
7915-Operating Transfers In	627,208	627,208	-	0.00%
<b>Total Transfer In</b>	<b>627,208</b>	<b>627,208</b>	<b>0.00%</b>	





## Board of Trustees

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Leah Hanany (Dist. 1), Secretary  
Josh Acevedo (Dist. 3)  
Isabel Hernandez (Dist. 4)  
Israel Irrobali (Dist. 5)  
Freddy Khlayel-Avalos (Dist. 6)

## Superintendent of Schools

Diana Sayavedra

## EPISD Business Services

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# 2022-2023 OFFICIAL *Compensation Plan*



*Business Services Division*



# 2022 - 2023

## COMPENSATION PLAN SUMMARY

Pursuant to Board Policy DEA (LOCAL) - The Superintendent shall recommend to the Board, for adoption, annual pay structures and a compensation plan for all District employees. The recommended pay structures and compensation plan shall support District goals for attracting and retaining highly qualified employees who will assist in achieving District goals. The Board shall review and approve the compensation plan to be used by the District. The new compensation rate for each certified or classified employee shall be effective after Board adoption of a new compensation plan and on such date as specified by the Board.

All compensation adjustments are based upon budgetary considerations. Employee compensation is reviewed annually as part of the budget process. Compensation increases are recommended to the Board to ensure that each employee's pay remains as competitive as possible within the District's capacity to allocate resources. Information for the budget and compensation review process is obtained through the Business Services division. Compensation increase models were built in accordance with the financial resources of the District and direction from the Board of Trustees on resource allocations.

Per DEA (REGULATION), the following provisions apply to employees' compensation reviews and adjustments.

1. No employee will be paid below the minimum rate of his or her assigned pay level.
2. The percentage increase approved by the Board for compensation adjustments will be applied to each pay level. All employees who are at the same pay level and who are within the pay range will receive the same hourly or daily pay increase unless otherwise directed by the Board.
3. Employees whose hourly or daily rate is above the maximum of their pay level may receive a pay adjustment as recommended and approved by the Board.
4. Employees who were hired by the District during the previous school year and who worked fewer than 90 days for the District, will not be eligible to receive a compensation adjustment for the next school year except to the extent that may be necessary to bring any employees who are paid below any new minimum rate for their assigned pay level up to any newly established minimum or to place the employees at the same step on an adjusted schedule.
5. Employees hired with an effective date after June 30 will not be eligible to receive a compensation adjustment for that school year except to the extent that may be necessary to bring any employees who are being paid below any new minimum rate for their assigned pay level up to any newly established minimum or to place the employees at the same step on an adjusted schedule.

The proposed District Compensation Plan for fiscal year 2022-2023 has been prepared in accordance with TEA Guidelines and EPISD Policies & Regulations. The proposal was developed in collaboration with the recommendations provided by the Board of Trustees and Administration.

# 2022 - 2023

## COMPENSATION PLAN SUMMARY

### **PERSONNEL COMPENSATION**

Based on Administration's recommendation and subject to final approval by the Board of Trustees, the El Paso Independent School District will provide the following for District employees for the 2022-2023 school year:

1. Employees on step schedules (teachers, librarians and nurses) will receive a year of experience on the new schedules if employed in the same capacity. The starting pay for teachers, librarians and nurses will be set at \$56,975 annually.
  - a. These employees will receive a general pay increase of **seven percent (7%)**.
  - b. The value of a step increase in years of experience is set at an average of \$171 for years zero through five (0-5); an average of \$294 for years six through fourteen (6-14); and \$533 for years fifteen through thirty (15-30).
  - c. Employees above the pay scale (30+ years) will receive a **seven percent (7%)** general pay increase which includes the value of the step increase at an average rate of \$533.
2. All other personnel will receive a pay increase as follows:
  - a. Counselors will receive a pay increase of **seven percent (7%)** from mid-point.
  - b. All hourly employees will receive a pay increase of **five percent (5%)** from mid-point.
  - c. All exempt employees, with the exception of Directors and above will receive a pay increase of **four percent (4%)** from mid-point.
  - d. Director positions and above will receive a pay increase of **three percent (3%)** from mid-pointEmployees above the maximum range of their pay level will receive a salary increase. In addition, the District will implement a salary pay table alignment and equity adjustments based on recommendations provided by the Texas Association of School Boards (TASB). The alignment of the current pay structures is based on market values for benchmark jobs in order to maintain non-teaching positions marketable. The alignment for placement scale adjustments below market and adjustments of 1% above minimum pay range will impact an estimated 1,700 employees – job classifications impacted range from administrative professionals to auxiliary staff.

Assuming the full impact of the general pay increase, inclusive of the pay adjustments noted above, the impact to the budget would be an estimated \$20,397,868.

### **EMPLOYEE STIPEND**

The Board of Trustees, approved the disbursement of two (2) employee stipends at \$1,000 and \$1,500 per stipend, less applicable taxes and deductions, to eligible employees. The stipend disbursement dates would be in the months of November 2022 and June 2023. The employee stipends are subject to the following guidelines:

#### **Issuance of November 2022 Employee Retention Stipend**

The District proposes the issuance of a stipend to all eligible employees in November of 2022. The stipend amount would be \$1,000 per employee.

Per DEA (REGULATION), employee eligibility for the employee stipend will be based on all criteria noted below:

- Employees who were hired by the District, with a start date after April 1, 2022 will not be eligible to receive the employee stipend.



# 2022 - 2023

## COMPENSATION PLAN SUMMARY

- Employee must be on permanent (non-temporary) employment status with the District.
- Employee must be employed on date of disbursement in November 2022.

The employee stipend impact to the ESSER Funds would be an estimated \$8,349,988.

### **Issuance of June 2023 Employee Retention Stipend**

The District proposes the issuance of an employee retention stipend to all employees in June of 2023. The stipend amount would be \$1,500 per employee.

Per DEA (REGULATION), employee eligibility for the stipend will be based on all criteria noted below:

- Employees who were hired by the District, with a start date after May 1, 2023 will not be eligible to receive the stipend.
- Employee must be on permanent (non-temporary) employment status with the District.
- Employee must have completed the 2022-2023 work assignment.

The employee stipend impact to the ESSER Funds would be an estimated \$12,348,988.

The cost with ESSER Funds for issuance of both November and June disbursements is an estimated \$20,698,976.

## **HEALTH CARE BENEFITS**

El Paso Independent School District currently contributes up to \$511 per month for each employee enrolled in the Self-Funded Health Care Plan. Employees pay the difference between the established rates for their personal elections by plan or dependent tier of coverage.

Administration is recommending that the 2022-2023 District contribution for employee health coverage be set as follows:

- EPISD Self-Funded Plan – a maximum of \$511 per employee per month.

Accumulating a fund balance is an important prudent strategy for the health plan, just like it is for the District to have a contingency reserve established for future needs. With the objective to make sure that the health plan revenues cover medical expenses due to inflationary trends and accomplish growth in reserve funding, the Self-Funded Health Care program is continually monitored to ensure funding is an adequate level.

### **EPISD Self-Funded Health Care Plan**

The EPISD/Cigna High Deductible Plan Option will continue to be covered at 100% for Employee Only coverage. The EPISD Self-funded medical plans will have no increase in premiums and no plan changes for the 2022-2023 Plan year. The minimal increase for these tiers comes after two years of no increases to premiums. EPISD/Cigna plan options offer a National Provider Network, Out of Network Benefits, Monetary Wellness Incentives along with a dedicated customer service team available 24 hours a day 7 days a week.

# 2022 - 2023

## COMPENSATION PLAN SUMMARY

The CIGNA plans continue to offer better benefits with greater freedom at competitive deductions along with an annual contribution to the Health Savings Account.

For 2022-2023, the Health Savings Account will be fully funded on the first payroll check of September 2022 in the amount of \$1,000. This is an increase of \$700 as compared to the \$300 in 2021-2022. Employees will have access to their full amount during the first month of the plan year. Any late hires will receive a prorated District Contribution to their Health Savings Account based on their benefit effective date if they elect to participate in the High Deductible Plan and Health Savings Account.

## OTHER EMPLOYEE BENEFITS

Term Life Insurance	District Paid Term Life Insurance Benefit for Employees - \$20K
Workers Compensation Fund	Employer Contribution - \$36 p/month
Health Care/Clinics Fund	Employer Contribution - \$8 p/month

## MISCELLANEOUS PAY – CHANGES FOR FISCAL YEAR 2022-23

The Miscellaneous Pay Rates will remain the same for fiscal year 2022-2023.

## EXTRA PERFORMANCE PAY/ INSTRUCTIONAL STIPENDS –CHANGES FOR FISCAL YEAR 2022-23

TEACHER & LIBRARIAN HIGHER EDUCATION DEGREES – AS	
Master's Degree	\$2,500
Doctoral Degree	\$1,500

BILINGUAL - AS	
<b>Elementary Level</b>	
Bilingual/ESL Certification	\$2,000
• Certified Bilingual/ESL Teacher Assigned Full-Time to Teach in Dual Language.	
<b>Secondary Level</b>	
Bilingual/Certified - Teaching Dual Language, Math, Science or Social Studies.	\$500 p/section (Maximum \$2,500)
• Certified Bilingual teacher assigned to Dual Language sections.	
<b>Secondary Level</b>	
ESL Certification - ELAR or ESOL*	\$333 p/section (Maximum \$2,000)
• Certified ESL teacher assigned to (L) sections with 51% or greater EB students per section.	

# 2022 - 2023

## COMPENSATION PLAN SUMMARY

BILINGUAL - AS	
<b>All Levels</b>	
Bilingual Certification	\$3,000
• One time stipend if Bilingual Certification is obtained during the 2022-23 School Year.	

ACADEMIC COMPETITIONS/JOURNALISM/SPEECH/UIL - ON	
Accounting, Computer Applications, Literary Criticism, Ready Writing, Spelling & Vocabulary, Editorial Writing, Feature Writing, Headline Writing, Newswriting, Computer Science, Mathematics, Biology, Chemistry, Physics, Informative Speaking, Persuasive Speaking, Poetry Interpretation, Prose Interpretation, Current Issues & Events, Mock Trial, and Social Studies	\$550
Texas Forensic Association/National Forensic League	\$2,200

MIDDLE SCHOOL ACADEMICS/UIL - ON	
Duet Acting, Readers Theatre, Spanish Drama, Ready Writing, Spelling & Vocabulary, Calculator Applications, Number Sense, Mathematics, Impromptu Speaking, Modern Oratory, Poetry Interpretation, Prose Interpretation, Spanish Poetry (Native & Non-Native), Spanish Prepared Speech (Native & Non-Native), and Social Studies	\$500

ELEMENTARY UIL - ON	
UIL EVENT – Full Team	\$400

## SUBSTITUTE PAY – CHANGES FOR FISCAL YEAR 2022-23

Hourly Substitutes	
Clerical, Campus Patrol, Custodian, Food Service, Maintenance, Parent Engagement Liaison, Campus Monitor	\$ 11.00
Instructional Paraprofessional and Bus Driver	\$ 12.00



# 2022 - 2023

## COMPENSATION PLAN SUMMARY

Summer Assignments	
Clerical	\$ 11.00
Instructional Paraprofessional	\$ 12.00
Teacher Non-Degreed	\$ 12.50
Teacher/Librarian Degreed	\$ 15.60
Nurse	\$ 31.25

### **SUMMARY**

In closing, the total cost of the compensation package proposed is an estimated \$20,400,000; plus two employee retention stipends in the amount of \$20,698,976.

- General Pay Increase **\$ 20,400,000**
- Other Employee Benefits **\$ 20,698,976**

The compensation related documents noted below have been updated for the upcoming fiscal year.

- 2022-2023 Pay Structures
- 2022-2023 Extra Performance Pay/Instructional Stipends
- 2022-2023 Miscellaneous Pay Rates
- 2022-2023 Substitute Rates

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(REGULATION)

**Compensation  
Administration  
Practices and  
Procedures**

The Superintendent shall recommend an annual compensation plan for all District employees to the Board for approval. The employee compensation plan may include wage and salary structure, stipends, benefits, and incentive pay plans.

The Superintendent and designee(s) shall administer the compensation plan consistent with Board policies and the annual Board-approved budget.

**General Pay Increase  
and Eligibility**

Pay increases for employees on salary schedules are calculated as approved by the Board each year. Pay increases for employees on pay ranges are calculated by applying the percent increase approved by the Board each year to the midpoint rate of the pay range. Employees in the same pay grade will receive the same rate of increase when pay increases are calculated as a percent of midpoint. Pay increases that will exceed the maximum rate of the pay range must be specifically authorized by the Board each year.

Employees who were hired during the previous school year and who worked fewer than 90 days for the District will not be eligible to receive a compensation adjustment for the next school year except to the extent that may be necessary to bring any employees who are being paid below any new minimum rate for their assigned pay level up to any newly established minimum or to place the employees at the same step on an adjusted schedule.

**Pay Range  
Adjustments**

Human resources will review pay structures annually and recommend adjustments as needed to maintain competitive alignment with external job markets and internal alignment of career pathways. Adjustments to pay ranges are made prior to the calculation of pay increases.

If no pay raise is approved by the Board, no pay range adjustments will be made.

Employees will normally be eligible for compensation adjustments as of their first day on duty each school year (July 1 through June 30). However, special adjustments may be processed at other times based upon the need to adjust for equity, promotion, or transfer. Special adjustments may be approved by the Superintendent. No annual compensation increases should be communicated to employees until after final approval by the Board.

**Description of Pay  
System**

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the District. Human resources is responsible for the maintenance and administration of employee pay systems.

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(REGULATION)

Teachers, librarians, and nurses will be paid according to a salary schedule that correlates salaries with total years of creditable service in education. All other District jobs will be assigned to a pay grade and range structure that sets the pay for the position.

The District pay plan includes:

- Teachers, librarians, and nurses;
- Administrative professional exempt staff;
- Campus leadership exempt staff;
- Information technology exempt and nonexempt staff;
- Police exempt and nonexempt staff;
- Clerical-paraprofessional nonexempt staff; and
- Auxiliary nonexempt staff.

Salary schedules and pay ranges are reviewed and adjusted periodically. Employee pay is adjusted based on the pay increase budget and guidelines approved by the Board annually.

**Job Descriptions**

Identifying a job's qualifications, purpose, major duties and responsibilities, working conditions, and exemption status is an essential function in the administration of the compensation system. Accurate and complete job descriptions will be collected and maintained by human resources with input from job supervisors. Job titles are assigned by human resources with input from the supervisor to accurately reflect the level and nature of work and the organizational structure of the District.

Job descriptions will be updated by human resources with input from the supervisor at least every three years and at each vacancy. Employees and their supervisor will review the job description annually as part of the employee's annual review acknowledging and agreeing to the general responsibilities of the job or identify needed edits to be submitted to human resources.

**Duty Calendars**

Duty calendars are determined based on the business needs of the District and will align with pay cycles. The District will strive to maintain a limited number of duty calendar variations. When an employee's duty calendar must be changed to meet new or adjusted needs of the District, the employee's current total annual salary should not be reduced if days are being reduced. Instead, the current daily rate or hourly rate should be adjusted to arrive at the same annual salary as the employee began the year.



COMPENSATION AND BENEFITS  
COMPENSATION PLAN

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(REGULATION)

<b>Payroll Schedule</b>	All employees are paid in accordance with the appropriate salary schedule in force and in accordance with published pay dates. Payments for all personnel are issued on the 15th and on the last day of the month unless the pay date falls on a weekend or District non-workday, in which event payment will be issued on the last business day before the weekend or District non-workday.
<b>Teachers and Other Non-12-Month Employees</b>	Teachers and other non-12-month employees employed after the end of the first pay period of the school year but prior to a specified date in January will be paid equal semimonthly payments through August. Such employees beginning after the specified date in January will be paid equal semimonthly payments through June.
<b>Dock Rates</b>	If an employee's pay is docked, the amount deducted will be based on the daily rate. The dock rate for employees on a monthly pay schedule is 1/20th of the monthly salary. The daily rate for employees on an hourly pay schedule is determined by multiplying the number of hours worked per day by the hourly rate.
<b>Exemption Status</b>	All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and documented in the job description. Human resources will determine the classification of each position based on a description of assigned job duties and weekly pay. In order to be exempt, the employee's primary duties must meet the requirements defined by federal regulations for the executive, administrative, professional, or computer employee exemption test or be a teacher, and the employee must meet applicable federal salary requirements. All employees who do not meet the legal requirements for exemption are classified as nonexempt.
<b>Method of Evaluation</b>	<p>Effective compensation administration requires that management be guided by equitable policies in appraising the worth of each position relative to all other positions within the District and in compensating employees in accordance with their contributions in the context of the positions they occupy.</p> <p>There are two considerations in the determination of how much an employee is to be paid:</p> <ol style="list-style-type: none"><li>1. The relative worth of the position, and</li><li>2. The experience of the individual.</li></ol>
<b>Job Classification Procedures</b>	Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and prevailing market rates for similar positions. All jobs are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability,

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
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and working conditions. Human resources will collect job information, evaluate jobs for classification purposes, and recommend job pay grades to the grants and personnel committee and the Superintendent.

The District will attempt to maintain parity between the incumbents and new hires.

**Classification of New Positions**

Prior to posting, new positions must have a written job description created collaboratively by human resources and the hiring supervisor. The grants and personnel committee (GAPC) will recommend to the Superintendent the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

**Job Reclassification**

A job reclassification occurs when a job classification is changed to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve internal pay equity with similar jobs, or a change in competitive market rates.

**Procedures for Job Reclassification**

Review of job reclassifications must be initiated by the immediate supervisor. Jobs previously submitted for review or FTEs added within the last school year are not eligible for review.

An immediate supervisor may request an evaluation of a job when significant change in duties has occurred. To initiate a job classification review, it must be submitted on the District's job reclassification review request form that describes the rationale for reclassifying the position and provides an explanation of changes in job duties and responsibilities. The request also should include current and proposed job descriptions. The request must be signed by the immediate supervisor before submitting it to the cabinet level administrator.

The cabinet level administrator will review the request and obtain additional information, if needed. Additional information may be obtained from the supervisor, employee(s), and/or external job market pay data. The request must be signed by the cabinet level administrator and submitted to human resources.

Human resources will evaluate the job reclassification request and prepare a recommendation for review by the grants and personnel committee (GAPC). A GAPC recommendation will be communicated in writing to the Superintendent.

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(REGULATION)

Reclassification requests will be accepted through March 31 with review and evaluation occurring in May and June. Final recommendations will be shared with employees in June, with changes taking effect at the beginning of the next school year.

**Salary Adjustments  
for Job  
Reclassification**

A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term unless the job responsibilities have increased. The need for a salary adjustment for reclassified employees will be evaluated and the appropriate demotion or promotion procedures will apply.

Salary placement for an employee who is reclassified will follow the compensation guidelines for placement of a new hire. The following guidelines should be applied:

1. If the job is reclassified upward due to an increase in level of responsibilities, the procedure for promotion increases may be applied.
2. If the job is reclassified due to organizational changes, there may be no immediate pay increase.
3. If the job is reclassified to a lower pay range based on a reduction in level of assigned responsibilities, the job incumbent will retain his or her current rate of pay. If the current pay rate is less than the maximum of the new pay level, the employee will be entitled to receive regular pay adjustments as they occur. If the current rate exceeds the new pay level maximum, the employee will not receive additional pay adjustments until the maximum of the pay level exceeds his or her pay.

**Transfers /  
Demotions**

If an employee voluntarily transfers to a lower-level job, the employee's hourly or daily rate will be adjusted to mid-point of the lower pay level. If the employee's current rate of pay is below mid-point, the employee's rate of pay will remain the same.

An employee who is involuntarily transferred to a lower-level position due to the employee's job performance or inability to satisfactorily perform the duties of the job will also have his or her hourly or daily rate adjusted to mid-point of the lower pay level.

An employee who is involuntarily transferred to a lower-level job due to District restructuring that results in the elimination of a position will have their pay rate adjusted to end of the third quartile of the new lower level. The end of the third quartile represents mid-point plus maximum divided by two. If the pay rate results higher than in their current rate, the employees will be placed at the lower pay rate.

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

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**Promotional  
Adjustments**

When an employee is promoted into a job in a pay level higher than the job he or she currently holds, a promotional adjustment will begin with the effective date of the new assignment.

If an employee is transferred back to a former pay level position within 60 days of a promotion, his or her pay will be adjusted back to the rate of the former position effective with the date of the transfer.

Promotional adjustments will be calculated to reward employees for the higher position and to maintain internal equity in the District. Promotions that are effective at the beginning of a new school year, will be applied in addition to the approved compensation adjustment for all other employees.

Promotional increases will be determined according to compensation guidelines.

**Extracurricular  
Stipends**

The Board will approve a schedule of stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the District's schedule for extra duty stipends. Stipends and incentives are reviewed and modified periodically.

Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week.

Payment of extra-duty stipends for exempt employees are annualized and paid monthly over the course of the school year. Certain stipends may be paid as a lump sum (at the end of the semester or at the end of the school year).

**Overtime**

Overtime work shall be held to a minimum, but when overtime work is necessary, nonexempt employees must seek approval from their supervisor before the work is performed, and all time worked must be accurately recorded on the weekly time sheet. Overtime may be reflected as compensatory time or paid to the employee according to the provisions of the FLSA. [See DEA(LEGAL) and (LOCAL)]

**Withholding Tax**

All employees of the District are subject to the federal withholding tax. An employee must sign a withholding tax Form W-4 at the beginning of employment in order that the proper deduction may be made. A new form W-4 should be completed if the employee's status changes.

**Pay Cards**

Employees who do not choose to have their paychecks electronically deposited directly into an account will be issued a pay card.



# TEACHER SCHEDULE

*& Day Plans*







### 2022-2023 Teacher, Librarian, Nurse Salary Schedule

Years of Experience	Teacher/Librarian 187 days	Nurse/Librarian 194 days	Daily Pay
0	\$56,975	\$59,108	\$ 304.68
1	\$57,182	\$59,323	\$ 305.79
2	\$57,382	\$59,530	\$ 306.86
3	\$57,532	\$59,686	\$ 307.66
4	\$57,682	\$59,841	\$ 308.46
5	\$57,832	\$59,997	\$ 309.26
6	\$57,982	\$60,152	\$ 310.06
7	\$58,182	\$60,360	\$ 311.13
8	\$58,382	\$60,567	\$ 312.20
9	\$58,682	\$60,879	\$ 313.81
10	\$58,982	\$61,190	\$ 315.41
11	\$59,282	\$61,501	\$ 317.02
12	\$59,682	\$61,916	\$ 319.16
13	\$60,082	\$62,331	\$ 321.29
14	\$60,482	\$62,746	\$ 323.43
15	\$60,882	\$63,161	\$ 325.57
16	\$61,407	\$63,706	\$ 328.38
17	\$61,941	\$64,260	\$ 331.24
18	\$62,475	\$64,814	\$ 334.09
19	\$63,010	\$65,369	\$ 336.95
20	\$63,544	\$65,923	\$ 339.81
21	\$64,077	\$66,476	\$ 342.66
22	\$64,612	\$67,031	\$ 345.52
23	\$65,143	\$67,582	\$ 348.36
24	\$65,678	\$68,137	\$ 351.22
25	\$66,212	\$68,691	\$ 354.07
26	\$66,747	\$69,246	\$ 356.94
27	\$67,281	\$69,800	\$ 359.79
28	\$67,814	\$70,353	\$ 362.64
29	\$68,348	\$70,906	\$ 365.50
30+	\$68,882	\$71,460	\$ 368.35

**NOTES:**

This placement schedule is used to establish a minimum rate for new hires only. Experience approved by the District for placement will not exceed mid-point. This salary schedule applies to the 2022-2023 school year only. Current employees may be paid above this placement scale. Future wage increases are determined annually and are not guaranteed. Neither past nor future salaries can be predicted from this schedule.

Approved by the Board of Trustees: 6.23.2022

Effective July 1, 2022

## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$209.10	\$255.00	\$300.90
	Accountant - Campus	226	207 Days	43,284	52,785	62,286
	Buyer	226	221 Days	46,211	56,355	66,499
	Buyer - ESSER Funding	226	226 Days	47,257	57,630	68,003
	Buyer Food and Nutrition Services	226				
	Coordinator Facilities & Construction	226				
	Coordinator Logistics	226				
	Coordinator Production CNP	221				
	Coordinator Public Information Office	226				
	Coordinator Transportation	226				
	Curriculum & Instruction Program Screener	221				
	Digital Media/Stage Lighting/Sound Specialist	226				
	PEIMS Specialist	226				
	Pregnancy Related Services Specialist	207				
	Program Assisant Academic Competitions	221				
	Program Assistant Fine Arts	226				
	Training and Marketing Coordinator CNP	221				
	JROTC Military Property Specialist	226				
102			Daily	\$235.24	\$286.88	\$338.52
	Accountant FNS	226	190 Days	44,696	54,507	64,319
	Accountant Capital Assets	226	192 Days	45,166	55,081	64,996
	Accountant Payroll Reporting	226	194 Days	45,637	55,655	65,673
	Accountant Program	226	212 Days	49,871	60,819	71,766
	Accountant Staff	226	221 Days	51,988	63,400	74,813
	Assessment Coordinator Adult Learning	192	226 Days	53,164	64,835	76,506
	Certification/Web Coordinator	226				
	Communications Specialist Branding	226				
	Communications Specialist Multi Media	226				
	Coordinator Adult Learning	192				
	Coordinator BEFM	226				
	Coordinator Central Distribution	226				
	Coordinator Central Receiving	226				
	Coordinator Financial Services	226				
	Coordinator Technology Adult Learning	212				
	Employee Relations Compliance Analyst	226				
	ESSER Funding LSSP Intern	226				
	ESSER Funding Specialist	226				
	External Funding Specialist	226				
	Grant Writer	226				
	Intervention Specialist FCF	194				
	Music Therapist	221				
	Payment Services Analyst	226				
	ROTC Assistant	226				
	Safety Officer	226				



## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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102			Daily	\$235.24	\$286.88	\$338.52
	Social Worker	194	190 Days	44,696	54,507	64,319
	Social Worker Adult Learning	192	192 Days	45,166	55,081	64,996
	Social Worker Homeless	221	194 Days	45,637	55,655	65,673
	Student Activity Manager	190	212 Days	49,871	60,819	71,766
	Student Outreach Specialist	194	221 Days	51,988	63,400	74,813
			226 Days	53,164	64,835	76,506

103			Daily	\$264.65	\$322.74	\$380.83
	Accounts Payable Assistant Manager	226	187 Days	49,490	60,352	71,215
	Accounts Payable Supervisor	226	189 Days	50,019	60,998	71,977
	Assistant Project Manager	226	194 Days	51,342	62,612	73,881
	Budget Analyst	226	202 Days	53,459	65,193	76,928
	Compensation Analyst	226	221 Days	58,488	71,326	84,163
	Contract Specialist	226	226 Days	59,811	72,939	86,068
	Contract Management System Coordinator	226				
	Coordinator Business Services	226				
	Coordinator Campus College Readiness	189				
	Coordinator Family Engagement	226				
	Coordinator Fund Development and Partnerships	226				
	Coordinator Health Wellness and PE	221				
	Coordinator Migrant Student Support	226				
	Coordinator SEL	226				
	Coordinator SEL Family Outreach	226				
	FCF Program Manager	194				
	Financial Analyst	226				
	Instructional Technology Specialist	226				
	Instructional Technology Specialist (BYOD)	226				
	Internal Auditor	226				
	Manager Planetarium Program	226				
	Master Social Worker	194				
	Master Social Worker Bilingual	194				
	Mentor Master Social Worker Bilingual	194				
	Payment Services and Travel Supervisor	226				
	Payroll Assistant Manager	226				
	PEIMS Data Analyst	226				
	Print Shop Manager	226				
	Professional Development Specialist	226				
	Professional Development Systems Manager	226				
	Purchasing Agent - Facilities & Construction	226				
	Purchasing Coordinator	226				
	SD & ISS (Behavior Team)	226				
	SD & ISS (SPED Cert)	226				
	Speech Therapist Assistant	187				

## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Staff Dev & Inst Sup Spec Autism	226			
	Supervisor Food Services	202			
<b>103</b>			<b>Daily</b>	<b>\$264.65</b>	<b>\$322.74</b>
	Supervisor Regional Area Maintenance	226	<b>187 Days</b>	49,490	60,352
	Theater Manager	226	<b>189 Days</b>	50,019	60,998
	Title I Acquisition Coordinator	226	<b>194 Days</b>	51,342	62,612
			<b>202 Days</b>	53,459	65,193
			<b>221 Days</b>	58,488	71,326
			<b>226 Days</b>	59,811	72,939
<b>104</b>			<b>Daily</b>	<b>\$293.76</b>	<b>\$358.24</b>
	Accounts Payable Manager	226	<b>187 Days</b>	54,933	66,991
	Campus Accounting and Compliance Manager	226	<b>194 Days</b>	56,989	69,499
	Compliance and Job Cost Accounting Manager	226	<b>199 Days</b>	58,458	71,290
	Coordinator Bond Outreach	226	<b>203 Days</b>	59,633	72,723
	Coordinator Community Schools	226	<b>217 Days</b>	63,746	77,738
	Counselor Deaf Education	199	<b>221 Days</b>	64,921	79,171
	Counselor Elementary	194	<b>226 Days</b>	66,390	80,962
	Counselor Elementary AEP	194			
	Counselor Homebound	199			
	Counselor Middle School	199			
	Education Diagnostician	203			
	Educational Diagnostician Bilingual	203			
	Employee Relations Investigator	226			
	ESSER Funding Project Mgr Construction	226			
	Evaluator	226			
	Information Technology Auditor	226			
	Instructional Technology Manager	226			
	IT Compliance & Content Coordinator	226			
	Mentor Diagnostician	203			
	Mentor Diagnostician Bilingual	203			
	Orientation And Mobility Specialist	217			
	Program Manager Homebound/Hospital	221			
	Project Manager	226			
	Project Manager Architectural	226			
	Project Manager Civil	226			
	Project Manager Construction	226			
	Project Manager HRM Officer	226			
	Senior Budget Analyst	226			
	Senior External Funding Specialist	226			
	Senior Internal Auditor	226			
	Speech Therapist W/Masters	187			

## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
105						
	Assessment Coordinator	226	187 Days	58,778	71,681	84,584
	Audiologist Rdsp Deaf Education	194	194 Days	60,978	74,364	87,750
	Audit Manager	226	203 Days	63,807	77,814	91,821
	Audit Supervisor	226	204 Days	64,121	78,197	92,273
	College and Career Readiness Advisor	204	206 Days	64,750	78,964	93,178
	Coordinator After-School Programs	226	221 Days	69,465	84,714	99,963
	Coordinator Academic Comp/Speech/Journalism	226	226 Days	71,036	86,630	102,224
	Coordinator CTE-Business & Industry	226				
	Coordinator ELL Compliance	226				
	Coordinator Extended Learning Title I	226				
	Coordinator Improvement Planning	226				
	Coordinator Legal/Office of Quality Management	226				
	Coordinator Library Learning Resources	226				
	Counselor High School	204				
	Counselor High School CTE	206				
	Counselor High School Specialty Campus	204				
	Counselor Supplemental	204				
	Facilitator Academics	226				
	Facilitator Advanced Academics	226				
	Facilitator Athletics	226				
	Facilitator Career and Technical Education	226				
	Facilitator Compliance Reimbursement and PEIMS	226				
	Facilitator Compliance SPED & Health Services Center	226				
	Facilitator DRD	226				
	Facilitator Elem Bilingual Dual Language	226				
	Facilitator Elem Dual Language	226				
	Facilitator Evaluation	226				
	Facilitator GT Identification and Screening	226				
	Facilitator Instrumental Music	226				
	Facilitator JROTC	226				
	Facilitator LSSP & MSW	226				
	Facilitator OT & PT	226				
	Facilitator Pk-2 Connecting Languages/Dual Language	226				
	Facilitator Secondary ESL	226				
	Facilitator Secondary ESL & Dual Language	226				
	Facilitator Secondary ESL And LOTE	226				
	Facilitator SLP	226				
	Facilitator Visual Arts	226				
	Facilitator Vocal Music/Theater Arts/Dance	226				
	Lead Counselor	206				
	LSSP Ma/Eds	221				
	LSSP Ma/Eds 203	203				
	LSSP Ma/Eds Bilingual	221				
	LSSP Mentor Ma/Eds Bilingual	221				
	Mentor Speech Therapist CCC - Bilingual	187				

## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
105			Daily	\$314.32	\$383.32	\$452.32
	Assessment Coordinator	226	187 Days	58,778	71,681	84,584
	Occupational Therapist	221	194 Days	60,978	74,364	87,750
	Payroll Manager	226	203 Days	63,807	77,814	91,821
	Physical Therapist	221	204 Days	64,121	78,197	92,273
	Project Manager DODEA Grant	226	206 Days	64,750	78,964	93,178
	Senior Communications Specialist	226	221 Days	69,465	84,714	99,963
	Speech Therapist W/CCC	187	226 Days	71,036	86,630	102,224
	Speech Therapist W/CCC Bilingual	187				
	Speech Therapist W/CCC Play	187				
	Student Intake & Transition Admin TTIPS	226				
	Studio Producer	226				
106			Daily	\$336.32	\$410.15	\$483.98
	Assistant Director Athletics	226	226 Days	76,008	92,694	109,379
	Assistant Director Athletics-Game Management/Budget	226				
	Assistant Director Budget	226				
	Assistant Director Distribution P & SR	226				
	Assistant Director External Funding	226				
	Assistant Director Food Services	226				
	Assistant Director Fund Development and Partnerships	226				
	Assistant Director Grant Accounting & Reporting	226				
	Assistant Director Health Services	226				
	Assistant Director Public Relations	226				
	Assistant Director Receiving P & R	226				
	Assistant Director Staff Development	226				
	Assistant Director Student & Parent Services	226				
	Assistant Director Student & Parent Services PEIMS	226				
	Assistant Director Transportation	226				
	Assistant Director-Employee Benefits	226				
	Asst Dir Food & Nutrition Service (FNS) Information System	226				
	Coordinator RDSPD, TDHH & TSVI Itinerant Services	226				
	Energy Manager Maintenance	226				
	PEIMS Coordinator	226				
107			Daily	\$359.87	\$438.86	\$517.85
	Administrator Adult Learning	226	226 Days	81,331	99,182	117,034
	Compensation & Employment Compliance Manager	226				
	Coordinator CTE Student Support	226				
	Coordinator Employee Relations	226				
	Coordinator Instructional Materials & Campus Support	226				
	Title I Instructional Coordinator	226				
	Coordinator Leadership Support	226				
	Coordinator Section 504	226				
	Facilitator Schools Division	226				
	Operations Mgr Supt/Board Of Managers	226				
	Senior Data Analyst	226				



## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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<b>107</b>			<b>Daily</b>	<b>\$359.87</b>	<b>\$438.86</b>	<b>\$517.85</b>
	Title I Inst Coord C&I Special Programs	226	<b>226 Days</b>	81,331	99,182	117,034

<b>108</b>			<b>Daily</b>	<b>\$388.66</b>	<b>\$473.97</b>	<b>\$559.28</b>
	Assistant General Counsel	226	<b>226 Days</b>	87,837	107,117	126,397
	Director Accelerating Schools	226				
	Director Accounting & Reporting Services	226				
	Director Assessment	226				
	Director Athletics	226				
	Director Blended Learning	226				
	Director Budget & External Financial Mgmt	226				
	Director C&I Special Ed & Spec Services	226				
	Director C&I Special Programs	226				
	Director Career & Technical Education	226				
	Director Community Engagement	226				
	Director Conn Langs/Dual Lang Elem	226				
	Director Counseling & Advising	226				
	Director Custodial Operations	226				
	Director Elementary School Personnel & Recruiting	226				
	Director Employee Benefits	226				
	Director External Funds and Fund Development	226				
	Director Facilities & Construction	226				
	Director Fine Arts	226				
	Director Food Services	226				
	Director Health Services	226				
	Director Health Wellness And Physical Education	226				
	Director High School Personnel & Recruiting	226				
	Director Literacy	226				
	Director Maintenance Buildings Grounds	226				
	Director Middle School Personnel & Recruiting	226				
	Director Risk Management	226				
	Director School Leadership	226				
	Director SEL	226				
	Director Sp Ed Operations & Compliance	226				
	Director Special Education	226				
	Director Staff Development	226				
	Director Strategy And Evaluation	226				
	Director STEM	226				
	Director Student Retention & Truancy Prevention	226				
	Director Support Personnel	226				
	Director Transportation	226				

<b>109</b>			<b>Daily</b>	<b>\$431.41</b>	<b>\$526.11</b>	<b>\$620.81</b>
	Exec Dir Analytics Strategy Assessment & PEIMS	226	<b>226 Days</b>	97,499	118,901	140,303
	Exec Dir Talent Acquisition & Personnel Administration	226				

## 2022-2023 Administrative Professional Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Executive Director 21st Century Teaching & Learning	226			
<b>109</b>			<b>Daily</b>	<b>\$431.41</b>	<b>\$526.11</b>
			<b>226 Days</b>	<b>\$97,499</b>	<b>\$140,303</b>
	Executive Director Advanced Academics	226			
	Executive Director Budget & External Financial Management	226			
	Executive Director C&I	226			
	Executive Director Employee Relations	226			
	Executive Director Facilities And Construction	226			
	Executive Director Financial Services	226			
	Executive Director Operation Support Services	226			
	Executive Director Procurement & School Resources	226			
	Executive Director Student & Family Empowerment	226			
	Executive Director Student & Parent Services	226			
	Executive Principal	226			
	Treasurer	226			
<b>110</b>			<b>Daily</b>	<b>\$540.77</b>	<b>\$659.48</b>
			<b>226 Days</b>	<b>\$122,214</b>	<b>\$175,871</b>
	Assistant Superintendent, Information, Security & Technology	226			
	Assistant Superintendent of Schools	226			
	Asst Supt Special Ed & Special Services	226			
	Chief Communications Officer	226			
	Chief Internal Auditor	226			
	Chief Police Services	226			
<b>111</b>			<b>Daily</b>	<b>\$632.21</b>	<b>\$761.70</b>
			<b>226 Days</b>	<b>\$142,879</b>	<b>\$201,409</b>
	Chief Academic Officer	226			
	Chief Financial Officer	226			
	Chief Human Capital Management Officer	226			
	Chief Information Technology Officer	226			
	Chief of Schools Officer	226			
	Chief Operations Officer	226			
	Chief Organizational Transformation & Equity	226			
<b>112</b>			<b>Daily</b>	<b>\$746.01</b>	<b>\$898.81</b>
			<b>226 Days</b>	<b>\$168,598</b>	<b>\$237,664</b>
	Deputy Superintendent Academics	226			
	Deputy Superintendent Administration	226			

## 2022-2023 Campus Leadership Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Daily	\$312.08	\$365.00	\$417.93
	Assistant Principal Elementary School	217	217 Days	67,721	79,205	90,691
202			Daily	\$327.68	\$383.25	\$438.82
	Assistant Principal Middle School	217	207 Days	67,830	79,333	90,836
	Assistant Principal PK-8th	207	217 Days	71,107	83,165	95,224
	Assistant Principal Specialty Campus	217				
203			Daily	\$344.06	\$402.41	\$460.76
	Assistant Principal High School	226	226 Days	77,758	90,945	104,132
	Assistant Principal HS Guidance/Instruction	226				
204			Daily	\$364.70	\$426.55	\$488.40
	Principal Elementary School	226	226 Days	82,422	96,400	110,378
205			Daily	\$408.49	\$456.41	\$504.33
	Principal Middle School	226	226 Days	92,319	103,149	113,979
	Principal PK-8	226				
	Principal Speciality Campus	226				
206			Daily	\$461.59	\$515.74	\$569.89
	Principal High School	226	226 Days	104,319	116,557	128,795

## 2022-2023 Clerical Support Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			Hourly	\$12.00	\$14.25	\$16.50
	Campus Monitor, ES	177	177 Days	16,992	20,178	23,364
	Parent Engagement Liaison	177, 184	184 Days	17,664	20,976	24,288
	Traffic Monitor	177				
302			Hourly	\$12.91	\$15.46	\$18.01
	Campus Clerk	184	184 Days	19,004	22,757	26,511
	Campus Clerk/Parent Engagement Liaison	184	221 Days	22,825	27,333	31,842
	Office Assistant Campus	184				
	SERS Inventory Control Specialist	221				
303			Hourly	\$13.69	\$16.39	\$19.09
	Campus Clerk Adult Learning	221	184 Days	20,152	24,126	28,100
	Bookroom Media Clerk HS	194	189 Days	20,699	24,782	28,864
	Bookroom Media Clerk MS	189	194 Days	21,247	25,437	29,628
	Department Clerk Health Services	194	195 Days	21,356	25,568	29,780
	Department Clerk I	221	221 Days	24,204	28,978	33,751
	Ed Center Receptionist	221				
	Maintenance Dispatcher	221				
	Military Family Liaison	184				
	Registrar Assistant	195				
	SCE Clerk I LPAC	194				
304			Hourly	\$14.50	\$17.37	\$20.24
	Attendance Clerk, ES	204	194 Days	22,504	26,958	31,412
	Attendance Clerk, HS	194	204 Days	23,664	28,348	33,032
	Attendance Clerk, MS	204	221 Days	25,636	30,710	35,784
	Attendance/Bookroom TMECH	204				
	Clerk II SEMS	221				
	Clerk II SNAC	194				
	Clerk II Workers Compensation	221				
	CTE Endorsement Support Clerk	221				
	Customer Service Representative	221				
	Department Clerk II	221				
	Registrar/PEIMS Clerk	221				
	Secretary Adult Learning	221				
	Secretary, Assistant Director	221				
	Senior Clerk Transfers-Guardianships & SPED	221				
	Senior SERS Clerk	221				
	Service Records Specialist	221				
	Transcript Coordinator, ES/MS	221				



## 2022-2023 Clerical Support Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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305		Hourly	\$15.52	\$18.59	\$21.66
Accounting Clerk, HS - Title I Entitlement	221	204 Days	25,329	30,339	35,349
Accounts Payable Clerk	221	217 Days	26,943	32,272	37,602
High School Transcripts Coordinator	221	221 Days	27,439	32,867	38,295
HR Communications Specialist	221				
Human Resource Specialist	221				
Imaging/Records Specialist	221				
Medicaid Clerk Special Education	221				
Migrant Services Recruiter/Specialist	221				
PEIMS Clerk, ES	217				
PEIMS Clerk, HS	221				
PEIMS Clerk, MS	221				
Registrar	221				
Registrar, MS	221				
Registrar/PEIMS	221				
Registrar/PEIMS/Attendance Clerk	221				
Secretary Construction	221				
Secretary, Board Services	221				
Secretary, LLR	221				
Secretary, Principal ES	217				
Secretary, Special Programs	221				
Senior Clerk	221				
Senior Clerk Attendance HS	204				
Senior Purchasing Clerk CNP	221				

306		Hourly	\$16.85	\$20.17	\$23.49
Accounting Clerk	221	221 Days	29,791	35,661	41,530
Accounting Clerk IT	221				
Benefits Specialist	221				
Campus Business Agent, HS	221				
Customer Service Spec Alpha Initiative	221				
Discipline Clerk	221				
Lead Customer Service Representative	221				
Lead LPAC Clerk	221				
Lead PEIMS Clerk	221				
PEIMS Clerk	221				
Registrar, HS	221				

## 2022-2023 Clerical Support Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
306			Hourly	\$16.85	\$20.17	\$23.49
	Secretary, Chief of Police	221	221 Days	29,791	35,661	41,530
	Secretary, Division	221				
	Secretary, Principal	221				
	Secretary, Principal MS	221				
	Secretary, Principal/Business Agent	221				
	Senior Attendance Clerk	221				
	Travel Specialist	221				
307			Hourly	\$18.70	\$22.39	\$26.08
	Accounting Coordinator	221	221 Days	33,062	39,586	46,109
	Administrative Assistant	221				
	Human Resources Graphics/Web Specialist	221				
	Lead Registrar	221				
	Office Manager	221				
	Purchasing Specialist	221				
	Secretary, Director	221				
	Secretary, Executive Director	221				
	Secretary, Principal HS	221				
	Senior Payroll Clerk	221				
	Senior Secretary, Board Services	221				
	Staffing Assistant	221				
	Treasury Specialist	221				
	Workers Compensation Coordinator	221				
308			Hourly	\$21.16	\$25.19	\$29.22
	Benefits Coordinator	221	221 Days	37,411	44,536	51,661
	Employee Relations Assistant	221				
	Executive Administrative Assistant	221				
	Payroll Coordinator	221				
	Professional Staffing Assistant	221				
	Substitute Coordinator	221				
	HR Compensation Coordinator	221				
309			Hourly	\$23.81	\$28.34	\$32.87
	Paralegal	226	221 Days	42,096	50,105	58,114
	Senior Administrative Assistant	221	226 Days	43,048	51,239	59,429
310			Hourly	\$26.90	\$32.02	\$37.14
	Executive Assistant, Superintendent	221	221 Days	47,559	56,611	65,664

## 2022-2023 Auxiliary Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
401			Hourly	\$12.00	\$14.25	\$16.50
	Building Maintenance Technician I	238	179 Days	17,184	20,406	23,628
	Bus Monitor Aide	179	181 Days	17,376	20,634	23,892
	Custodian	238	238 Days	22,848	27,132	31,416
	Food Service Specialist	181				
	Food Service Specialist 7 Hour	181				
402			Hourly	\$12.52	\$15.18	\$17.84
	Assistant Head Custodian	238	179 Days	17,929	21,738	25,547
	Athletic Groundskeeper	238	181 Days	18,129	21,981	25,832
	Campus Patrol	184	184 Days	18,429	22,345	26,260
	Cook	181	226 Days	22,636	27,445	32,255
	Custodial Equipment Repair Technician	238	238 Days	23,838	28,903	33,967
	Driver (non-CDL)	179				
	Mailroom Assistant	226				
	Maintenance Grounds Assistant	238				
403			Hourly	\$13.59	\$16.47	\$19.35
	Auto Shop Technician Apprentice	238	184 Days	20,004	24,244	28,483
	Cafeteria Assistant Manager	184	197 Days	21,418	25,957	30,496
	Head Custodian Elem	238	238 Days	25,875	31,359	36,842
	Head Custodian Non-Instructional Facility Small	238				
	Kitchen Equipment Preventative Maintenance Apprentice	238				
	Maintenance Electrician Apprentice	238				
	Maintenance Gardener/Crew Leader	238				
	Maintenance HVAC Apprentice	238				
	Maintenance Painter	238				
	Maintenance Plumber Apprentice	238				
	Refrigeration/Boiler Repair Apprentice	238				
	Warehouse Supply Attendant	197				
404			Hourly	\$15.17	\$18.28	\$21.39
	Auto Parts Specialist	238	184 Days	22,330	26,908	31,486
	Auto Shop Technician	238	188 Days	22,816	27,493	32,171
	Building Maintenance Technician II	238	189 Days	22,937	27,639	32,342
	Cafeteria Manager Elementary	184	216 Days	26,214	31,588	36,962
	Catering Manager	188	226 Days	27,427	33,050	38,673
	Engineering Technician	226	238 Days	28,884	34,805	40,727
	Fixed Asset Specialist I	238				
	Head Custodian MS	238				
	HVAC Impact Crew Leader	238				
	Kitchen Equipment Preventative Maintenance Crew Leader	238				
	Maintenance Gardener/Irrigation Tech	238				

## 2022-2023 Auxiliary Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
404			Hourly	\$15.17	\$18.28	\$21.39
	Maintenance Heavy Equipment Operator	238	184 Days	22,330	26,908	31,486
	Maintenance Locksmith	238	188 Days	22,816	27,493	32,171
	Maintenance Painter Crew Leader	238	189 Days	22,937	27,639	32,342
	Maintenance Roofer	238	216 Days	26,214	31,588	36,962
	Maintenance Welder	238	226 Days	27,427	33,050	38,673
	Material Parts Specialist	238	238 Days	28,884	34,805	40,727
	Musical Instrument Repairman	238				
	Printer	226				
	Professional Theater Technician	238				
	Residence/Attendance Investigator	189				
	Records Archives Assistant	238				
	Warehouse Worker	238				
	Warehouse Worker, Textbooks	238				
405			Hourly	\$16.63	\$20.04	\$23.45
	Auto Body Repairman	238	184 Days	24,479	29,499	34,518
	Bus Dispatcher	238	212 Days	28,204	33,988	39,771
	Cafeteria Manager High School	184	238 Days	31,664	38,156	44,649
	Cafeteria Manager Middle School	184				
	Head Custodian HS	238				
	Head Custodian Non-Instructional Facility Large	238				
	Transportation Dispatcher	212				
406			Hourly	\$17.96	\$21.64	\$25.32
	Assistant Transportation Coordinator	238	200 Days	28,736	34,624	40,512
	Auto Shop Lead Technician	238	226 Days	32,472	39,125	45,779
	Fixed Asset Specialist II	238	238 Days	34,196	41,203	48,209
	Graphic Artist	226				
	Maintenance Evap Cooler/Heater Repairman	238				
	Maintenance Senior Cabinetmaker	238				
	Maintenance Senior Locksmith	238				
	Piano Technician	238				
	Quality Control Manager	200				
	Route Specialist - Sp Ed	238				
	Senior Instrument Repairman	238				
	Warehouse Inventory Control Specialist	238				
	Warehouse Section Leader	238				
407			Hourly	\$19.40	\$23.37	\$27.34
	Assistant Auto Shop Fleet Coordinator	238	238 Days	36,938	44,496	52,055
	Electronics Technician	238				
	FNS Contract Parts Specialist	238				



## 2022-2023 Auxiliary Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
407			Hourly	\$19.40	\$23.37	\$27.34
	Kitchen and Refrigeration Equipment Technician	238	238 Days	36,938	44,496	52,055
	Maintenance Boiler Repairman	238				
	Maintenance Electrician	238				
	Maintenance Heat Vent A/C Mechanic	238				
	Maintenance Plumber	238				
	Maintenance Refrigeration Equip Repair	238				
	Maintenance Security System Technician	238				
408			Hourly	\$20.95	\$25.24	\$29.53
	Custodian Inspector	238	226 Days	37,878	45,634	53,390
	Facilities Energy Mgmt Eqp Technician	238	238 Days	39,889	48,057	56,225
	Foreman Athletics Grounds Crew	238				
	Foreman Paint Shop	238				
	Foreman Print Shop	226				
	Foreman Regional Area Maintenance	238				
	Service Writer/Supervisor	238				
409			Hourly	\$22.63	\$27.26	\$31.89
	Foreman Alarm and Electronics	238	238 Days	43,088	51,903	60,719
	Foreman Boilers	238				
	Foreman Electrical Shop	238				
	Foreman HVAC	238				
	Foreman Kitchens	238				
	Foreman Plumbing Shop	238				
BD1			Hourly	\$17.00	\$20.34	\$23.68
	Bus Driver	179	179 Days	24,344	29,127	33,910
BD2			Hourly	\$18.00	\$21.43	\$24.86
	Lead Bus Driver	238	212 Days	30,528	36,345	42,163
	Lead Bus Driver I	212	238 Days	34,272	40,803	47,333

## 2022-2023 Information Technology Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
501			Hourly	\$19.00	\$22.75	\$26.50
	Computer Graphic Artist	226	226 Days	34,352	41,132	47,912
	Multimedia Photographer	226				
	Support Specialist IT Tier I	226				
	Technology Cable Installer	226				
502			Hourly	\$20.90	\$25.03	\$29.16
	IT Support Tier 2 Technician		226 Days	37,787	45,254	52,721
	Security Surveillance Technician IT	238	238 Days	39,794	47,657	55,521
	Technology Specialist	226				
	Technology Specialist CNP	238				
503			Hourly	\$24.46	\$29.29	\$34.12
	IT Support Hardware Tier 2	226	226 Days	44,224	52,956	61,689
	Systems Support Analyst	226				
	Video Production Specialist	226				
504			Daily	\$219.77	\$264.78	\$309.79
	Applications Support Specialist Business	226	226 Days	49,668	59,840	70,013
	Enterprise Systems Support Specialist Tier II	226				
	Student Systems Application Sup Spec	226				
	Web Developer I	226				
505			Daily	\$254.93	\$307.14	\$359.35
	Analyst IT	226	226 Days	57,614	69,414	81,213
	Application Specialist	226				
	Information Security Network Administrator	226				
	Information Security Systems Administrator	226				
	Programmer/Analyst	226				
	Systems Administrator	226				
506			Daily	\$300.82	\$362.43	\$424.04
	Configuration Management Administrator	226	226 Days	67,985	81,909	95,833
	Information Assurance Administrator	226				
	Network Administrator	226				
	Programmer/Analyst Sr	226				
	Programmer/Analyst Sr Web	226				
	Project Coordinator IT	226				
	Security Surveillance Coordinator	226				
	Technology Services Communication Systems Coordinator	226				
507			Daily	\$318.87	\$384.18	\$449.49
	Web And Business Solutions Manager	226	226 Days	72,065	86,825	101,585

## 2022-2023 Information Technology Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
508			Daily	\$361.91	\$436.04	\$510.17
	Student Systems Manager	226	226 Days	81,792	98,545	115,298
	Technology Support Manager	226				
509			Daily	\$396.86	\$475.28	\$553.70
	Director Technology Services Applications	226	226 Days	89,690	107,413	125,136
	Director Information Security	226				

## 2022-2023 Police Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
601						
	Police Dispatcher/Alarm System Monitor	250	Hourly	\$15.75	\$18.75	\$21.75
			250 Days	31,500	37,500	43,500
602						
	Police Officer	250	Hourly	\$21.00	\$25.00	\$29.00
			250 Days	42,000	50,000	58,000
603						
	Police Sergeant	250	Hourly	\$26.67	\$31.75	\$36.83
			250 Days	53,340	63,500	73,660
604						
	Lieutenant Police Services	250	Daily	\$259.23	\$308.61	\$357.99
			226 Days	58,586	69,746	80,906
	Safe and Secure Schools Manager	226	250 Days	64,808	77,153	89,498

## 2022-2023 Athletic Trainer Pay Plan

El Paso ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
801	Athletic Trainer	11	Monthly	\$5,535	\$6,750	\$7,965
			11 Months	60,885	74,250	87,615



## 2022-2023 Instructional Support Pay Plan

El Paso ISD

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
901			Hourly	\$12.00	\$14.25	\$16.50
	Monitor CDL Lab	184	184 Days	17,664	20,976	24,288
	Monitor Computer Lab	184				
	Monitor Library	184				
902			Hourly	\$12.62	\$15.11	\$17.60
	Paraprofessional Early Childhood	184	184 Days	18,577	22,242	25,907
	Paraprofessional ESOL	184				
	Paraprofessional Instruction	184				
	Paraprofessional Pre-K	184				
903			Hourly	\$13.38	\$16.02	\$18.66
	Para SPED Employee Priority Pre School	187	184 Days	19,695	23,581	27,468
	Paraprofessional Special Education	184	187 Days	20,016	23,966	27,915
	Paraprofessional Support	184				
904			Hourly	\$14.18	\$16.98	\$19.78
	Paraprofessional Deaf Education	184	184 Days	20,873	24,995	29,116
	Paraprofessional Early Childhood Special Education	184	190 Days	21,554	25,810	30,066
	Paraprofessional Early Childhood SPED	184	194 Days	22,007	26,353	30,699
	Paraprofessional Job Coach Developer	190				
	Paraprofessional Self-Contained Classroom	184				
	Paraprofessional SPED AEP Program	184				
	SCE Para LPAC	194				
905			Hourly	\$15.03	\$18.00	\$20.97
	Paraprofessional Communication Aide	184	184 Days	22,124	26,496	30,868
	Paraprofessional Visually Impaired	184				
909			Hourly	\$20.10	\$24.08	\$28.06
	Certified Sign Language Interpreter	184	184 Days	29,587	35,446	41,304
910			Hourly	\$26.94	\$32.27	\$37.60
	Certified Occupational Therapist Asst	221	221 Days	47,630	57,053	66,477
	Physical Therapist Assistant	221				



# EXTRA PERFORMANCE PAY





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:

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

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

HIGH SCHOOL COACHES – <sup>AS</sup>		
<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
<p>*If opting for a Football Co-coordinator Model, the campus will:</p> <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
Assistant Varsity (3 Positions)	\$3,100	+ 10 days





HIGH SCHOOL COACHES – AS		
Volleyball		
Varsity	\$6,700	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days
• 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
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 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>	
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
Varsity Tennis Coach may receive an extra \$800 stipend based on the following:	<ul style="list-style-type: none"><li>• Must have 24 athletes compete in 10 JV or Varsity matches throughout the school year (tournaments count as one match)</li><li>• Must enter a complete Varsity boys and girls team in each scheduled District tournament</li><li>• Must have 8 athletes participate in both JV District tournaments (if scheduled)</li></ul>	
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"><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>	
Baseball		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days



HIGH SCHOOL COACHES – <sup>AS</sup>		
<b>Softball</b>		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days

MIDDLE SCHOOL COACHES – <sup>AS</sup>		
<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
• B-Squad, Baseball and Softball stipend approved for programs based on participation and maintains a minimum of 25 athletes.		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY – <sup>ON</sup>		
<b>Cheerleader</b>		
HS Sponsor		\$4,500
HS Assistant Sponsor		\$2,000
MS Sponsor		\$1,000
• 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		

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



**TEACHER & LIBRARIAN HIGHER EDUCATION DEGREES – AS**

Master's Degree	\$2,500
Doctoral Degree	\$1,500

**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>	

**TEACHER INCENTIVE ALLOTMENT – ON**

Recognized Designation	\$3,000 - \$9,000	Annual
Exemplary Designation	\$6,000 - \$18,000	Annual
Master Designation	\$12,000 - \$32,000	Annual

Texas teachers may earn a designation through:

- National Board certification. NBCTs employed as public school teachers with an active National Board certificate and active Texas teaching certificate may earn an automatic Recognized designation. The designation for National Board teachers will expire on July 31 following the expiration of the National Board certificate.
- Allotments are calculated annually. The allotment generated by a designation is tied to the designated teacher's campus of employment and is calculated based on the level of socioeconomic need and rural status.

**FULL-DAY TEACHER RESIDENT PROGRAM – ON**

Multi-Classroom Leader (MCL)	\$6,000
Mentor Teacher for Full-Day Teacher Resident	\$1,000

**DEPARTMENT HEADS/GRADE LEVEL LEADERS – ON**

Elementary Grade Level Leaders	\$500	2-4 Teachers
	\$650	5-9 Teachers
	\$800	10+ Teachers

\* 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>

\* 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	

\* 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
- \* For stipend purposes, teachers may only be included in one department count as determined by the Principal



**LPAC TEACHER COORDINATOR – ON**

LPAC Teacher Coordinator	\$500	Enrollment 99 or less
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**BILINGUAL - AS**

**Elementary Level**

Bilingual/ESL Certification	\$2,000
• Certified Bilingual/ESL Teacher Assigned Full-Time to Teach in Dual Language.	

**Secondary Level**

Bilingual/Certified - Teaching Dual Language, Math, Science or Social Studies.	\$500 p/section (Maximum \$2,500)
• Certified Bilingual teacher assigned to Dual Language sections.	

**Secondary Level**

ESL Certification - ELAR or ESOL*	\$333 p/section (Maximum \$2,000)
• Certified ESL teacher assigned to (L) sections with 51% or greater EB students per section.	

**All Levels**

Bilingual Certification	\$3,000
• One time stipend if Bilingual Certification is obtained during the 2022-23 School Year.	

**ROTC PROGRAM - AS**

ROTC Instructors	\$1,500
Air Rifle Certification*	\$500 (Campus Funded)
• Stipend will be paid upon receiving confirmation that competency has been completed.	

**NATIONAL MATH & SCIENCE INITIATIVE (NMSI) STAR AWARD PROGRAM – ON**

ROLE NAME & STIPEND AMOUNT	REQUIREMENT	
AP Teacher - \$2,000 p/year	Advanced Placement Teachers - Math, Science, Computer Science and English	• Complete CRP Training (46 hours)
Laying the Foundation - \$500 p/year	Non-Advance Placement (AP) Teachers	• Complete 27 Hours of LTF Training
Campus Leadership Team - Three Member Team - \$1,500 p/year Four Member Team - \$2,000 p/year	Principal, Assistant Principal, Counselor or Teacher	<ul style="list-style-type: none"> <li>• Attend summer leadership series</li> <li>• Build a campus Strategic Action Plan and act on it with each member of the team owning pieces of the plan and reporting out the results of those actions</li> <li>• Each leadership member is expected to deliver on their "vital action" and reflected in their strategic action plan</li> <li>• Participate in monthly meetings with the NMSI program manager</li> </ul>

**NATIONAL SCIENCE FOUNDATION - CSforAll Grant – ON**

Program Administrator	\$3,500	Annual
Teacher	\$2,500	Annual



SECONDARY LEVEL INSTRUCTION – <sup>AS</sup>	
Math 5+ Periods	\$2,500
Math 4 Periods	\$2,000
Math 3 Periods	\$1,500
Math 2 Periods	\$1,000
Math 1 Period	\$500
• 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
• 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
• 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 – <sup>ON</sup>	
Extra Teaching Period	\$1,500 P/SEMESTER
<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>	

FINE ARTS – <sup>AS</sup>	
<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
• A teacher that is assigned to more than one secondary campus will be responsible for taking both performance groups to competitions and community performances.	





FINE ARTS – AS	
<b>Performing Arts</b>	
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>Delta Fine Arts</b>	\$1,000
• Fine Arts teachers assigned to Delta Academy are eligible for a Fine Arts stipend per semester.	
• All Delta Fine Arts Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval.	

SPECIAL EDUCATION – AS	
<b>Instructional</b>	
Transitional/Instructional Specialist	\$1,000
AIM/BIC/CRC/Autistic-SLU, (Self-Contained)	\$2,000
Deaf Education	\$4,000
Pre-Kindergarten Early Childhood Special Education (ECSE)	\$2,100
Kindergarten (Self-Contained) Early Childhood Special Education (ECSE)	\$2,000
Homebound / Adaptive PE	\$1,000
Resource	\$1,000
VI Lead Teacher	\$5,000
Visually Impaired Teacher	\$4,000
RDSP 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
**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.	
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.	
***ESL Certification Eligibility – must be teacher of record and teaching SPED/ELL Students.	



**CAREER AND TECHNICAL EDUCATION INSTRUCTIONAL STIPENDS - AS**

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

**TECHNOLOGY EDUCATION INSTRUCTIONAL STIPENDS – AS**

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 – AS**

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 – AS**

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

**OTHER CTE INSTRUCTIONAL STIPENDS – AS**

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

\$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

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

### CAREER AND TECHNICAL EDUCATION

#### YEARS OF TEACHING BASED ON INDUSTRY WORK EXPERIENCE – <sup>AS</sup>

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 – <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



ACADEMIC COMPETITIONS/JOURNALISM/SPEECH/UII - ON	
<b>Business</b>	
Accounting	\$550
Computer Applications	\$550
<b>English</b>	
Literary Criticism	\$550
Ready Writing	\$550
Spelling & Vocabulary	\$550
<b>Forensic</b>	
Texas Forensics Association (TFA)/National Forensic League (NFL)	\$2200
<b>Journalism</b>	
Editorial Writing	\$550
Feature Writing	\$550
Headline Writing	\$550
News writing	\$550
<b>Mathematics</b>	
Calculator Applications	\$550
Number Sense	\$550
<b>Mathematics</b>	
Computer Science	\$550
Mathematics	\$550
<b>Science</b>	
Biology	\$550
Chemistry	\$550
Physics	\$550
<b>Speech</b>	
Cross-Examination Debate	\$605
Lincoln-Douglas Debate	\$605
Informative Speaking	\$550
One Act Play Director	\$1,000
One-Act Play Assistant Director	\$500
Persuasive Speaking	\$550
Poetry Interpretation	\$550
Prose Interpretation	\$550
<b>Social Studies</b>	
Current Issues & Events	\$550
Mock Trial	\$550
Social Studies	\$550
The stipend will be paid based on the number of entries at the actual UII Meet (Pro-rated).	



**MIDDLE SCHOOL ACADEMICS / UIL - ON**

**Drama**

Duet Acting	\$500
Readers Theatre	\$500
Spanish Drama	\$500

**English**

Ready Writing	\$500
Spelling & Vocabulary	\$500

**Mathematics**

Calculator Applications	\$500
Number Sense	\$500
Mathematics	\$500

**Speech**

Impromptu Speaking	\$500
Modern Oratory	\$500
Poetry Interpretation	\$500

**Speech**

Prose Interpretation	\$500
Spanish Poetry (Native)	\$500
Spanish Poetry (Non-Native)	\$500
Spanish Prepared Speech (Native)	\$500
Spanish Prepared Speech (Non-Native)	\$500

**Social Studies**

Social Studies	\$500
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The stipend will be paid based on the number of entries in the actual UIL Meet (Pro-rated). Example: 3 entries for Number Sense \$500, 2 entries \$333.33, 1 entry \$166.66

**ELEMENTARY UIL - ON**

	<b>Amount</b>
UIL Event – Full Team	\$400

The stipend will be paid based on the number of entries in the actual UIL Meet (Pro-rated).

**ACADEMIC COORDINATOR – AS**

	<b>Full</b>	<b>Partial</b>
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100
ES Campus Coordinator	\$275	\$100





### ACADEMIC DECATHLON AND HIGH-Q COACHES - ON

<b>Texas Academic Decathlon</b>	
Head Coach	\$2,500
Assistant Coach	\$2,050
<b>High-Q</b>	
Coach	\$2,050

### DESTINATION IMAGINATION (K-12) - ON

Coach	\$440
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### FOOD SERVICE - ON

Competency Trainer	\$150 Per Semester
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### JOURNALISM - AS

<b>Journalism / Publications</b>	
Broadcasting	\$900
• Paid at the end of the school year after receiving six productions.	
Literary Magazine	\$600
School Paper	\$1,500
• Stipend paid based on development/distribution of six issues)	
HS Yearbook	\$2,200
• Stipend paid based on completion of yearbook – copy provided to District for archives)	
MS Yearbook	\$500
• Stipend paid at the end of the school year	

### TEACHER SIGN-ON BONUS - ON

Math/Science	\$1,000*
Certified Bilingual/ESL Teacher	\$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

### LESSON ALIGNED FORMATIVE ASSESSMENT (LAFA) - ON

LAFA Facilitator	\$500 Per Year
- Will serve to establish strong leadership practices to provide effective observation/ coaching feedback to teachers and support the development of teacher teams to further develop their planning skills in designing standards aligned lessons with formative assessments.	
LAFA Teacher	\$500 Per Year
- Will serve to further develop the LAFA Teacher's planning skills for designing standards aligned lessons with formative assessments to build capacity amongst teacher teams to make data informed decisions and develop standards aligned lessons with formative assessments	
• Stipend funded with Title I, 1003 ESF-Focus Support Grant	
• Participating Campuses - Hart Elementary, Henderson Middle School and Guillen Middle School	
• Stipend applicable through the duration of the grant cycle only - 2 Years	



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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, Rosa Ramos at 230-2031; 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, Rosa Ramos al 230-2031; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856.



# MISCELLANEOUS PAY RATES







Employees who attend or work in programs outside of their regular duty hours are to be paid for these hours according to the approved miscellaneous pay rates established by the Grants and Personnel Committee (GAPC) and approved by the Board of Trustees. The pay rates are to be consistent with the duties performed and should be applied consistently to all employees, across all funding sources, programs and activities as outlined here and in *Extra-Duty Pay/Adjusted Work Week Schedule*, where applicable.

New miscellaneous pay rates that are not currently found in this document must be submitted to the GAPC for review and require approval prior to posting. For additional information on the GAPC review process, see DEA (REG). Exempt employees, while on-duty, should not be paid for regular duties performed after normal work hours, including weekend and holidays, unless authorized by GAPC.

**IMPORTANT NOTE**

*If current hourly employees are hired for or attend special program activities or training, outside of the normal work day, including spring, summer, and fall breaks, they must be compensated in accordance with the hourly rate for that assignment and/or the blended rate at time and one-half as applicable for all hours that exceed 40 hours in the same week.*

**TUTORING – HOURLY PAY RATES**

Regardless of the program that utilizes tutors (after school tutoring, state assessment camp, etc.) the pay rates are based on this listing.

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$25.00	Teacher	Tutor Certified
\$20.00	Adult Non-Employee	Tutor Aide [Degree] See IMPORTANT NOTE above
\$11.00		Tutor Aide (60+ college hours) See IMPORTANT NOTE above
\$7.25		Tutor Aide (Less than 60 College Hours) - always minimum wage rate
\$7.25	EPISD Student	Tutor – always minimum wage rate

**HIGH IMPACT TUTORING – HOURLY PAY RATES**

Tutoring can take place before or after the school day, on weekends and during the intercession period.

\$50.00	Teacher	High Impact Tutor, Certified Employee of EPISD Open to all employees who hold a Texas teaching certificate.
\$40.00	Certified Retired Teacher	High Impact Tutor, Certified Non-Employees Open to retired teachers who continue to hold a Texas teaching certificate.
\$30.00	Adult; Employee and Non-Employee	High Impact Tutor, Degreed Open to any person who holds a bachelor's degree
\$20.00	Adult; Employee and Non-Employee	High Impact Tutor, Non-Degreed 60+ Open to anyone who has 60+ college hours but have not completed a bachelor's degree.
\$15.00	Adult; Employee and Non-Employee	High Impact Tutor, Non-Degreed <60 Open to anyone who has less than 60 college hours.

**STAFF DEVELOPMENT ACTIVITIES – HOURLY PAY RATES**

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$20.00	Employee	Preparation for Workshop
\$20.00	Employee	Presentations and Transportation Foreman Training Sessions
\$15.00	Employee	Teacher Attending Workshop





HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$90 Daily Rate	Teachers	Pay for teachers attending mandatory/required 'out of town' training during the summer (outside of Days on Duty). Training must be a requirement to fulfill the eligibility requirements to teach program courses and for which compensation to teach the program is not already provided in the form of a stipend.
HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$7.25	Adult Non-Employee	Substitute Teacher Training (BEST Program – Be an Exceptional Substitute Teacher)
Hourly Rate	Employee	Support Staff Attending Workshop

### CHILDCARE ACTIVITIES – HOURLY PAY RATES

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$20.00	Teacher	Child Care Provider
\$8.00	Employee	Child Care Provider (See IMPORTANT NOTE above)
\$7.25	EPISD Student	Child Care Provider - always minimum wage rate

### MISCELLANEOUS – HOURLY PAY RATES

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$40.00	Non-Employee	Master's degree professionals working on temporary assignment
\$30.00	Teacher	Curriculum writing, benchmark and other assessment development
\$20.00		Parent training, mentoring, other duties that do not involve teaching students
\$25.00		Instruction-related activities with students such as tutoring, state assessment camp, Dual Credit Lab, SSI credit, etc.
\$37.50	Skilled Professional	Adjudicator/Clinical - Professional and degreed fine arts instructors to provide constructive comments and/or instructional strategies for fine arts teachers, students, and programs for fine arts activities.
\$25.00	Professional or Technical with Degree	Temporary positions that require a high degree of professional expertise (degree) or require high-level technology skills
\$15.00	Skilled Non-certified Professional	Rate for services at a semi-professional, yet highly skilled level (examples: musicians, choreographers – may or may not work with students)
\$20.00	Skilled Non-certified Professional	USTA Tennis Coordinator and temporary instructors that will supervise and instruct the USTA tennis curriculum after school (30 hours)
\$8.50	Temporary – Support	Support Personnel to perform clerical/support type duties, such as inventory duties
\$7.25	EPISD Student	For work performed in any program. Pay rate for student works is always the minimum wage rate
See Sub Schedule	Substitutes	Substitute Clerks, Paraprofessionals, Campus Patrols, Custodians
\$35.00	Teacher	Saturday specialized program instruction provided by CTE teachers for students enrolled at the Delta Academy and Adult Basic Education Program.
\$15.00	Non-Degreed or Technical Personnel	Rate for non-degreed individual with special technical skills working in technical area such as technology, finance, or research
\$12.50	University/College Intern	University/College level student working for District in area of degree major (example Audit Intern, Finance Intern, Tech Intern)
\$80 Daily/\$40 Half Day	Teacher	Teachers attending student related Summer Conferences/Competitions (outside Days on Duty)
\$15.00	Skilled Tester	Tester for student identification and exit of special programs such as English Learner and Gifted & Talented



HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$107.00 Daily Rate	Full-Day Teacher Resident	Student Teacher Resident
\$180.00 Daily Rate	Temporary - High Impact Instructor	Degreed ESSER Funded Temporary Personnel - for student instruction acceleration services (Certified/Retired Teacher Preferred)

### SUMMER SCHOOL/INTERSESSION RATES –

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$55.00	Employee	Summer School Program - Site Coordinator
\$35.00	Teacher	State Assessment Proctor (during summer school/not summer school teachers)
\$50.00	Nurse and Counselor	Summer School Program
\$35.00	FCF Intervention Specialists	Summer School Program
\$50.00	Teacher	Summer School Program - -Test Coordinator for Summer – for State Assessment Administration -A role in the Summer School Program and any duties that involve direct instruction with students as part of summer assignment.
Hourly Rate	Campus Patrol	Summer School Program
Hourly Rate	Clerical Staff	Summer School Program – Campus Clerk, Payroll Verifier/Monitor, Bookroom Clerk, Attendance Clerk, PEIMS Clerk & Lab Monitor or other clerk as approved for summer school program
Hourly Rate	Paraprofessional	Summer School Program – Special Education & Instructional Paraprofessional, Sign-Language Interpreter and Monitor
Hourly Rate	Food Service Personnel	Summer School Program - Specialist, Cook, Assistant Manager, Cashier, Manager and Quality Control Manager
Hourly Rate	Custodian	Summer School Program
Hourly Rate	Playground Monitor	Summer School Program

### ATHLETICS MANAGEMENT PAY SCALE -

#### Football Game Management

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$14.00		Game Manager
\$10.00		Ticket Sellers, Timekeeper and Announcer
\$12.00		Assistant Game Manager and Business Agent
\$9.25		Guards
\$ 9.00		Ticket Taker
\$25.00		Substitute Athletic Trainer (for any sport)***
\$10.00		Camera Operator
\$40.00	Peace Officer	Police Officer for Athletic Events*
\$42.00	Peace Officer	Police Site Supervisor* (to be paid one hour over and above other officers) for Athletic Events
\$41.00	Peace Officer	Police Sergeant for Athletic Events*

\*\*\* EPISD contracted athletic trainer not eligible

\* As determined by the City Police Officer Association, subject to change.



## ATHLETICS MANAGEMENT PAY SCALE -

### All Sports (Other Than Football)

HOURLY RATE	DESCRIPTION
\$8.00	Ticket Seller
\$7.25*	Ticket Taker (If Approved), Score Keeper**, Clock** Baseball Pitcher Counter**
\$9.25	Security Guard
\$7.25*	Computer Operator
\$15.00	Varsity Tournament/ Meet Director
\$10.00	Varsity Assistant Tournament/ Meet Director and Sub Varsity Tournament/ Meet Director
HOURLY RATE	DESCRIPTION
\$10.00	Starter (High School)
\$8.00	Starter (Middle School)
\$8.00	Assistant Starter (High School)
\$7.25*	Assistant Starter (Middle School)
\$15.00	Track/CC Meet Referee (High School)
\$10.00	Track/CC Meet Referee (Middle School)
*Or current minimum wage	
**Varsity Games Only – Sub-Varsity games and all tournaments not included	

## SPECIAL EDUCATION -

Summer/Saturday/Intercession evaluations (evaluations conducted while staff member is not on duty)

PER EVALUATION	DESCRIPTION
\$600.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Cognitive, Achievement and Adaptive Behavior evaluation including complete report - Bilingual.
\$500.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Cognitive, Achievement and Adaptive Behavior evaluation including complete report.
\$500.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Psychological evaluation including complete report.
\$350.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Speech and Language evaluation including complete report - Bilingual.
\$300.00	Summer/Saturday/Intercession Services - Speech and Language evaluation including complete report.
\$275.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) Early Childhood Evaluation (ECI referral) including complete report - Speech and Language.
	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) Early Childhood Evaluation (ECI referral) including complete report goals and objective-Cognitive, achievement, developmental scales, adaptive behavior.
	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Related services evaluation including complete report.
\$125.00	Summer Services - Functional Visual Assessment including a complete Individual Family Service Plan (IFSP).
\$75.00	Summer Services - Dyslexia Evaluations
\$50.00	Adapted PE evaluation including report, goals and objectives
\$75.00	Assistive Technology, Multi-Disciplinary Team Evaluation including complete report.



**JROTC -**

DAILY RATE	DESCRIPTION
\$200.00	JROTC Cadet Leadership Challenge (Summer Camp)

**HEALTH & WELLNESS -**

HOURLY RATE	EMPLOYEE CLASSIFICATION	DESCRIPTION
\$45.00	Certified Wellness/Fitness Instructor	70-Minute Class, to include choreograph, music, instruction, maintaining attendance and communications to attendees.

**ADULT BASIC EDUCATION PROGRAM -**

HOURLY RATE	EMPLOYEE CLASSIFICATION	DESCRIPTION
\$25.00	ABE Instructor (Part-Time)	Part-Time Adult Basic Education (ABE) Program Teacher
\$15.00		Attending Workshop
\$20.00		Curriculum writing, benchmark and other assessment development, other duties that do not involve teaching students

SUBSTITUTE PAY RATES: See pay schedule for substitutes.

Policy Reference: DEA (REG)





# SUBSTITUE RATES







TEACHERS/LIBRARIANS	PER DAY	PER HALF DAY	10 CONSECUTIVE DAYS
Non-Degreed	\$ 100.00	\$ 50.00	\$ 125.00
Degreed (Non-Certified)	\$ 125.00	\$ 62.50	\$ 150.00
Certified/Retired Teacher	\$ 160.00	\$ 80.00	-

**The rates below are only for long-term substitute positions.**

Teacher - Certified/Retired Teacher for Vacant or Long-Term Position	\$ 180.00	\$ 90.00	-
Teacher - Certified for Special Education	\$ 200.00	\$ 100.00	-
Student Teacher to be Hired for Next School Year	\$ 138.00	\$ 69.00	-

ADMINISTRATORS	PER DAY	PER HALF DAY	
HS Principal	\$ 380.00	\$ 190.00	-
MS Principal	\$ 340.00	\$ 170.00	-
Elementary Principal	\$ 310.00	\$ 155.00	-
HS Assistant Principal	\$ 280.00	\$ 140.00	-
MS Assistant Principal	\$ 270.00	\$ 135.00	-
Elementary Assistant	\$ 260.00	\$ 130.00	-
Counselor	\$ 220.00	\$ 110.00	-

OTHER PROFESSIONAL	PER DAY	PER HALF DAY	
Nurse	\$250	\$125	-

HOURLY SUBSTITUTES	HOURLY PAY	
Clerk	\$ 11.00	-
Campus Patrol	\$ 11.00	-
Paraprofessional Instruction	\$ 12.00	-
Custodian	\$ 11.00	-
Food Service	\$ 11.00	-
Maintenance	\$ 11.00	-
Parental Engagement Liaison	\$ 11.00	-
Campus Monitor	\$ 11.00	-
Bus Driver	\$ 12.00	-
Bus Monitor	\$ 11.00	-

**EPISD Experience in Specific Position**

Hourly Pay Grade 302	\$ 12.00	-
Hourly Pay Grade 303-304	\$ 13.50	-
Hourly Pay Grade 305-306	\$ 16.00	-
Hourly Pay Grade 307+	\$ 18.50	-

**Temp rate for clerks who have passed all qualifying tests.**

SUMMER ASSIGNMENTS	HOURLY PAY	
Teacher Non-Degreed	\$ 12.50	-
Teacher/Librarian Degreed	\$ 15.60	-
Clerk	\$ 11.00	-
Paraprofessional	\$ 12.00	-
Nurse	\$ 31.25	-

For additional information, please contact the Human Resource Department - Executive Director of Employee Relations at (915) 230-2031.



# STAFFING GUIDELINES



**Elementary**  
**Non-Teaching Administrative and Support Personnel**

<b>Administrative/Professional Staff</b>				
<b>Standard Allocation</b>				
Principal	1			
Campus Teaching Coach - District 1	2			Each campus receives FTE(s) as noted
Nurse	1			
<b>Enrollment Based Allocation</b>				
	<b>1-799</b>	<b>800+</b>		
Counselor	1	2		
	<b>1-399</b>	<b>400+</b>		
Librarian Elementary	0.5	1		
	<b>1-399</b>	<b>400-799</b>	<b>800+</b>	
Assistant Principal	0.5	1	2	
	<b>1-9</b>	<b>10-30</b>	<b>31-60</b>	<b>61-90</b>
Reading Specialist <sup>2</sup>	0.5	1	2	3
Focus on Children and Families (FCF) Intervention Specialist <sup>3</sup>				Refer to Footnote

<b>Clerical/Support Staff</b>				
<b>Standard Allocation</b>				
Secretary to Principal	1			
PEIMS Clerk	1			
Office Assistant	1			Each campus receives FTE as noted
Elementary Campus Monitor	0.5			
Parental Engagement Liaison <sup>4</sup>	0.5			
<b>Enrollment Based Allocation</b>				
	<b>0-399</b>	<b>400-699</b>	<b>700+</b>	
Campus Clerk	0	0.5	1	
	<b>0-799</b>	<b>800+</b>		
Attendance Clerk	0	1		
	<b>76-99</b>	<b>100+</b>		
Military Family Liaison	0.5	1		Based on Military Enrollment
	<b>0-399</b>	<b>400-849</b>	<b>850+</b>	
SCE Clerk I LPAC	1	2	3	Based on EL/EB Enrollment
*SCE Para LPAC				
* SCE Para LPAC positions will be filled as vacancies of the LPAC Clerk occur.				
	<b>750+</b>	-		
Medical Assistant <sup>5</sup>	1	-		
	<b>900+</b>			Refer to Footnote
Licensed Vocational Nurse <sup>6</sup>	1			

<b>Additional Locally Funded Positions</b>	
<b>Position</b>	<b>Description</b>
Traffic Monitor	<ul style="list-style-type: none"> <li>Funding Source: General Fund (Fund 199).</li> <li>Allocated based on a EPISD Transportation review recommendation and approval from Grants and Personnel Council (GAPC).</li> </ul>
Elementary Campus Monitor	<ul style="list-style-type: none"> <li>Funding Source: General Fund (Fund 199)</li> <li>One position is allocated to each elementary campus.</li> <li>Campuses may fund an additional position with the campus per capita allocation.</li> </ul>

<b>Additional Externally Funded Positions</b>	
<b>Position</b>	<b>Description</b>
Campus Teaching Coach - District <sup>1</sup>	<ul style="list-style-type: none"> <li>Funding Source: SCE (Fund 185)</li> <li>Each campus receives Campuses receive Campus Teaching Coach - District based on enrollment</li> <li>40% Function 11 / 60% Function 13</li> </ul>
Campus Teaching Coach- Campus	<ul style="list-style-type: none"> <li>Funding Source: SCE (Fund 185) or Title II (Fund 211)</li> <li>Campuses may choose to fund a Campus Teaching Coach- Campus with campus allotments.</li> </ul>
Reading Specialist <sup>2</sup>	<ul style="list-style-type: none"> <li>Funding Source: General Fund (199)</li> <li>Staffing is based on Dyslexia Related Disorder (DRD) student counts</li> <li>The position is split funded between two Program Intent Codes based on the following: <ul style="list-style-type: none"> <li>Students receiving dyslexia services - 199.11.6119.SCH.37.000.SCH.</li> <li>Students receiving dyslexia services through an IEP - 199.11.6119.SCH.43.000.SCH</li> </ul> </li> </ul>

**Elementary**  
**Non-Teaching Administrative and Support Personnel**

Focus on Children and Families (FCF) Intervention Specialist <sup>3</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Participating campuses must commit to fund the remainder of FTE to make it .50 or 1</li> <li>•Allocated based on At Risk % and Military Counts</li> <li>•At Risk % Allocation: <ul style="list-style-type: none"> <li>° 50-.69 = .17 FTE</li> <li>° .70-.85 = .34 FTE</li> <li>° .86 &amp; above = .50 FTE</li> </ul> </li> <li>•Military Count: <ul style="list-style-type: none"> <li>°150-299 = .17 FTE</li> <li>°300-399 = .34 FTE</li> <li>°400 &amp; above = .50 FTE</li> </ul> </li> </ul>
Parental Engagement Liaison <sup>4</sup>	<ul style="list-style-type: none"> <li>•Funding Source: Title I (Fund 211)</li> <li>•The District funds a .5 Parent Engagement Liaison (PEL).</li> <li>•In lieu of a part-time PEL, campuses have the option to fund a full-time PEL; campus funds 50% and the district funds 50%.</li> </ul>
Medical Assistant <sup>5</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 2500 documented office visits</li> <li>•Has at least 10 scheduled daily medications</li> <li>•Has at least 2 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>
Licensed Vocational Nurse <sup>6</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 3200 documented office visits</li> <li>•Has at least 15 scheduled daily medications</li> <li>•Has at least 4 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>

Staffing Guidelines are reviewed by GAPC annually

Staffing is based on PEIMS Snapshot

Post Staffing - Positions will be reviewed in December. Enrollment numbers must stabilize for 30 calendar days before new staffing is adjusted





**Middle School**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Administrative/Professional Staff					
<b>Standard Allocation</b>					
Principal	1				
Nurse	1				
Librarian Secondary	1				Each campus receives an FTE as noted
Campus Teaching Coach - District <sup>1</sup>	2				
Testing Coordinator	0.5				
<b>Enrollment Based Allocation</b>					
	501-1,000	1,001-1,800	1,801-2,500		
Assistant Principal	2	3	4		
	1-400	401-800	801-1,200	1,201-1,600	1,601-2,000
Counselor	1	2	3	4	5
Focus on Children and Families (FCF) Intervention Specialist <sup>4</sup>					Refer to Footnote
Clerical/Support Staff					
<b>Standard Allocation</b>					
Secretary to Principal	1				
Registrar	1				
PEIMS Clerk	1				Each campus receives one of each position
Attendance Clerk	1				
Bookroom Clerk	1				
Parental Engagement Liaison <sup>3</sup>	0.5				
<b>Enrollment Based Allocation</b>					
	1-875	876-1,050	1,051-1,225	1,226-1,400	1,401-1,576
Campus Clerk	0.5	1	2	3	4
	1-600	601-1,200	1,201-1,800		
Campus Patrol	1	2	3		
	76-99	100+			
Military Family Liaison	0.5	1			Based on Military Enrollment
	0-399	400-849	850+		
SCE Clerk I LPAC	1	2	3		Based on EL/EB Enrollment
*SCE Para LPAC					
* SCE Para LPAC positions will be filled as vacancies of the LPAC Clerk occur.					
	950+				
Medical Assistant <sup>9</sup>	1				
	1100+				Refer to Footnote
Licensed Vocational Nurse <sup>10</sup>	1				
Supplemental Teaching FTE's					
<b>Enrollment Based Allocation</b>					
	<20%	21%-40%	41%-60%	61%+	
Class Size Reduction Teacher - EL/EB <sup>5</sup>	1	2	3	4	
	70%-79%	80%+			
Class Size Reduction Teacher - At Risk <sup>6</sup>	1	2			
	150+				
Class Size Reduction Teacher - Military <sup>7</sup>	1				
ESOL Teachers <sup>8</sup>					Refer to Footnote

Additional Local Positions	
Position	Description
Traffic Monitor	<ul style="list-style-type: none"> <li>•Funding Source: General Fund (Fund 199)</li> <li>•Allocated based on a EPISD Police survey recommendation and approval from Grants and Personnel Council (GAPC).</li> </ul>

**Additional Externally Funded Positions**

**Middle School**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Position	Description
Campus Teaching Coach - District <sup>1</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Each campus receives two Campus Teaching Coach - District</li> <li>•40% Function 11 / 60% Function 13</li> </ul>
Campus Teaching Coach - Campus	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) or Title II (Fund 211)</li> <li>•Campuses may choose to fund a Campus Teaching Coach - Campus with campus allotments.</li> </ul>
Parental Engagement Liaison <sup>3</sup>	<ul style="list-style-type: none"> <li>•Funding Source: Title I (Fund 211)</li> <li>•The District funds a .5 Parent Engagement Liaison (PEL).</li> <li>•In lieu of a part-time PEL, campuses have the option to fund a full-time PEL; campus funds 50% and district funds 50%</li> </ul>
Focus on Children and Families (FCF) Intervention Specialist <sup>4</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated based on At Risk % and Military Counts</li> <li>•At Risk % Allocation: <ul style="list-style-type: none"> <li>° .50-.69 = .17 FTE</li> <li>° .70-.85 = .34 FTE</li> <li>° .86 &amp; above = .50 FTE</li> </ul> </li> <li>•Military Count: <ul style="list-style-type: none"> <li>° 150-299 = .17 FTE</li> <li>° 300-399 = .34 FTE</li> <li>° 400 &amp; above = .50 FTE</li> </ul> </li> </ul>
Class Size Reduction Teacher - EL/EB <sup>5</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 025)</li> <li>•For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+</li> <li>•Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students)</li> <li>•Allocated based on English Learner population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - At Risk <sup>6</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on At Risk population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - Military <sup>7</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on Military population to traditional campuses only</li> </ul>
ESOL Teacher <sup>8</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 000)</li> <li>•MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day</li> </ul>
Medical Assistant <sup>9</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 2500 documented office visits</li> <li>•Has at least 10 scheduled daily medications</li> <li>•Has at least 2 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>
Licensed Vocational Nurse <sup>10</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 3200 documented office visits</li> <li>•Has at least 15 scheduled daily medications</li> <li>•Has at least 4 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>

Staffing Guidelines are reviewed by GAPC annually



**High School**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Administration/Professional Staff									
<b>Standard Allocation</b>									
Principal	1								
Assistant Principal G&I	1								
Nurse	1								
Graduation Coach <sup>11</sup>	1								Each campus receives an FTE as noted
Librarian Secondary	1								
Campus Teaching Coach - District <sup>2</sup>	2								
Coordinator Campus Magnet Program <sup>3</sup>	1								
Testing Coordinator	1								
<b>Enrollment Based Allocation</b>									
	1-500	501-1,000	1,000-1,500	1,501-2,000	2,001-2,500	2,501-3,000			
Assistant Principal High School	3	3	3	3	4	5			
	1-350	351-700	701-1,050	1,051-1,400	1,401-1,750	1,751-2,100	2,101-2,450	2,451-2,800	2,801+
Counselor	1	2	3	4	5	6	7	8	9
Focus on Children and Families (FCF) Intervention Specialist <sup>6</sup> Refer to Footnote									

Clerical/Support Staff									
Secretary to Principal	1								
Registrar	1								
Registrar Assistant	1								
Campus Business Agent	1								
PEIMS Clerk	1								Each campus receives an FTE as noted
Senior Attendance Clerk	1								
Attendance Clerk	1								
Bookroom Clerk	1								
Parental Engagement Leader <sup>b</sup>	0.5								
<b>Enrollment Based Allocation</b>									
	1,401-1,575	1,576-1,750	1,751-1,925	1,926-2,100	2,101-2,275	2,276-2,450	2,451-2,625	2,626-2,800	2,801-2,975
Campus Clerk	1	2	3	4	5	6	7	8	9
	76-99	100+							
Military Family Liaison	0.5	1							Based on Military Enrollment
	0-399	400-849	850+						
SCE Clerk I LPAC	1	2	3						Based on EL/EB Enrollment
*SCE Para LPAC									
* The implementation of SCE Para LPAC position was approved by GAPC. Positions will be filled as vacancies of the LPAC Clerk occur.									
	1-1,400	1,401-2,100	2,101-2,800	2,801+					
Campus Patrol <sup>4</sup>	2	3	4	5					
	1700+								
Medical Assistant <sup>12</sup>	1								
	2400+								Refer to Footnote
Licensed Vocational Nurse <sup>13</sup>	1								

Supplemental Teaching FTEs				
<b>Enrollment Based Allocation</b>				
	<20%	21%-40%	41%-60%	61%+
Class Size Reduction Teacher - EL/EB <sup>7</sup>	1	2	3	4
	70%-79%	80%+		
Class Size Reduction Teacher - At Risk <sup>8</sup>	1	2		
	450+			
Class Size Reduction Teacher - Military <sup>9</sup>	1			
ESOL Teachers <sup>10</sup>				
Refer to Footnote				

Additional Locally Funded Positions	
Position	Description
Coordinator Campus Magnet Program <sup>3</sup>	Funding Source: General Fund (Fund 199). Allocated to campuses with a Magnet Program.
Campus Patrol <sup>4</sup>	Funding Source: General Fund (199 Fund) Basic staffing for high school is at least one male and one female Campus Patrol.

Additional Externally Funded Positions	
Position	Description

**High School**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Campus Teaching Coach - District <sup>1</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Each campus receives two Campus Teaching Coach - District</li> <li>•40% Function 11 / 60% Function 13</li> </ul>
Campus Teaching Coach - Campus	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) or Title I (Fund 211)</li> <li>•Campuses may choose to fund a Campus Teaching Coach with campus allotments.</li> </ul>
Parental Engagement Leader <sup>5</sup>	<ul style="list-style-type: none"> <li>•Funding Source: Title I (Fund 211)</li> <li>•The District funds a .5 Parent Engagement Liaison (PEL).</li> <li>•In lieu of a part-time PEL, campuses have the option to fund a full-time PEL; campus funds 50% and district funds 50%</li> </ul>
Focus on Children and Families (FCF) Intervention Specialist <sup>6</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated based on At Risk % and Military Counts</li> <li>•At Risk % Allocation: <ul style="list-style-type: none"> <li>*.50-.69 = .17 FTE</li> <li>*.70-.85 = .34 FTE</li> <li>*.86 &amp; above = .50 FTE</li> </ul> </li> <li>•Military Count: <ul style="list-style-type: none"> <li>*150-299 = .17 FTE</li> <li>*300-399 = .34 FTE</li> <li>*400 &amp; above = .50 FTE</li> </ul> </li> </ul>
Class Size Reduction Teacher - EL/EB <sup>7</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 025)</li> <li>•For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+</li> <li>•Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students)</li> <li>•Allocated based on English Learner population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - At Risk <sup>8</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on At Risk population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - Military <sup>9</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on Military population to traditional campuses only</li> </ul>
ESOL Teachers <sup>10</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 000)</li> <li>•MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day</li> </ul>
Graduation Coach <sup>11</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated to High School Campuses only</li> </ul>
Medical Assistant <sup>12</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 2500 documented office visits</li> <li>•Has at least 10 scheduled daily medications</li> <li>•Has at least 2 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>
Licensed Vocational Nurse <sup>13</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 3200 documented office visits</li> <li>•Has at least 15 scheduled daily medications</li> <li>•Has at least 4 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>

Staffing Guidelines are reviewed by GAPC annually



**PK-8**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Administration/Professional Staff				
<b>Standard Allocation</b>				
Principal	1			
Nurse	1			Each campus receives an FTE as noted
Librarian	1			
Testing Coordinator	1			
Campus Teaching Coach - District <sup>1</sup>	3			2-ELAR Content 1-Math Content
<b>Enrollment Based Allocation</b>				
	<b>0-400</b>	<b>401-800</b>	<b>801-1,200</b>	<b>1,201-2,500</b>
Assistant Principal	1	2	3	4
Counselor	1	2	3	4
	<b>1-9</b>	<b>10-30</b>	<b>11-60</b>	<b>61-90</b>
Reading Specialist <sup>2</sup>	0.5	1	2	3
<b>Focus on Children and Families (FCF) Intervention Specialist <sup>5</sup></b>				
	Refer to Footnote			

Clerical/Support Staff						
<b>Standard Allocation</b>						
Secretary to Principal	1					
Registrar	1					
PEIMS Clerk	1					
Attendance Clerk	1					Each campus receives an FTE as noted.
Bookroom Clerk	1					
Librarian Monitor	1					
Elementary Campus Monitor	0.5					
Parental Engagement Liaison <sup>3</sup>	0.5					
<b>Enrollment Based Allocation</b>						
	<b>1 - 875</b>	<b>876-1,050</b>	<b>1,051-1,225</b>	<b>1,226-1,400</b>	<b>1,401-1,575</b>	<b>1,576-1,750</b>
Campus Clerk	1	2	3	4	5	6
	<b>1-600</b>	<b>601-1,200</b>	<b>1,200-1,800</b>			
Campus Patrol <sup>4</sup>	1	2	3			
	<b>76-99</b>	<b>100+</b>				
Military Family Liaison	0.5	1				Based on Military Enrollment
	<b>0-399</b>	<b>400-849</b>	<b>850+</b>			
SCE Clerk I LPAC	1	2	3			Based on EL/EB Enrollment
*SCE Para LPAC						
* SCE Para LPAC positions will be filled as vacancies of the LPAC Clerk occur.						
	<b>850+</b>					
Medical Assistant <sup>10</sup>	1					Refer to Footnote
	<b>1000+</b>					
Licensed Vocational Nurse <sup>11</sup>	1					

Supplemental Teaching FTE's				
<b>Enrollment Based Allocation</b>				
	<b>&lt;20%</b>	<b>21%-40%</b>	<b>41%-60%</b>	<b>61%+</b>
Class Size Reduction Teacher - EL/EB <sup>6</sup>	1	2	3	4
	<b>70%-79%</b>	<b>80%+</b>		
Class Size Reduction Teacher - At Risk <sup>7</sup>	1	2		
	<b>150 and above</b>			

**PK-8**  
**Administrative, Teaching and Support Personnel**  
**2022-2023 Staffing Allocations**

Class Size Reduction Teacher - Military <sup>8</sup>	1
ESOL Teachers <sup>9</sup>	Refer to Footnote

Campus Teaching Coach - District <sup>1</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Each campus receives two Campus Teaching Coach - District</li> <li>•40% Function 11 / 60% Function 13</li> </ul>
Reading Specialist <sup>2</sup>	<ul style="list-style-type: none"> <li>•Funding Source: General Fund (199)</li> <li>•Staffing is based on Dyslexia Related Disorder (DRD) student counts</li> <li>•The position is split funded between two Program Intent Codes based on the following: <ul style="list-style-type: none"> <li>◦ Students receiving dyslexia services - 199.11.6119.SCH.37.000.SCH.</li> <li>◦ Students receiving dyslexia services through an IEP - 199.11.6119.SCH.43.000.SCH</li> </ul> </li> </ul>
Campus Teaching Coach- Campus	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) or Title I (Fund 211)</li> <li>•A campus may fund a Campus Teaching Coach with campus allotment.</li> </ul>
Parental Engagement Liaison <sup>3</sup>	<ul style="list-style-type: none"> <li>•Funding Source: Title I (Fund 211)</li> <li>•The District funds a .50 FTE</li> <li>•In lieu of a part-time PEL, campuses have the option to fund a full-time PEL; campus funds 50% and the district funds 50%.</li> </ul>
Campus Patrol <sup>4</sup>	<ul style="list-style-type: none"> <li>Funding Source: General Fund (199 Fund)</li> <li>Basic staffing for high school is at least one male and one female Campus Patrol.</li> </ul>
Focus on Children and Families (FCF) Intervention Specialist <sup>5</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated based on At Risk % and Military Counts</li> <li>•At Risk % Allocation: <ul style="list-style-type: none"> <li>◦.50-.69 = .17 FTE</li> <li>◦.70-.85 = .34 FTE</li> <li>◦.86 &amp; above = .50 FTE</li> </ul> </li> <li>•Military Count: <ul style="list-style-type: none"> <li>◦150-299 = .17 FTE</li> <li>◦300-399 = .34 FTE</li> <li>◦400 &amp; above = .50 FTE</li> </ul> </li> </ul>
Class Size Reduction Teacher - EL/EB <sup>6</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 025)</li> <li>•For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+</li> <li>•Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students)</li> <li>•Allocated based on English Learner population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - At Risk <sup>7</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on At Risk population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - Military <sup>8</sup>	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on Military population to traditional campuses only</li> </ul>
ESOL Teachers <sup>9</sup>	<ul style="list-style-type: none"> <li>•MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day</li> </ul>
Medical Assistant <sup>10</sup>	<ul style="list-style-type: none"> <li>•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>•Presence of at least one self-contained SPED unit</li> <li>•Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>•Has at least 2500 documented office visits</li> <li>•Has at least 10 scheduled daily medications</li> <li>•Has at least 2 diabetics</li> <li>•Has a total care student that requires nurse to perform procedures.</li> </ul>
Licensed Vocational Nurse <sup>11</sup>	<ul style="list-style-type: none"> <li>• Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria.</li> <li>• Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit</li> <li>• Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization</li> <li>• Has at least 3200 documented office visits</li> <li>• Has at least 15 scheduled daily medications</li> <li>• Has at least 4 diabetics</li> <li>• Has a total care student that requires nurse to perform pcedures.</li> </ul>





**Specialty**  
**Non-Teaching Administrative and Support Personnel**  
**2022-2023 Staffing Guidelines**

Center for Career and Technology (CCTE)	
Administrative/Professional Staff	FTE
<b>Standard Allocation</b>	
Principal CCTE	1
Counselor High School CTE	2
Nurse	1
Assistant Principal HS Guidance & Instr	1
<b>Clerical/Support Staff</b>	
Secretary to Principal	1
Campus Business Agent High School	1
Campus Clerk	1
Attendance Clerk HS	1
<b>Additional Locally Funded Positions</b>	
Campus Patrol <sup>1</sup>	2
Transmountain Early College High (TECHS)	
Administrative/Professional Staff	FTE
<b>Standard Allocation</b>	
Assistant Principal	1
Campus Teaching Coach - District	1
Counselor High School Specialty Campus	2
High School Testing Coordinator	0.35
Principal Early College High School	1
School Nurse	1
<b>Clerical/Support Staff</b>	
Secretary to Principal	1
Registrar/PEIMS	1
Attendance/Bookroom TMECH	1
Parent Engagement Liaison PT	0.5
<b>Additional Locally Funded Positions</b>	
Campus Patrol <sup>1</sup>	2
Young Women's Academy (YWA)	
Administrative/Professional Staff	FTE
<b>Standard Allocation</b>	
Principal High School	1
Assistant Principal High School	1
Assistant Principal HS Guidance & Instr	1
Counselor High School Speciality Campus	2
School Nurse	1
Librarian Secondary	1
Campus Teaching Coach - District	2
Middle School Testing Coordinator	1
<b>Clerical/Support Staff</b>	
Secretary to Principal HS	1
PEIMS Clerk HS/MS	1
Registrar 6-12th Grade	1
Campus Clerk/Parent Engagement Liaison	1
Campus Business Agent High School	1
Attendance Clerk MS	1
Bookroom Clerk/Media Clerk MS	1
<b>Additional Locally Funded Positions</b>	
Campus Patrol <sup>1</sup>	1
College,Career & Tech. Academy (CCTA)	
Administrative/Professional Staff	FTE
<b>Standard Allocation</b>	
Principal	0.34
Assistant Principal High School	0.5
Counselor High School Specialty Campus	1
Campus Teaching Coach - District	0.5
School Nurse	1
High School Testing Coordinator	0.3
<b>Clerical/Support Staff</b>	
Secretary to Principal	0.5
Registrar/PEIMS/Attendance Clerk	1
Business Agent High School	0.5



**Speciality**  
**Non-Teaching Administrative and Support Personnel**  
**2022-2023 Staffing Guidelines**

SCE Clerk I LPAC	0.5
Student Intake & Transition Admin TTIPS	0.5
<b>Delta Academy</b>	
<b>Administrative/Professional Staff</b>	<b>FTE</b>
<b>Standard Allocation</b>	
Principal Specialty Campuses	0.33
Counselor High School Specialty Campus	1
Middle School Testing Coordinator/Teacher	0.5
Graduation Coach/Court Liaison	1
<b>Clerical/Support Staff</b>	
<b>Standard Allocation</b>	
Secretary to Principal/Business Agent	1
Campus Clerk	1
Registrar/PEIMS/Attendance Clerk	1
<b>Telles Academy</b>	
<b>Administrative/Professional Staff</b>	<b>FTE</b>
<b>Standard Allocation</b>	
Principal Specialty Campuses	0.33
Assistant Principal HS 226	1
Assistant Principal High School	0.5
Counselor High School Specialty Campus	1
School Nurse	1
Assistant Principal High School	1
Campus Teaching Coach - District	0.5
High School Testing Coordinator	0.35
<b>Clerical/Support Staff</b>	
Secretary to Principal/Business Agent	1
Registrar/PEIMS/Attendance Clerk	1
SCE Clerk I LPAC	0.5
Student Intake & Transition Admin TTIPS	0.5
<b>Additional Locally Funded Positions</b>	
Campus Patrol <sup>1</sup>	3
<b>About Face Program</b>	
<b>Administrative/Professional Staff</b>	<b>FTE</b>
<b>Standard Allocation</b>	
Principal	0.5
Counselor Elementary AEP	1
Assistant Principal AEP	1
<b>Additional Locally Funded Positions</b>	
Campus Patrol <sup>1</sup>	1
<b>Additional Externally Funded Positions</b>	
<b>Position</b>	<b>Description</b>
Coordinator Campus Magnet Program	Funding Source: General Fund (Fund 199). Allocated to campuses with a Magnet Program.
Campus Patrol <sup>1</sup>	Funding Source: General Fund (199 Fund) Basic staffing for high school is at least one male and one female Campus Patrol.
Campus Teaching Coach - District	•Funding Source: SCE (Fund 185) •Each campus receives Campuses receive Campus Teaching Coach - District based on enrollment •40% Function 11 / 60% Function 13
Campus Teaching Coach- Campus	•Funding Source: SCE (Fund 185) or Title II (Fund 211) •Campuses may choose to fund a Campus Teaching Coach- Campus with campus allotments.
Parental Engagement Liaison <sup>4</sup>	•Funding Source: Title I (Fund 211) •The District funds a .5 Parent Engagement Liaison (PEL). •In lieu of a part-time PEL, campuses have the option to fund a full-time PEL; campus funds 50% and the district funds 50%.



**Speciality**  
**Non-Teaching Administrative and Support Personnel**  
**2022-2023 Staffing Guidelines**

Focus on Children and Families (FCF) Intervention Specialist 6	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated based on At Risk % and Military Counts</li> <li>•At Risk % Allocation: <ul style="list-style-type: none"> <li>° .50-.69 = .17 FTE</li> <li>° .70-.85 = .34 FTE</li> <li>° .86 &amp; above = .50 FTE</li> </ul> </li> <li>•Military Count: <ul style="list-style-type: none"> <li>° 150-299 = .17 FTE</li> <li>° 300-399 = .34 FTE</li> <li>° 400 &amp; above = .50 FTE</li> </ul> </li> </ul>
Class Size Reduction Teacher - EL/EB 7	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 025)</li> <li>•For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+</li> <li>•Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students)</li> <li>•Allocated based on English Learner population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - At Risk	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on At Risk population to traditional campuses only</li> </ul>
Class Size Reduction Teacher - Military	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 208)</li> <li>•Allocated based on Military population to traditional campuses only</li> </ul>
ESOL Teachers	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185) (sub object 000)</li> <li>•MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day</li> </ul>
Graduation Coach	<ul style="list-style-type: none"> <li>•Funding Source: SCE (Fund 185)</li> <li>•Allocated to High School Campuses only</li> </ul>

Staffing Guidelines are reviewed by GAPC annually  
Staffing is based on PEIMS Snapshot

## Board of Trustees

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