



2023-2024
**Annual
Official Budget**

El Paso ISD Business Services Division

1014 N. Stanton • El Paso, TX 79902

915-230-2000 • episd.org



EL PASO ISD
it starts **with us**

TABLE OF CONTENTS

Board of Trustees	3
Letter from the Superintendent	4
Mission, Vision & Core Beliefs.....	5
District Strategic Levers	6
District Snapshot.....	7
Historical Enrollment and ADA	8
District Tax Rate History	9
2022-2023 Regional Tax Rate Comparison	10
General Fund Balance History.....	11
Administrative Cost Ratio	11
2024 Budget Breakdown of Each Dollar	12
5-Year Compensation History.....	13
2023-2024 Budget Challenges & Considerations.....	14
2023-2024 Budget Development Timeline	15
2023-2024 Budget All Funds	16
2023-2024 Expenditures by Fund & Function - All Funds.....	17
General Fund Revenue Comparison by Class Object.....	18
General Fund Expenditure Comparison by Function.....	18
2023-2024 General Fund Expenditure Estimate by Function.....	19
2023-2024 General Fund Expenditure Estimate by Major Object	20
2023-2024 Campus Expenditure Budgets.....	21
2023-2024 Department Expenditure Budgets.....	22
2023-2024 Food Service Budget.....	23
2023-2024 Debt Service Budget	24
Compensation	25
Teacher Schedule and Pay Plans.....	35
Extra Performance Pay and Instructional Stipends.....	57
Miscellaneous Pay Rates	71
Substitute Rates.....	77
Staffing Guidelines.....	79
Resources	91



ASSOCIATION OF
SCHOOL BUSINESS OFFICIALS
INTERNATIONAL

This Meritorious Budget Award is presented to

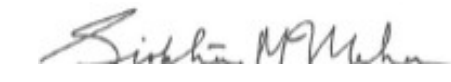
EL PASO INDEPENDENT SCHOOL DISTRICT

for excellence in the preparation and issuance of its budget
for the Fiscal Year 2022-2023.

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




John Hutchison
President


Siobhan McMahon, CAE
Chief Operations Officer/
Interim Executive Director

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.



Israel Irrobali
Dist. 5
President



Daniel E. Call
Dist. 7
Vice President



Isabel Hernandez
Dist. 4
Secretary



Dr. Josh Acevedo
Dist. 3
Trustee



Alex Cuellar
Dist. 2
Trustee



Valerie Ganelon Beals
Dist. 6
Trustee



Leah Hanany
Dist. 1
Trustee



Dear El Paso ISD Trustees and community,

The El Paso Independent School District Board of Trustees adopted a \$542.9 million budget that lays the groundwork for the district to pursue the goals of its flourishing Hopes and Dreams Realized strategic blueprint. The fiscal year for the adopted 2023–2024 budget begins July 1.

Last year, El Paso ISD approved a 7% pay increase for teachers as well as an additional 10 days of paid parental leave. El Paso ISD is the only district in the region to offer an increase of this magnitude and this parental leave benefit. This year, all district personnel received a 2% general pay increase inclusive of salary pay table alignments and equity adjustments. Rates for extra performance pay, instructional stipends, miscellaneous pay and substitute pay rates received adjustments as well. Over the course of two years, a 9% increase maintains fiscal responsibility while allowing the El Paso Independent School to remain competitive.

This budget allocates funding in support of the district's strategic blueprint by expanding student access to technology, enhancing teacher training, and increasing counseling and mental health support services for students. It also secures the district's ability to launch impactful new initiatives such as Montessori classrooms, extended day learning programs and more.

With this approval, we take proactive steps to help students, teachers, and the community at-large work in concert together for the benefit of our children. We are confident that this budget not only reflects our commitment to providing academic excellence for all students, but also primes the district for a successful future, inspiring and empowering our students to thrive.

Sincerely,

Diana Sayavedra
Superintendent of Schools



Our Mission, Vision & Core Beliefs

Mission

In partnership with our families and community, we will uphold the highest standards to provide inclusive and fair learning experiences that support the whole child.

Vision

INSPIRE and EMPOWER learners to THRIVE.

Core Beliefs

The foundation of success, for our students and our school system, is rooted in our core beliefs and these beliefs define the EPISD Way. Our six core beliefs affirm who we are, what we stand for, how we treat each other, what we prioritize, and what guiding principles we live by as members of the El Paso ISD family.



Core Beliefs



Whole Child

We champion a well-rounded educational experience to ensure all students are healthy, safe, valued, engaged, and academically challenged.



Opportunity

We honor and cultivate the unique needs and interests of all learners through relationships and personalization.



Excellence

We embrace a culture of creativity, exploration, and innovation to sustain our growth and improvement.



Equity

We commit to removing barriers to ensure our schools and programs are inclusive and equitable.



Community

We build community through authentic engagement, collaboration, and honoring diversity of thought.



Accountability

We foster high expectations, continuous growth, and high achievement.

2023-24 Blueprint to Budget – Five Strategic Levers and District Priorities

Five Strategic Levers

I

Whole Child Development

El Paso ISD schools foster learning environments for the whole child to thrive.

II

Academic Excellence

El Paso ISD empowers all learners to excel in current and future pursuits.

III

Destination District

El Paso ISD solidifies its position as El Paso's destination district.

IV

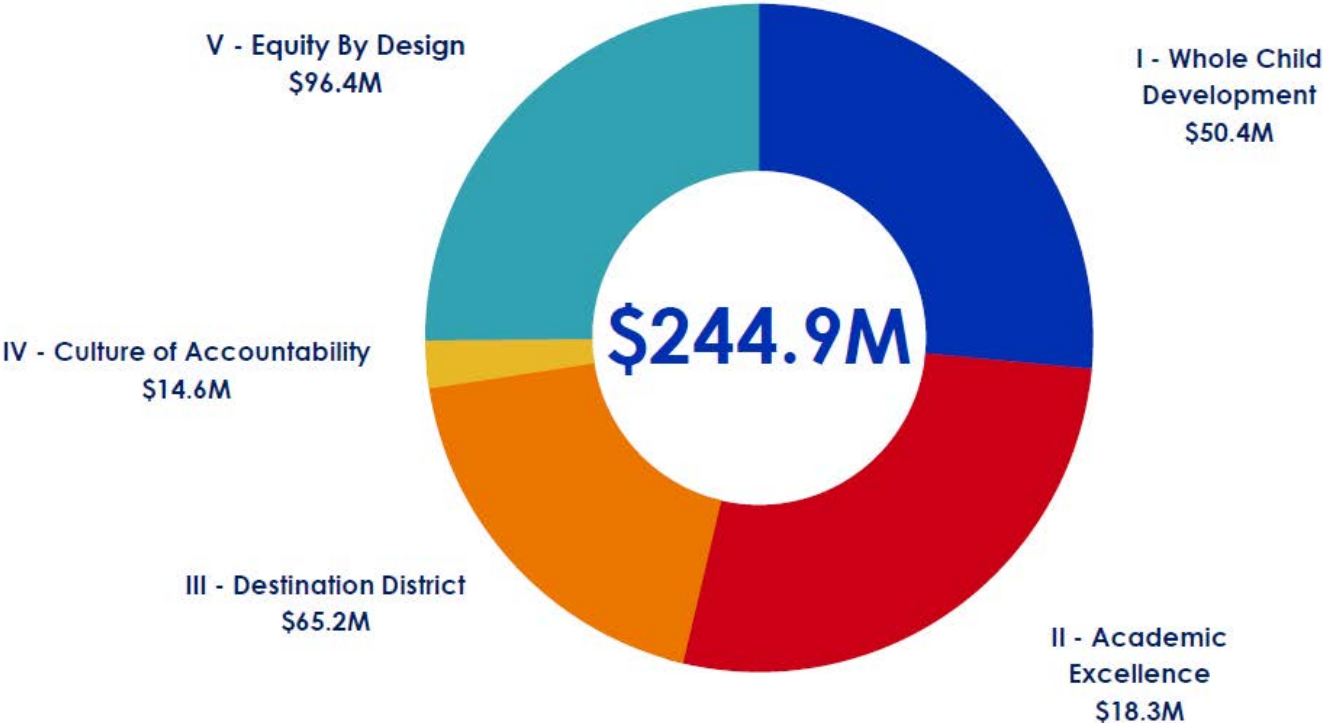
Culture of Accountability

El Paso ISD cultivates a culture of transparency, care, and service.

V

Equity by Design

El Paso ISD champions a targeted approach to universal access and system equity.



Expenditures inclusive of all fund - General Operating, Entitlements, Food & Nutrition and ESSER



District Snapshot

The El Paso Independent School District is the pioneer of public education in the Paso del Norte region. With a history that spans more than 140 years, El Paso ISD recognizes its position as the springboard for generations of students to realize their dreams. We acknowledge the need to continue to assess our existing programs to bring innovation, empowerment, and inspiration so our students thrive socially, emotionally, and academically. We are El Paso's district!

Our organization's theory of action is anchored on our core values, mission, and vision. In partnership with our families and community we seek to uphold the highest standards to provide inclusive and fair learning experiences that support the whole child. We will accomplish this theory of action through whole child development, delivery of instructional excellence, fostering a transparent culture of excellence, and intentional equity design to thereby make EPISD a destination district.

Demographics

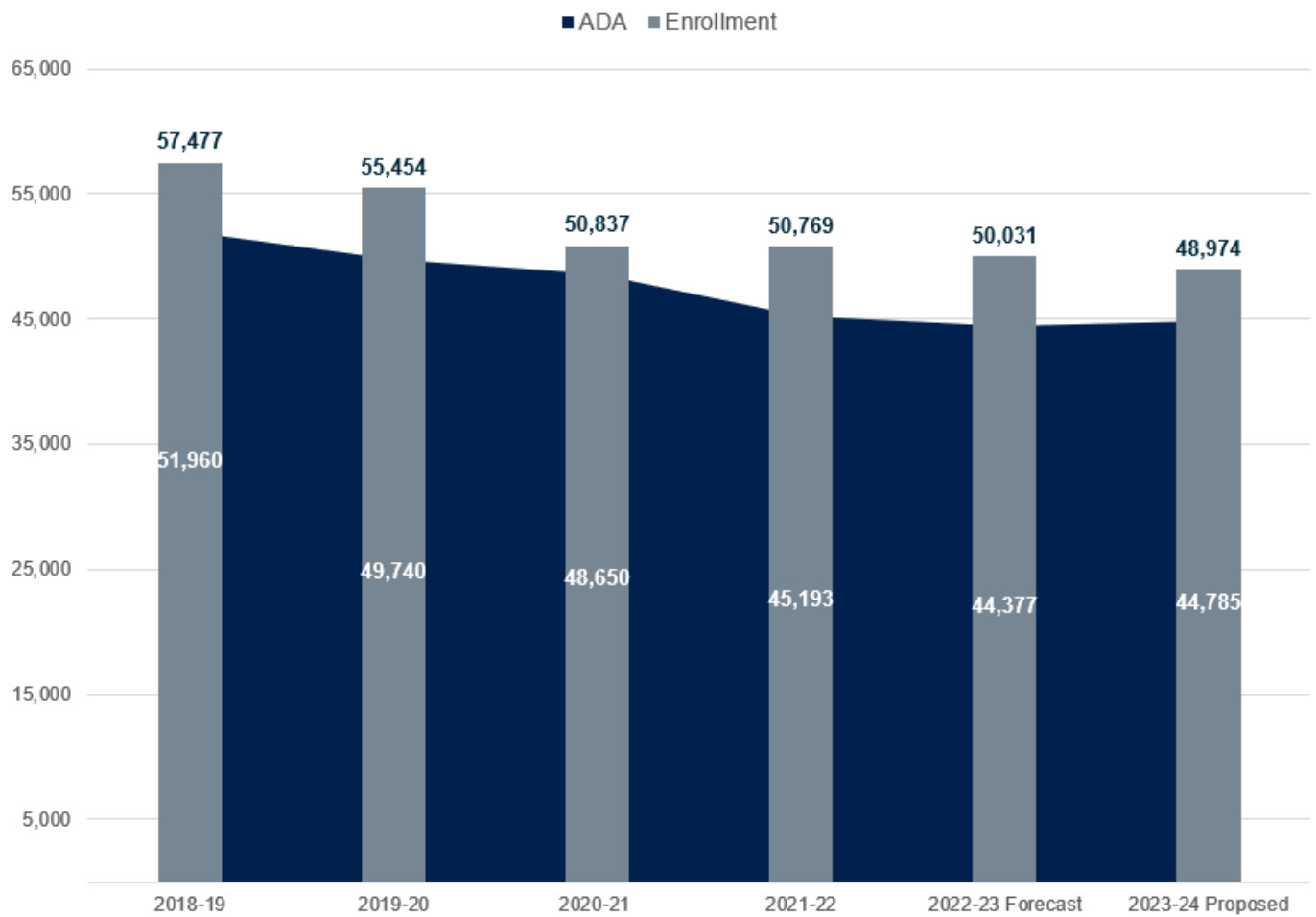
Hispanic	86%
White	9%
Black/African American	3%
Economically Disadvantaged	67%
Special Needs	11%
Bilingual	23%



	2022-23	Proposed 2023-24
High Schools	10	10
Middle Schools	10	9
Elementary Schools	43	42
PreK-8	5	6
Specialty Schools	4	4
(Magnet, Career & Technology)		
Alternative Schools	4	4
TOTAL	76	75

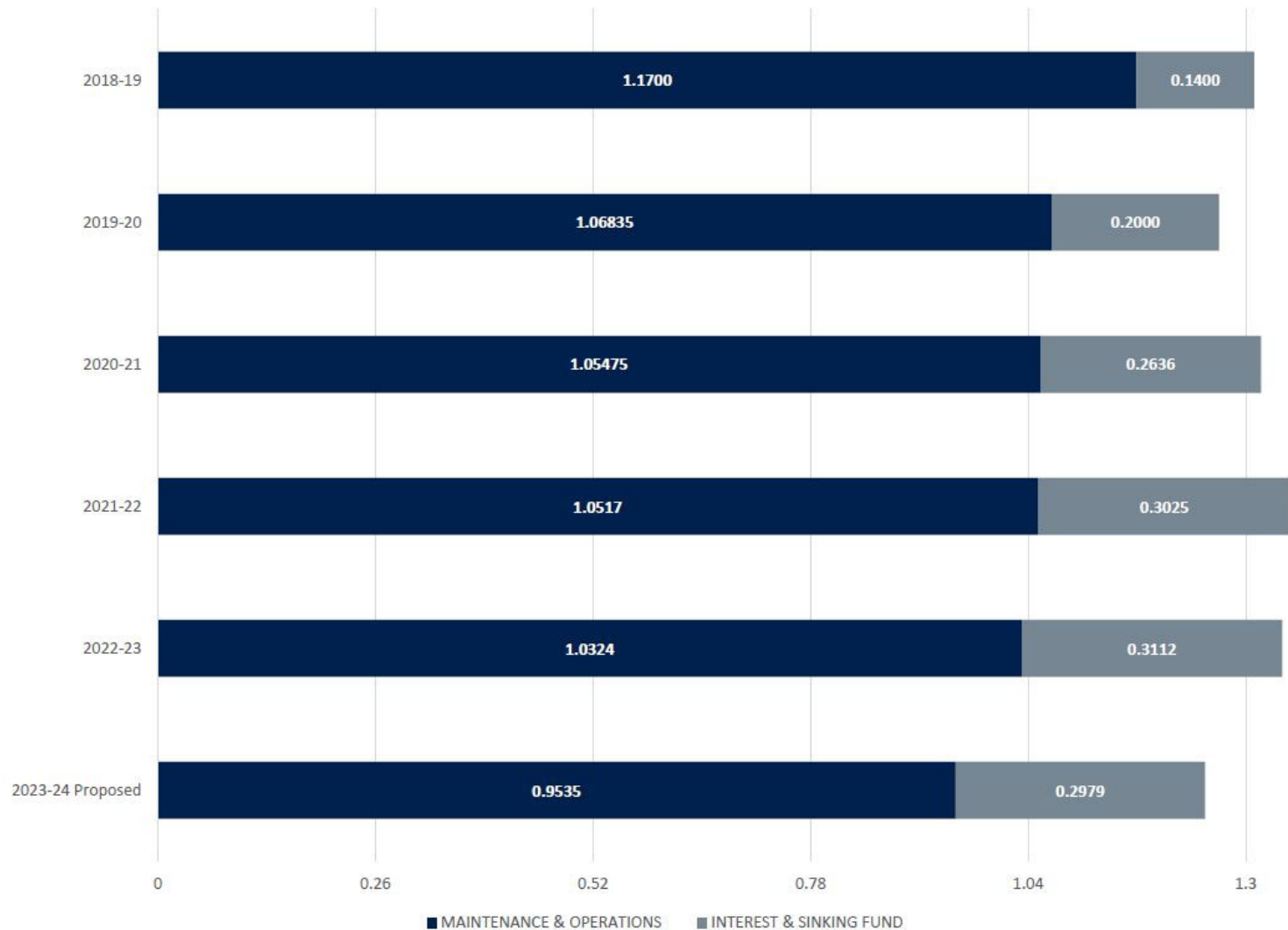


HISTORICAL Enrollment & ADA

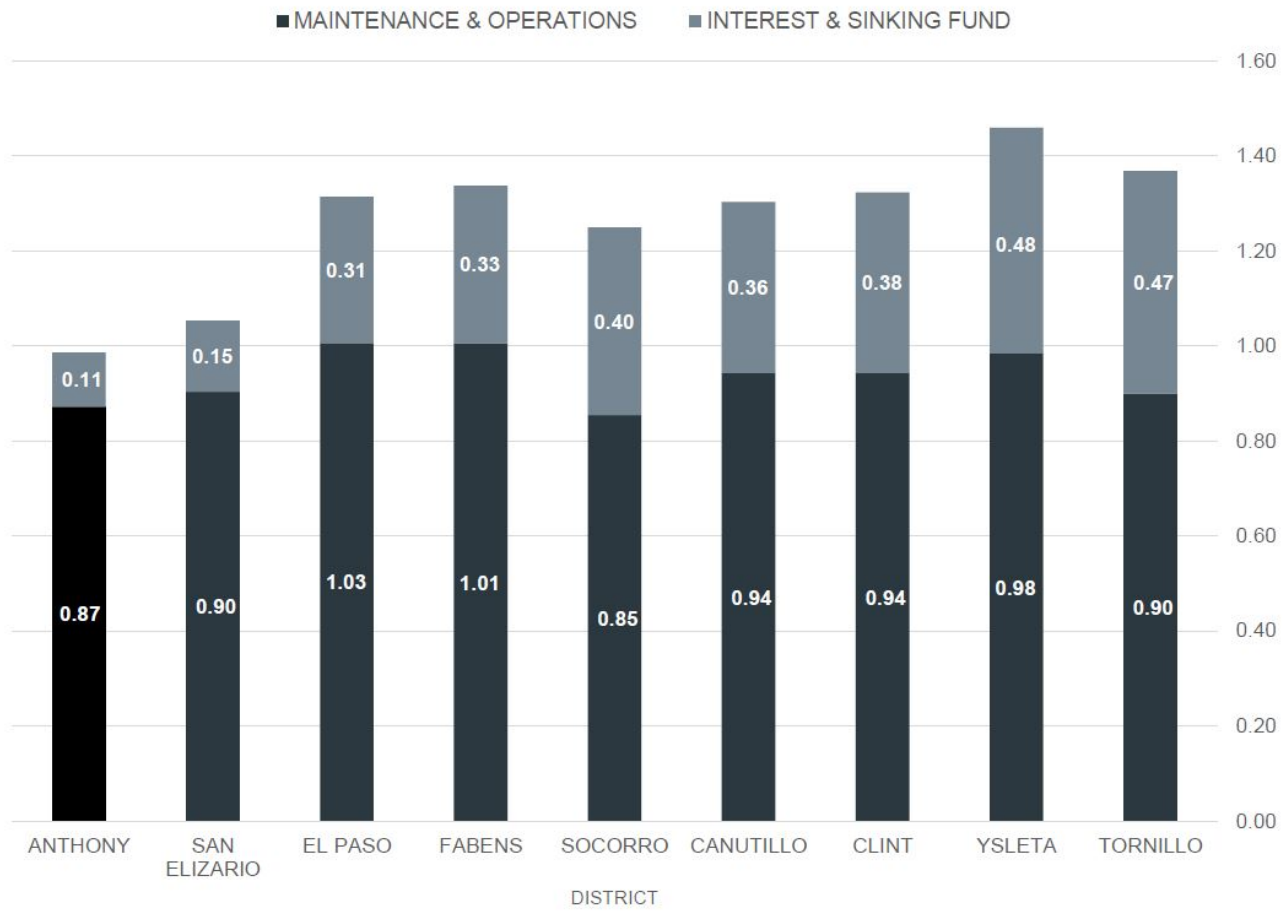


DISTRICT Tax Rate History

The 2022-23 M&O tax rate was set at \$1.0324 in accordance with State mandated tax compression. The Texas Education Agency sets school district M&O rates based on property value growth. The 2022-2023 I&S rate was set at .3112 per \$100 of assessed property value. The district has issued all debt approved in the 2016 bond election. The 2023-24 tax rate will be adopted in August 2023 after the district has received the 2023 certified property values.



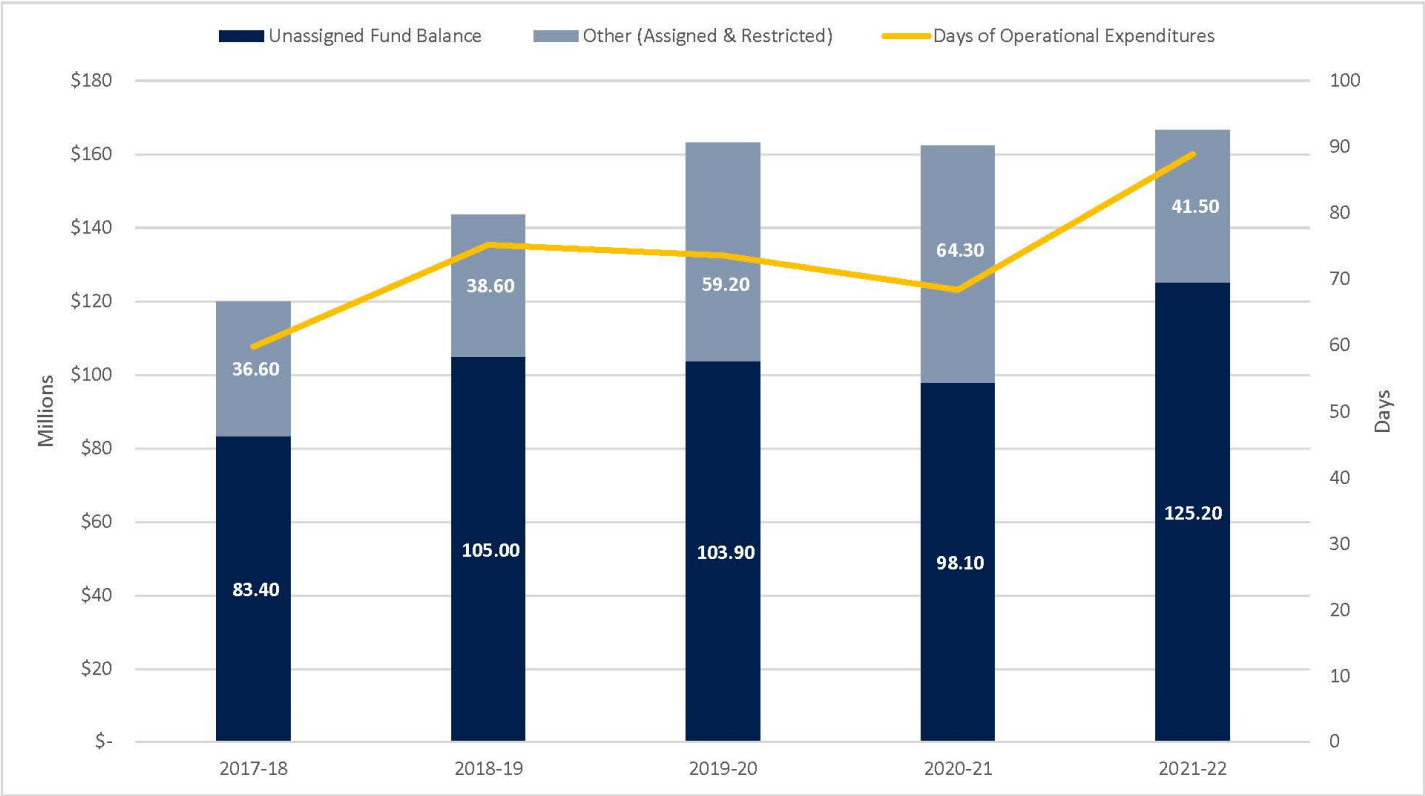
2022-23 Regional Tax Rate Comparison



GENERAL FUND Balance History

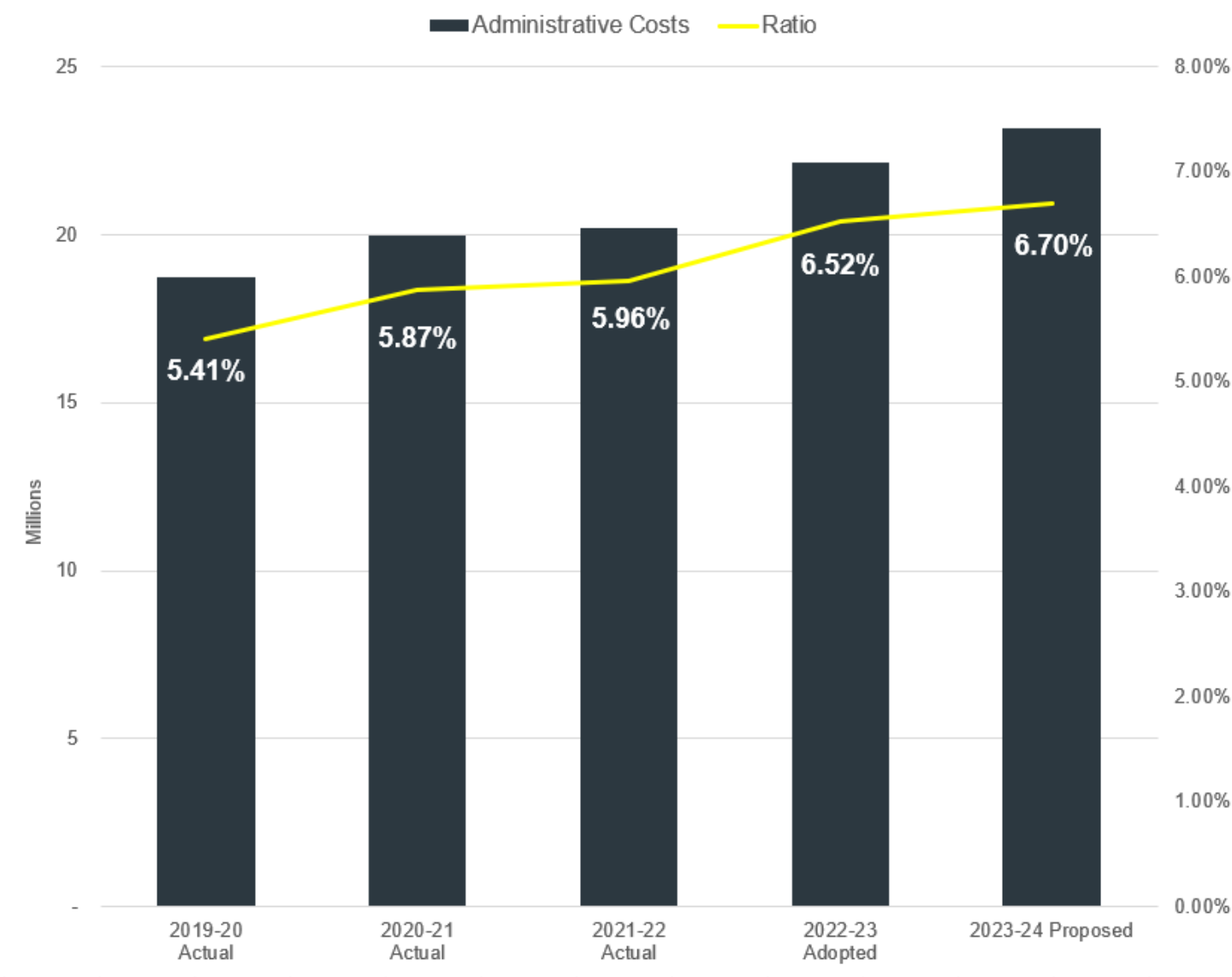
In the fiscal year-ending 2022, the general fund balance totaled \$166.7 million which represents 88.94 days of operational expenditures in the unassigned fund balance. District policy requires that the unassigned fund balance at fiscal year-end to be between 17 percent (60 days) and 25 percent (90 days) 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 2022, the district's final audited administrative costs totaled \$20.2 million with an administrative ratio of 5.96%.

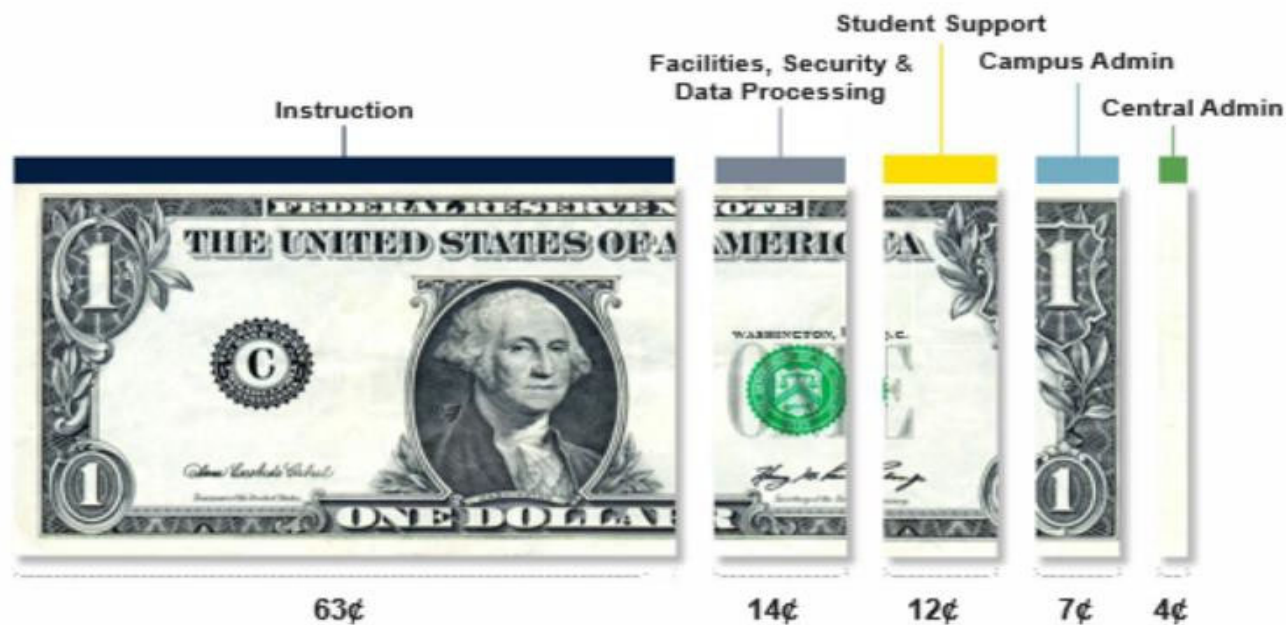


2021-22 ADMINISTRATIVE COST RATIO

El Paso ISD	Socorro ISD	Ysleta ISD	Clint ISD	Canutillo ISD
5.96%	5.55%	7.90%	10.38%	11.77%

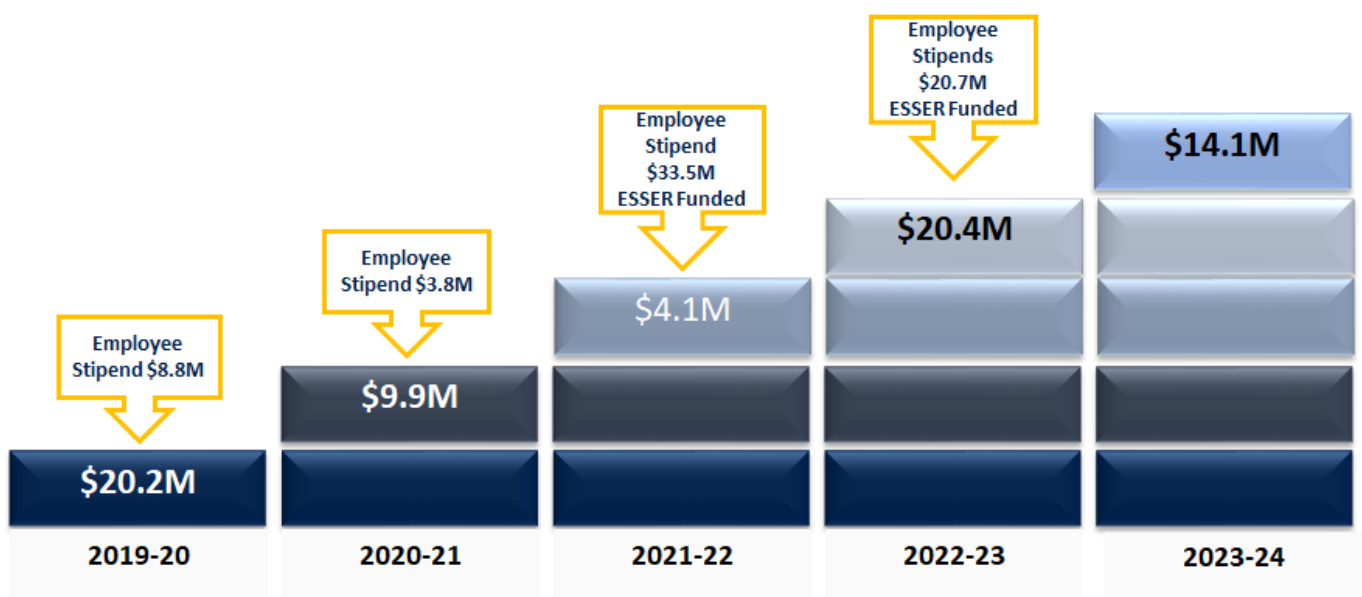
*This information is based on extracts from the Annual Comprehensive Financial Reports (ACFR) and is not intended to present complete financial information. Source: Texas Education Agency (TEA).

2023-24 ADOPTED BUDGET Breakdown of Each Dollar



COMPENSATION History

Total over 5 years – \$68.7M – Local Funds Only



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

2023-24 BUDGET DEVELOPMENT Timeline



2023-24 BUDGET Challenges and Considerations

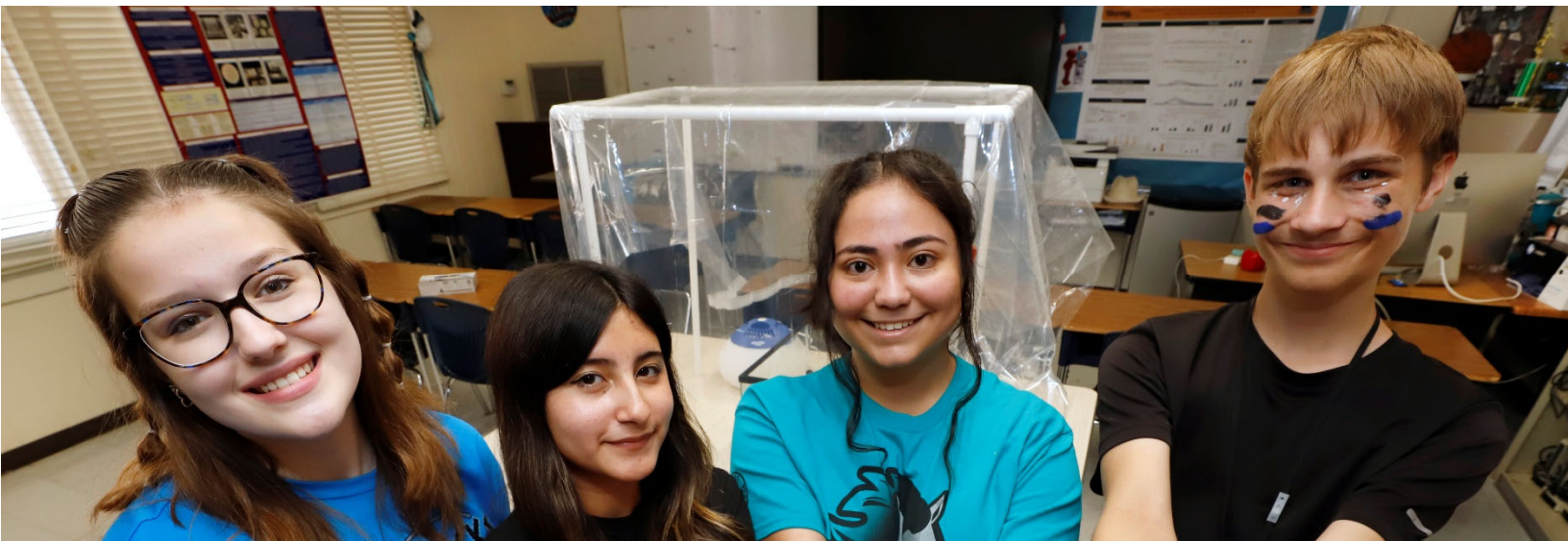
REVENUES	IMPACT TO BUDGET
Net Reduction in Revenue Due to Decline of Approximately 1,099 Students (Enrollment 48,974/ADA 44,785)	(\$6.8M)
Legislative Session - Additional Basic Allotment was not allocated to school districts	(\$3M-\$5M)

EXPENDITURES	IMPACT TO BUDGET
Annual Review of Compensation Pay Structure Alignment	\$5M
Employee Compensation Package	\$7.1M
Increase in Utility Costs	\$3M
Student 1:1 Devices	\$6.5M

2023-24 BUDGET All Funds

	GENERAL FUND	FOOD SERVICES	DEBT SERVICE	GRAND TOTAL	% OF TOTAL
Revenues					
5700-Federal Revenues from Local and Intermed	198,893,344	1,600,000	56,326,957	256,820,301	40.46%
5800-State Program Revenues	324,752,242	160,000	816,936	325,729,178	51.31%
5900-Federal Program Revenues	19,284,976	32,940,590		52,225,566	8.23%
7900-Other Resources				-	0.00%
Total Revenues	542,930,562	34,700,590	57,143,893	634,775,045	100.00%
Expenditures					
00-Balance Sheet / Revenues	1,311,267			1,311,267	0.21%
11-Instruction	294,052,993			294,052,993	46.32%
12-Instruction Resources and Media	6,568,790			6,568,790	1.03%
13-Curriculum & Instr Staff Develop	21,768,011			21,768,011	3.43%
21-Instructional Leadership	7,569,823			7,569,823	1.19%
23-School Leadership	37,723,866			37,723,866	5.94%
31-Guidance, Counseling,Evaluation	23,409,019			23,409,019	3.69%
32-Social Work Services	5,105,571			5,105,571	0.80%
33-Health Services	6,767,619			6,767,619	1.07%
34-Student Transportation	14,414,300			14,414,300	2.27%
35-Food Services		32,858,188		32,858,188	5.18%
36-Extracurricular Activities	14,249,883			14,249,883	2.24%
41-General Administration	15,591,074			15,591,074	2.46%
51-Facilities Maint and Operations	60,246,390	1,842,402		62,088,792	9.78%
52-Security and Monitoring Services	8,326,690			8,326,690	1.31%
53-Data Processing Services	12,665,769			12,665,769	2.00%
61-Community Services	50,440			50,440	0.01%
71-Debt Service	5,430,356		57,143,893	62,574,249	9.86%
81-Facilities Acquisition & Construction	4,200,000			4,200,000	0.66%
99-Other Intergovernmental Charges	3,478,703			3,478,703	0.55%
Total Expenditures	542,930,562	34,700,590	57,143,893	634,775,045	100.00%
Revenues Over (Under) Expenditures					
	-	-	-	-	

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



2023-24 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%
Instruction and Instruction-Related Services					
11-Instruction	294,052,993			294,052,993	91.21%
12-Instruction Resources and Media	6,568,790			6,568,790	2.04%
13-Curriculum & Instr Staff Develop	21,768,011			21,768,011	6.75%
Instruction and Instruction-Related Services Total	322,389,793			322,389,793	50.79%
Instructional & School Leadership					
21-Instructional Leadership	7,569,823			7,569,823	16.71%
23-School Leadership	37,723,866			37,723,866	83.29%
Instructional & School Leadership Total	45,293,689			45,293,689	7.14%
Support Services - Student (Pupil)					
31-Guidance, Counseling, Evaluation	23,409,019			23,409,019	24.18%
32-Social Work Services	5,105,571			5,105,571	5.27%
33-Health Services	6,767,619			6,767,619	6.99%
34-Student Transportation	14,414,300			14,414,300	14.89%
35-Food Services		32,858,188		32,858,188	33.94%
36-Extracurricular Activities	14,249,883			14,249,883	14.72%
Support Services - Student (Pupil) Total	63,946,392	32,858,188		96,804,580	15.25%
Administrative Support Services					
41-General Administration	15,591,074			15,591,074	100.00%
Administrative Support Services Total	15,591,074			15,591,074	2.46%
Support Services - Non-Student Based					
51-Facilities Maint and Operations	60,246,390	1,842,402		62,088,792	74.73%
52-Security and Monitoring Services	8,326,690			8,326,690	10.02%
53-Data Processing Services	12,665,769			12,665,769	15.25%
Support Services - Non-Student Based Total	81,238,848	1,842,402		83,081,250	13.09%
Ancillary Services					
61-Community Services	50,440			50,440	100.00%
Ancillary Services Total	50,440			50,440	0.01%
Debt Service					
71-Debt Service	5,430,356		57,143,893	62,574,249	100.00%
Debt Service Total	5,430,356		57,143,893	62,574,249	9.86%
Capital Outlay					
81-Facilities Acquisition & Constr	4,200,000			4,200,000	100.00%
Capital Outlay Total	4,200,000			4,200,000	0.66%
Intergovernmental Charges					
99-Other Intergovernmental Charges	3,478,703			3,478,703	100.00%
Intergovernmental Charges Total	3,478,703			3,478,703	0.55%
Total Expenditures	542,930,562	34,700,590	57,143,893	634,775,045	100.00%

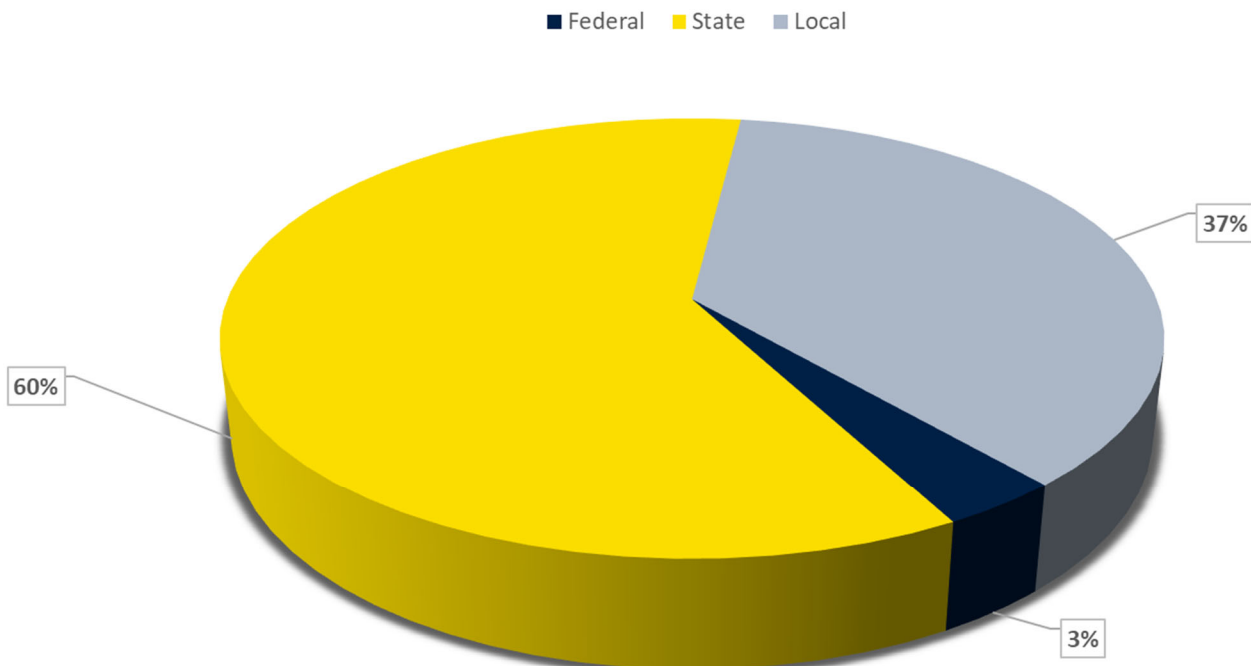
NOTE: Debt Service Fund does not include funds 575 and 577

GENERAL FUND Revenue

General Fund Revenue Comparison By Class Object

CLASS OBJECT	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
5711-Taxes Current Year Levy	186,162,525	185,296,864	(865,661)	-0.47%
5712-Taxes Prior Years	1,895,749	1,886,933	(8,816)	-0.47%
5719-Taxes Penalty and Interest	1,516,599	1,509,547	(7,052)	-0.46%
5729-Services to Other School Districts	100,000	150,000	50,000	50.00%
5739-Tuition and Fees	-	-	-	0.00%
5742-Earnings Temp Dep Invest	2,800,000	8,000,000	5,200,000	185.71%
5743-Building Rentals	75,000	100,000	25,000	33.33%
5748-Transportation - field trips	20,000	-	(20,000)	-100.00%
5749-Miscellaneous Revenue	1,500,000	1,500,000	-	0.00%
5752-Athletic Activity - ticket sales	450,000	450,000	-	0.00%
5700-Revenues from Local and Intermed Total	194,519,873	198,893,344	4,373,471	2.25%
5812-Foundation Entitlement	283,938,829	296,937,242	12,998,413	4.58%
5829-Miscellaneous State Program Reve	-	-	-	0.00%
5831-TRS On Behalf Benefit	27,000,000	27,815,000	815,000	0.00%
5800-State Program Revenues Total	310,938,829	324,752,242	13,813,413	4.44%
5918-ROTC	625,000	625,000	-	0.00%
5929-Federal Revenues dist by TEA	8,700,000	6,078,000	(2,622,000)	-30.14%
5931-SHARS/ Medicare	6,900,659	7,000,000	99,341	1.44%
5941-Impact Aid	4,250,000	4,250,000	-	0.00%
5949-Direct Federal Revenues	835,000	1,331,976	496,976	59.52%
5900-Federal Program Revenues Total	21,310,659	19,284,976	(2,025,683)	-9.51%
Total Revenues	526,769,361	542,930,562	16,161,201	3.07%

2023-24 General Fund Revenue Estimate



GENERAL FUND Expenditures

General Fund Expenditure Comparison By Function

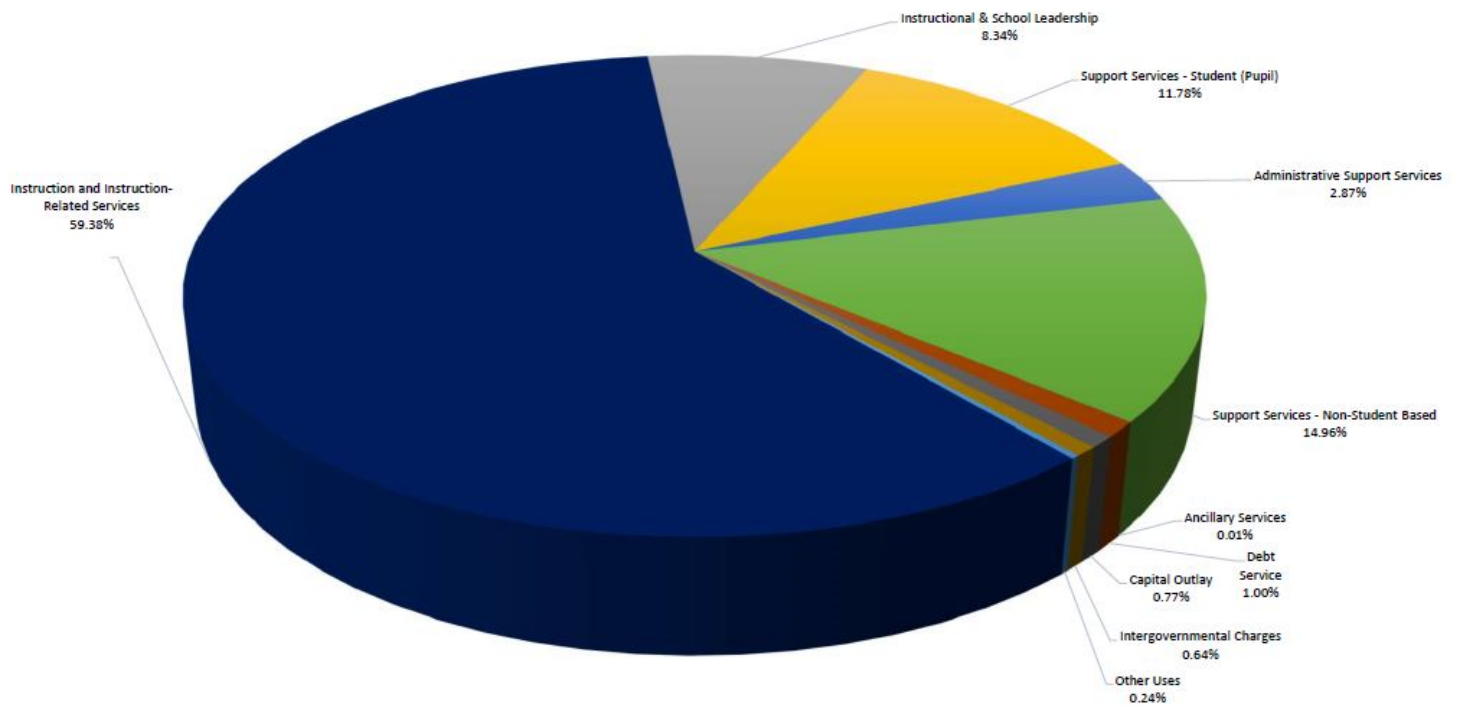
FUNCTION	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
00-Balance Sheet / Revenues	1,311,267	1,311,267	-	0.00%
Other Uses Total	1,311,267	1,311,267	0	0.00%
11-Instruction	293,350,219	294,052,993	702,774	0.24%
12-Instruction Resources and Media	7,459,445	6,568,790	(890,656)	-11.94%
13-Curriculum & Instr Staff Develop	17,501,363	21,768,011	4,266,647	24.38%
Instruction and Instruction-Related Services Total	318,311,028	322,389,793	4,078,765	1.28%
21-Instructional Leadership	6,399,635	7,569,823	1,170,188	18.29%
23-School Leadership	39,035,874	37,723,866	(1,312,009)	-3.36%
Instructional & School Leadership Total	45,435,510	45,293,689	(141,821)	-0.31%
31-Guidance, Counseling, Evaluation	21,054,534	23,409,019	2,354,484	11.18%
32-Social Work Services	4,308,973	5,105,571	796,598	18.49%
33-Health Services	7,009,091	6,767,619	(241,471)	-3.45%
34-Student Transportation	14,096,552	14,414,300	317,748	2.25%
36-Extracurricular Activities	14,498,755	14,249,883	(248,872)	-1.72%
Support Services - Student (Pupil) Total	60,967,905	63,946,392	2,978,487	4.89%
41-General Administration	15,737,127	15,591,074	(146,053)	-0.93%
Administrative Support Services Total	15,737,127	15,591,074	(146,053)	-0.93%
51-Facilities Maint and Operations	54,121,617	60,246,390	6,124,773	11.32%
52-Security and Monitoring Services	8,518,901	8,326,690	(192,211)	-2.26%
53-Data Processing Services	12,628,620	12,665,769	37,149	0.29%
Support Services - Non-Student Based Total	75,269,138	81,238,848	5,969,710	7.93%
61-Community Services	59,916	50,440	(9,476)	-15.82%
Ancillary Services Total	59,916	50,440	(9,476)	-15.82%
71-Debt Service	5,394,471	5,430,356	35,885	0.67%
Debt Service Total	5,394,471	5,430,356	35,885	0.67%
81-Facilities Acquisition & Construction	1,250,000	4,200,000	2,950,000	236.00%
Capital Outlay Total	1,250,000	4,200,000	2,950,000	236.00%
99-Other Intergovernmental Charges	3,033,000	3,478,703	445,703	14.70%
Intergovernmental Charges Total	3,033,000	3,478,703	445,703	14.70%
Total Expenditures	526,769,361	542,930,562	16,161,201	3.07%

General Funds Expenditure Comparison By Major Object

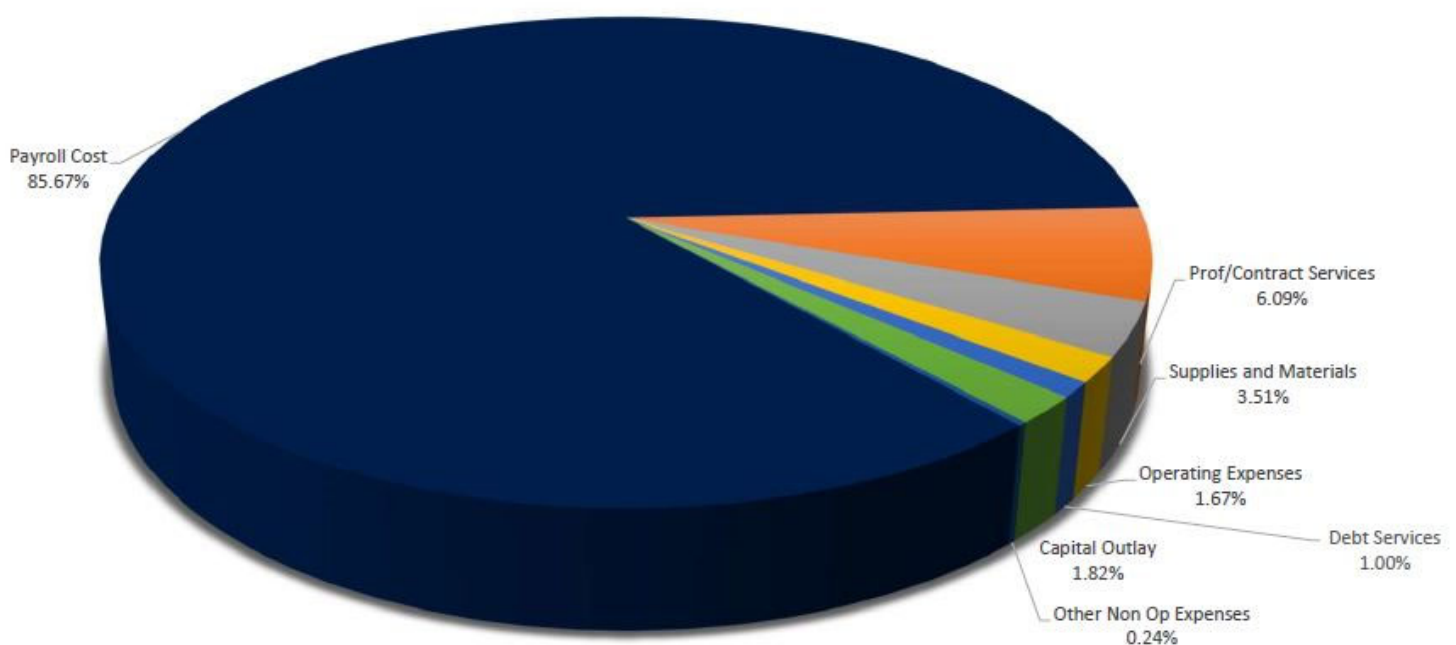
MAJOR OBJECT CODE	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
6100-Payroll Cost	454,157,534	465,153,233	10,995,699	2.42%
6200-Prof/Contract Services	35,985,510	33,061,547	(2,923,963)	-8.13%
6300-Supplies and Materials	18,710,629	19,040,986	330,357	1.77%
6400-Operating Expenses	8,131,902	9,048,452	916,550	11.27%
6500-Debt Services	5,394,471	5,430,356	35,885	0.67%
6600-Capital Outlay	3,078,047	9,884,721	6,806,674	221.14%
8900-Other Non Op Expenses	1,311,267	1,311,267	-	0.00%
Total Expenditures	526,769,361	542,930,562	16,161,201	3.07%

GENERAL FUND Expenditures

2023-24 General Fund Expenditure Estimate by Function



2023-24 General Fund Expenditure Estimate by Major Object



2023-24 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
High School								
001-Andress High School	10,515,540	24,288	155,345	48,185				10,743,358
002-Austin High School	9,210,814	11,366	74,024	44,158				9,340,363
003-Bowie High School	8,662,182	11,423	92,905	48,850				8,815,360
004-Burges High School	10,744,034	16,859	68,778	48,000				10,877,670
005-Coronado High School	14,041,359	43,078	209,275	39,640				14,333,352
006-El Paso High School	10,729,819	23,087	118,965	29,800				10,901,671
008-Irvin High School	8,752,485	10,985	107,176	18,999				8,889,645
009-Jefferson High School	8,528,155	20,627	69,197	16,600				8,634,579
010-Franklin High School	17,884,563	33,230	184,933	64,500				18,167,227
011-Silva Health Magnet	4,120,241	4,896	46,013	2,000				4,173,151
012-Chapin High School	11,604,651	28,793	125,928	54,526		5,000		11,818,899
High School Total	114,793,843	228,633	1,252,539	415,259	-	5,000	-	116,695,274
Middle School								
043-Canyon Hills Middle School	4,648,844	5,030	59,911	2,000				4,715,785
044-Guillen Middle School	3,799,896	4,819	59,270	10,716				3,874,701
045-Charles Middle School	3,223,169	6,320	37,935	0				3,267,424
047-Magoffin Middle School	4,189,286	9,744	43,206	6,264				4,248,500
052-Wiggs Middle School	5,000,146	8,266	68,937	18,500				5,095,848
053-Hornedo Middle School	6,045,412	12,942	103,123	10,279				6,171,755
055-Richardson Middle School	4,343,112	7,267	55,636	9,000				4,415,014
056-Brown Middle School	4,121,761	6,893	64,329	6,000				4,198,983
058-CPT Gabriel Navarrete Middle School	5,265,302	13,490	52,406	12,540				5,343,738
Middle School Total	40,636,929	74,770	544,751	75,299	-	-	-	41,331,749
Elementary School								
103-Aoy Elementary	3,071,638	3,080	22,566	1,000				3,098,284
105-Bliss Elementary	4,241,514	6,607	13,124	15,000				4,276,245
110-Coldwell Elementary	3,745,852	12,176	35,675	3,500				3,797,203
111-Cooley Elementary	3,526,575	6,131	35,591	10,026				3,578,322
112-Crockett Elementary	3,737,675	4,737	29,889	9,000				3,781,301
114-Douglass Elementary	3,903,202	7,406	40,256	13,000				3,963,863
118-Hart Elementary	3,359,307	3,648	24,854	4,900				3,392,709
119-Hawkins Elementary	3,234,097	2,515	28,167	2,500				3,267,279
121-Hillside Elementary	3,810,832	4,464	38,845	11,000				3,865,141
125-Lamar Elementary	2,722,841	3,881	12,381	3,000				2,742,103
128-Logan Elementary	4,504,060	7,235	45,609	5,000				4,561,904
130-Mesita Elementary	7,081,659	12,104	37,577	32,520				7,163,860
131-Milam Elementary	5,364,064	13,112	52,989	8,000				5,438,164
133-Newman Elementary	2,810,166	4,834	24,452	3,500				2,842,952
134-Park Elementary	3,398,843	3,850	26,689	1,467				3,430,849
135-Putnam Elementary	2,726,879	8,054	12,077	2,950				2,749,959
138-Rusk Elementary	2,133,274	6,218	18,553	5,200				2,163,245
141-Stanton Elementary	3,364,111	3,629	21,345	10,000				3,399,085
143-Travis Elementary	2,904,979	2,189	21,626	2,000				2,930,794
146-Western Hills Elementary	3,265,877	5,293	35,588	650				3,307,408
147-White Elementary	3,616,465	4,408	26,544	4,000				3,651,417
148-Zavala Elementary	2,840,145	6,922	11,700	4,555				2,863,322
149-Clendenin Elementary	3,454,272	8,729	28,961	10,100				3,502,062
150-Sunrise Mountain Elementary	3,756,736	6,041	39,875	6,100				3,808,752
151-Cielo Vista Elementary	2,644,101	5,311	21,257	2,145				2,672,814
153-Whitaker Elementary	2,918,013	13,681	24,179	2,500				2,958,373
156-Rivera Elementary	2,821,689	5,968	15,677	650				2,843,983
159-Polk Elementary	4,146,849	7,119	37,946	6,000				4,197,914
161-Nixon Elementary	4,294,751	5,856	40,946	17,500				4,359,053
162-Green Elementary	3,301,215	3,485	31,826	6,600				3,343,127
163-Guerrero Elementary	3,945,190	3,792	35,643	4,000				3,988,625
165-Barron Elementary	3,143,973	6,677	24,747	8,843				3,184,240
166-Kohlberg Elementary	3,985,951	4,531	29,822	6,550				4,026,855
167-Moreno Elementary	3,412,657	8,063	35,533	3,500				3,459,753
168-Tippin Elementary	4,813,544	6,451	37,327	5,000				4,862,322
169-Moye Elementary	3,220,090	3,890	17,724	13,000				3,254,704
174-Herrera Elementary	4,434,112	13,089	44,340	4,500				4,496,040
175-Powell Elementary	4,419,906	9,963	32,379	8,000				4,470,248
177-Lundy Elementary	5,247,478	9,690	44,280	3,000				5,304,448
178-Tom Lea Elementary	5,475,140	12,966	38,996	15,800				5,542,903
182-Dr. Joseph Torres Elementary	4,563,226	10,118	40,138	10,175				4,623,657
183-Coach Archie Duran Elementary	4,603,154	11,275	30,227	16,500				4,661,156
Elementary School Total	157,966,097	289,187	1,267,924	303,231	-	-	-	159,826,438

2023-24 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
PK-8 School								
059-Bobby Joe Hill PK-8	5,571,340	8,131	30,689	20,000				5,630,160
129-General Douglas MacArthur PK-8	7,249,221	10,725	69,062	17,193				7,346,201
170-Dr. Josefina Villamil Tinajero PK-8	8,294,315	11,962	115,256	21,000				8,442,532
172-Charles Q Murphree PK-8	6,547,333	8,150	54,626	9,000				6,619,109
173-Coach Wally Hartley PK-8	8,914,641	24,414	83,288	9,000				9,031,344
184-Don Haskins PK-8	11,265,258	22,070	93,440	19,900				11,400,669
PK-8 School Total	47,842,107	85,453	446,361	96,093	-	-	-	48,470,014
Alternative/Specialty Campus								
007-Center for Career and Technology	3,883,683	23,259	145,142	21,500		-		4,073,584
015-Transmountain Early College High	2,924,547	6,811	23,764	30,254				2,985,376
019-Young Women's Academy	3,437,102	4,930	34,753	31,500				3,508,285
020-College, Career & Tech. Academy	1,619,673	2,040	28,517	7,500				1,657,731
025-Delta Academy	1,887,033	3,127	15,750	4,373				1,910,283
027-Telles Academy	1,409,793	2,300	16,650	4,000				1,432,743
171-About Face Program	513,532		9,250	1,000		-		523,782
Alternative/Specialty Campus Total	15,675,363	42,467	273,826	100,127	-	-	-	16,091,784
Campus Total	376,914,339	720,510	3,785,401	990,010		5,000		382,415,260



2023-24 DEPARTMENT Expenditure Budgets

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	1,047,956	-	258,961	-				1,306,917
701-Superintendent	419,995	24,600	8,500	150,248				603,343
702-Board of Trustees	211,800	37,371	1,000	45,000				295,171
703-Tax Costs		3,478,703						3,478,703
714-Office of Organizational Transformati	253,358		1,309	14,000				268,667
726-Human Resource Services	2,638,995	78,300	22,368	37,015				2,776,678
727-Financial Services	2,216,971	326,352	27,409	33,597		7,055		2,611,384
728-Business Services Office	222,918	5,001	1,510	18,886				248,315
729-Procurement Services	697,065	67,265	3,300	19,425				787,055
730-Audit Services	845,898	60,545	3,653	33,185				943,281
731-Administration Office	273,934	1,200	1,300	11,305				287,739
732-Communications Department	782,025	308,135	20,850	95,800		-		1,206,810
733-BEFM - Budget	554,411	3,500	9,715	25,800				593,426
735-Legal Services	929,498	779,500	6,300	201,400				1,916,698
736-Treasury Services	170,556	63,520	1,123	5,818				241,017
737-Budget and External Financial Manag	302,684							302,684
738-Open Records Requests	149,166	82,000	1,000					232,166
739-Office of Operations Office	170,527	1,201	876	13,429				186,033
740-Procurement & School Resources Dep	173,593							173,593
745-Academics, School Leadership & Tech	287,472		1,820	17,500				306,792
800-Academics Office	239,498	-	1,790	13,000		-		254,288
801-Teaching and Learning	227,044	809,120	90,500	6,300				1,132,964
803-ROTC Programs	307,953	-	3,075	27,982				339,010
807-Learner Support & Interventions	1,169,440	66,000	31,900	25,740				1,293,080
808-Chief of Schools Office	2,634,870	163,700	5,484	22,978				2,827,032
810-Health, Wellness & PE	344,194	1,000	12,112	5,600				362,906
811-Connecting Languages	1,619,952	383,000	464,832	100,600				2,568,384
813-Career & Technical Education	1,143,720	184,800	671,245	236,200		85,000		2,320,965
814-Equity & Stakeholder Engagement	223,211	29,000	3,380	6,750				262,341
816-Student Retention & Truancy Program	1,030,460		6,890	11,740				1,049,090
817-Student & Parent Services	898,577	44,050	4,245	31,000		-		977,872
824-Special Education: Evaluation Service	6,365,388	204,655	143,789	78,750				6,792,582
826-College & Career Readiness and Inno'	790,398	552,250	1,246,760	37,400				2,626,808
828-San Jacinto Adult Learning Cntr	121,847		2,515					124,362
829-Specialized Learning Services	761,833		1,773	13,750				777,356
831-Fine Arts	1,602,200	159,600	76,140	379,225		-		2,217,165
832-Athletics	1,210,552	1,045,000	858,801	881,000		-		3,995,353
833-Academic Competitions	192,210	40,172	30,250	282,500				545,132
836-External Funds & Fund Development	420,761	1,826	970	8,300				431,857
837-Curriculum & Instruction - Literacy	1,136,305		2,000	14,850				1,153,155
838-Curriculum & Instruction - STEM	1,303,258	173,424	42,350	46,500				1,565,532
841-Counseling & Advising	720,520	5,000	7,500	20,150				753,170
842-Digital & Learning Resources	384,116		9,520	5,800				399,436
844-Health Services	515,211	8,500	64,020	8,100		-		595,831
846-Leadership & Talent Development	591,292	10,000	6,764	71,980				680,036
847-Communications Department	336,674							336,674
849-BEFM - External Funding		2,800	6,386	35,500				44,686
850-Special Education: Support Services	4,693,872	764,000	24,425	98,400				5,580,697
851-Early Childhood Learning	137,253	30,000	44,506	29,000				240,759
901-Police Services	3,772,118	50,771	119,983	4,500		-		3,947,371
911-Information Security & Technology	5,737,670	2,818,947	3,310,138	35,500		2,672,260		14,574,515
912-Equity, Analytics, Strategy, Assessme	1,562,029	436,113	98,965	19,240				2,116,347
921-Transportation Services	11,104,972	367,000	1,060,415	8,848				12,541,235
922-School Resources Department	1,494,674	255,260	76,500	3,900				1,830,334
931-Custodial Operations	1,051,279	44,100	127,610	7,355				1,230,344
932-Facilities & Construction	824,325	459,500	19,000	27,000	5,430,356	4,150,000		10,910,181
933-Maintenance Buildings and Ground	10,381,965	16,763,098	2,841,290	28,500		40,000		30,054,853
935-Operations Support Services	201,980	83,758	4,929	500				291,167
953-Health Care	150,405	20,000	2,000					172,405
954-Risk Management	61,958		800	4,380,177				4,442,935
995-D/W - Local	31,363,539	-	580,000	430,000		50,000		32,423,539
996-Lapsed Salaries	(17,230,000)							(17,230,000)
999-Undistributed Org Unit	213,955	368,817	224,242	76,800				883,814
Department Total	94,162,299	31,662,454	12,700,788	8,243,823	5,430,356	7,004,315	1,311,267	160,515,302



2023-24 FOOD SERVICE Budget

	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
Revenues				
5700-Revenues from Local and Intermed	2,500,000	1,600,000	(900,000)	-36.00%
5800-State Program Revenues	187,000	160,000	(27,000)	-14.44%
5900-Federal Program Revenues	31,354,782	32,940,590	1,585,808	5.06%
Total Revenues	34,041,782	34,700,590	658,808	2%

Expenditures by Function

35-Food Services	33,219,696	32,858,188	(361,508)	-1.09%
51-Facilities Maint and Operations	822,086	1,842,402	1,020,316	124.11%
Total Expenditures	34,041,782	34,700,590	658,808	2%

Revenues Over (Under) Expenditures

- - -

MAJOR OBJECT CODE	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
Expenditures				
6100-Payroll Costs	14,649,533	15,203,484	553,951	3.78%
6200-Professional / Contract Services	548,871	1,012,871	464,000	84.54%
6300-Supplies and Materials	18,801,378	18,454,235	(347,143)	-1.85%
6400-Other Operating Expenses	42,000	30,000	(12,000)	-28.57%
6600-Capital Outlay -Land, Bldg,Equip	-	-	-	0.00%
Total Expenditures	34,041,782	34,700,590	658,808	2%

2023-24 DEBT SERVICE Budget

	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
Revenues				
5711-Taxes Current Year Levy	56,011,948	54,813,072	(1,198,876)	-2.14%
5712-Taxes Prior Years	570,386	563,269	(7,117)	-1.25%
5719-Taxes Penalty and Interest	456,309	450,616	(5,693)	-1.25%
5742-Earnings Temp Dep Invest	100,000	500,000	400,000	400.00%
5829-Miscellaneous State Program Reve	-	816,936	816,936	0.00%
7915-Operating Transfers In	-	-	-	0.00%
Total Revenues	57,138,643	57,143,893	5,250	0.01%

Expenditures				
6511-Bond Principal	17,516,111	18,164,117	648,006	3.70%
6521-Interest on Bonds	39,522,532	38,879,776	(642,756)	-1.63%
6599-Other Debt Service Fees	100,000	100,000	-	0.00%
8949-Other Uses	-	-	-	0.00%
Total Expenditures	57,138,643	57,143,893	5,250	0.01%

Revenues Over (Under) Expenditures	-	-	-	
---	----------	----------	----------	--

575 - 2009 QSC SINKING FUND

	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
Interest Revenue	-	500,000	500,000	100.00%
7915-Operating Transfers In	684,059	684,059	-	0.00%
Total Transfer In	684,059	1,184,059	500,000	100.00%

577 - 2017 QSC SINKING FUND

	2023 ADOPTED	2024 PROPOSED	DIFFERENCE	% CHANGE
Interest Revenue	-	75,000	75,000	100.00%
7915-Operating Transfers In	627,208	627,208	-	0.00%
Total Transfer In	627,208	702,208	75,000.00	100.00%





Compensation Plan 2023-24

El Paso ISD Business Services Division

2023 - 2024

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 less 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 2023-2024 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.

2023 - 2024

COMPENSATION PLAN SUMMARY

PERSONNEL COMPENSATION

The Board of Trustees approved as presented the 2023-2024 proposed District's Compensation Package, inclusive of Salary Pay Table Alignments, Equity Adjustments, Extra Performance Pay/Instructional Stipends, Miscellaneous Pay Rates, Substitute Rates and Health Care Contributions for the 2023-2024 school year. Should the 88th Legislature mandate additional compensation to educators and employees not included herein, the District will comply with such mandate.

The proposed compensation is as follows:

1. Employees on step schedules (teachers, librarians, nurses, and student activity managers) will receive a year of experience on the new schedules if employed in the same capacity. The starting pay for teachers, librarians, nurses and student activity managers will be set at \$57,750 annually.
 - a. These employees will receive a general pay increase of **two percent (2%)**.
 - b. The value of a step increase in years of experience is set at an average of \$200 for years zero through five (0-5); an average of \$311 for years six through fourteen (6-14); and \$504 for years fifteen through thirty (15-30).
 - c. Employees above the pay scale (30+ years) will receive a **two percent 2%** 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 of two percent (2%) from mid-point.

Employees 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 administration recommendations. 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 906 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 \$ 10,974,173 to the General Fund and \$2,241,325 to Food & Nutrition Fund

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 2023-2024 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.

2023 - 2024

COMPENSATION PLAN SUMMARY

EPISD Self-Funded Health Care Plan

The EPISD Self-Funded Health Care Plan options will continue to be covered at 100% for Employee Only coverage with no increase in employee premiums for the 2023-2024 Plan year. The plan will continue to offer competitive rates and benefits with greater freedom such as a National Provider Network and Out-of-Network Benefits.

The plan also offers Monetary Wellness Incentives, a dedicated customer service team available 24 hours a day 7 days a week and an annual District contribution to the Health Savings Account (HSA) are provided.

The HSA will be fully funded on the first paycheck of September 2023 in the amount of \$1,000. Any late hires who are eligible to participate in the Health Savings Account will receive a prorated District contribution amount based on their benefit effective date.

OTHER EMPLOYEE BENEFITS

Term Life Insurance	\$20,000
Self-Funded Health Care Plan	\$6,132
Worker's Compensation Fund	\$432
Health Care/Clinics Fund	\$96
Health Savings Account	\$1,000
Parental Leave	10 Days Paid Leave

MISCELLANEOUS PAY - CHANGES

- Tutoring Hourly Rates
- Staff Development Activities
- Childcare Activities
- Miscellaneous Activities
- Summer School/Intersession Rates
- Athletics Management Rates
- Special Education – Summer/Saturday/Intersession Evaluations
- JROTC Rate
- Adult Basic Education Program Rate

EXTRA PERFORMANCE PAY/ INSTRUCTIONAL STIPENDS - CHANGES

- Athletic Stipends
- Fine Arts Stipends

2023 - 2024

COMPENSATION PLAN SUMMARY

EXTRA PERFORMANCE PAY/ INSTRUCTIONAL STIPENDS - CHANGES (cont.)

- Academic Stipends
- Bilingual/SPED Stipends
- One Time Sign-On Bonus – Bus Drivers

SUBSTITUTE PAY – CHANGES

- Nurse – Increase to \$285
- Clerical, Campus Patrol, Custodian, Food Service, Maintenance, Parent Engagement Liaison, Campus Monitor – Increase Rate to \$13.00 p/hour
- Increase rates to EPISD Experience in Specific Positions

SUMMARY

In closing, the total cost of the compensation package proposed is an estimated **\$11,879,079** to the General Fund and **\$2,241,325** to Food & Nutrition Fund.

- **General Pay Increase:**
 - General Fund - **\$11,879,079**
 - General Pay Increase & Adjustments - \$10,974,173
 - Extra Performance/Instructional Stipends - \$904,906
 - Food Services - **\$2,241,325**
- **Extra Performance/Instructional Stipends - \$ 904,906**

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

- 2023-2024 Pay Structures
- 2023-2024 Extra Performance Pay/Instructional Stipends
- 2023-2024 Miscellaneous Pay Rates
- 2023-2024 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

DEA
(REGULATION)

Payroll Schedule	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.
Teachers and Other Non-12-Month Employees	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.
Dock Rates	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.
Exemption Status	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.
Method of Evaluation	<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">1. The relative worth of the position, and2. The experience of the individual.
Job Classification Procedures	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
(REGULATION)

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

DEA
(REGULATION)

**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 *Pay Plans*



EL PASO ISD
it starts with us

2023-2024 Teacher, Librarian, Nurse, and Student Activity Manager Salary Schedule				
Years of Experience	Teacher/Librarian 187 Days	Student Activity Manager 190 Days	Nurse/Librarian 194 Days	Daily Pay
0	\$57,750	\$58,676	\$59,912	\$308.82
1	\$58,175	\$59,108	\$60,353	\$311.10
2	\$58,382	\$59,319	\$60,567	\$312.20
3	\$58,582	\$59,522	\$60,775	\$313.27
4	\$58,782	\$59,725	\$60,982	\$314.34
5	\$58,982	\$59,928	\$61,190	\$315.41
6	\$59,182	\$60,131	\$61,397	\$316.48
7	\$59,382	\$60,335	\$61,605	\$317.55
8	\$59,582	\$60,538	\$61,812	\$318.62
9	\$59,782	\$60,741	\$62,020	\$319.69
10	\$60,182	\$61,147	\$62,435	\$321.83
11	\$60,482	\$61,452	\$62,746	\$323.43
12	\$60,782	\$61,757	\$63,057	\$325.04
13	\$61,082	\$62,062	\$63,368	\$326.64
14	\$61,382	\$62,367	\$63,680	\$328.25
15	\$61,982	\$62,976	\$64,302	\$331.45
16	\$62,382	\$63,383	\$64,717	\$333.59
17	\$62,807	\$63,815	\$65,158	\$335.87
18	\$63,241	\$64,256	\$65,608	\$338.19
19	\$63,675	\$64,697	\$66,059	\$340.51
20	\$64,210	\$65,240	\$66,614	\$343.37
21	\$64,744	\$65,783	\$67,168	\$346.22
22	\$65,277	\$66,324	\$67,721	\$349.07
23	\$65,812	\$66,868	\$68,276	\$351.94
24	\$66,343	\$67,407	\$68,826	\$354.78
25	\$66,878	\$67,951	\$69,381	\$357.64
26	\$67,412	\$68,493	\$69,935	\$360.49
27	\$67,947	\$69,037	\$70,490	\$363.35
28	\$68,481	\$69,580	\$71,044	\$366.21
29	\$69,014	\$70,121	\$71,597	\$369.06
30+	\$69,548	\$70,664	\$72,151	\$371.91

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 2023-2024 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.

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$217.30	\$265.00	\$312.70
	Accountant - Campus	226	207 Days	44,981	54,855	64,729
	Buyer	226	221 Days	48,023	58,565	69,107
	Buyer - ESSER Funding	226	226 Days	49,110	59,890	70,670
	Buyer Food & Nutrition Services	226				
	Coordinator - Facilities & Construction	226				
	Coordinator - Logistics	226				
	Coordinator - Production CNP	221				
	Coordinator - Public Information Office	226				
	Coordinator - Training & Marketing CNP	221				
	Coordinator - Transportation	226				
	Coordinator - Transportation Fleet	226				
	PEIMS Specialist	226				
	Program Asst - Academic Competitions	221				
	Program Asst - Fine Arts	226				
	Program Screener	221				
	Site Manager - Extended Day Learning Center	226				
	Specialist - Digital Media/Stage Lighting/Sound	226				
	Specialist - JROTC Military Property	226				
	Specialist - Pregnancy Related Services	207				
	Training Coordinator	226				
102			Daily	\$244.47	\$298.13	\$351.79
	Accountant - Capital Assets	226	187 Days	45,716	55,750	65,785
	Accountant - FNS	226	192 Days	46,938	57,241	67,544
	Accountant - Payroll Reporting	226	194 Days	47,427	57,837	68,247
	Accountant - Staff	226	212 Days	51,828	63,204	74,579
	Communications Specialist Branding	226	221 Days	54,028	65,887	77,746
	Communications Specialist Multi Media	226	226 Days	55,250	67,377	79,505
	Coordinator - Adult Learning	192				
	Coordinator - Assessment Adult Learning	192				
	Coordinator - BEFM	226				
	Coordinator - Central Distribution	226				
	Coordinator - Central Receiving	226				
	Coordinator - Certification/Web	226				
	Coordinator - Financial Services	226				
	Coordinator - Technology Adult Learning	212				
	Employee Relations Compliance Analyst	226				
	ESSER Accountant	226				
	ESSER Funding LSSP Intern	187				
	ESSER Funding Specialist	226				
	Grant Writer	226				
	Junior Data Analyst	226				
	Music Therapist	221				
	Payment Services Analyst	226				
	Program Accountant	226				
	ROTC Asst	226				
	Safety Officer	226				
	Social Worker	194				
	Social Worker - Adult Learning	192				
	Social Worker - Homeless	221				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
102 cont.					
	Specialist - External Funding	226	Daily \$244.47	\$298.13	\$351.79
	Specialist - FCF Intervention	194	187 Days	45,716	55,750
	Specialist - Student Outreach	194	192 Days	46,938	57,241
			194 Days	47,427	57,837
			212 Days	51,828	63,204
			221 Days	54,028	65,887
			226 Days	55,250	67,377
					79,505
103					
	Assistant Manager - Project	226	Daily \$276.25	\$336.89	\$397.53
	Assistant Manager - Accounts Payable	226	187 Days	51,659	62,998
	Assistant Manager - Payroll	226	194 Days	53,593	65,357
	Budget Analyst	226	210 Days	58,013	70,747
	Compensation Analyst	226	221 Days	61,051	74,453
	Coordinator - Contract Management System	226	226 Days	62,433	76,137
	Coordinator - Early Learning	226			89,842
	Coordinator - Equity	226			
	Coordinator - Family Engagement	226			
	Coordinator - Fund Development And Partnerships	226			
	Coordinator - Health Wellness And Pe	221			
	Coordinator - Policy Services/Special Projects	226			
	Coordinator - Purchasing	226			
	Coordinator - SEL/PBIS ES	226			
	Coordinator - SEL/PBIS HS	226			
	Coordinator - SEL/PBIS MS	226			
	Coordinator - Title I Acquisition	226			
	Financial Analyst	226			
	Internal Auditor	226			
	Manager - Leadership & Talent Development Systems	226			
	Manager - Planetarium Program	226			
	Master Social Worker	194			
	Master Social Worker Bilingual	194			
	Mentor Master Social Worker Bilingual	194			
	Payment Services & Travel Supervisor	226			
	Program Manager - Focus On Children & Families	194			
	Purchasing Agent - Facilities & Construction	226			
	Specialist - Contract	226			
	Specialist - Instructional Technology	226			
	Specialist - Leadership & Talent Development	226			
	Speech Therapist Asst	187			
	Supervisor - Food Service	210			
	Supervisor - Regional Area Maintenance	226			
	Theater Manager	226			
104					
	Auditor - Information Technology	226	Daily \$321.02	\$389.11	\$457.20
	Coordinator - Bond Outreach	226	187 Days	60,031	72,764
	Coordinator - Community Schools	226	194 Days	62,278	75,487
	Coordinator - IT Compliance & Content	226	199 Days	63,883	77,433
	Employee Relations Investigator	226	203 Days	65,167	78,989
	ESSER Funding Project Mgr Construction	226	217 Days	69,661	84,437
	Evaluator	226	221 Days	70,945	85,993
			226 Days	72,551	87,939
					103,327

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
104 cont.			Daily	\$321.02	\$389.11	\$457.20
	Manager - Compliance & Job Cost Accounting	226	187 Days	60,031	72,764	85,496
	Manager - Instructional Technology	226	194 Days	62,278	75,487	88,697
	Manager - Print Shop	226	199 Days	63,883	77,433	90,983
	Orientation & Mobility Specialist	217	203 Days	65,167	78,989	92,812
	Project Manager	226	217 Days	69,661	84,437	99,212
	Project Manager - Architectural	226	221 Days	70,945	85,993	101,041
	Project Manager - Civil	226	226 Days	72,551	87,939	103,327
	Project Manager - Construction	226				
	Project Manager - Homebound Home-Hospital	221				
	Project Manager - HRM Officer	226				
	Senior Budget Analyst	226				
	Senior Executive Coordinator	226				
	Senior External Funding Specialist	226				
	Senior Internal Auditor	226				
	Speech Therapist - Masters	187				
105			Daily	\$338.22	\$412.46	\$486.70
	Assessment Coordinator	226	194 Days	65,615	80,017	94,420
	Audiologist RDSP Deaf Education	194	208 Days	70,350	85,792	101,234
	Coordinator - Academic Competitions	226	221 Days	74,747	91,154	107,561
	Coordinator - After-School Programs	226	226 Days	76,438	93,216	109,994
	Coordinator - Bilingual Operations & Compliance Elementary	226				
	Coordinator - Bilingual Operations & Compliance Secondary	226				
	Coordinator - CTE/Business/Industry	226				
	Coordinator - Extended Learning	226				
	Coordinator - Federal/State Programs	226				
	Coordinator - Improvement Planning	226				
	Coordinator - Leadership and Talent Development	226				
	Coordinator - Leadership and Talent Development	226				
	Coordinator - Legal/Office Of Quality Management	226				
	Coordinator - Library Media Services	226				
	Diagnostician	208				
	Diagnostician - Bilingual	208				
	Facilitator - Advanced Academics	226				
	Facilitator - Athletics	226				
	Facilitator - Career & Technical Education	226				
	Facilitator - Compliance Sped	226				
	Facilitator - DRD	226				
	Facilitator - Early Childhood Learning	226				
	Facilitator - ES Integrated Literacy & Social Studies	226				
	Facilitator - ES Integrated Literacy & Social Studies DL	226				
	Facilitator - ES Mathematics	226				
	Facilitator - ES Reading Language Arts	226				
	Facilitator - ES Reading Language Arts DL	226				
	Facilitator - ES Science	226				
	Facilitator - ES Science DL	226				
	Facilitator - ES Science GT	226				
	Facilitator - Innovative Programming	226				
	Facilitator - Instructional Support	226				
	Facilitator - Instrumental Music	226				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum																				
105 cont.			<table><tr><th>Daily</th><th>\$338.22</th><th>\$412.46</th><th>\$486.70</th></tr><tr><td>194 Days</td><td>65,615</td><td>80,017</td><td>94,420</td></tr><tr><td>208 Days</td><td>70,350</td><td>85,792</td><td>101,234</td></tr><tr><td>221 Days</td><td>74,747</td><td>91,154</td><td>107,561</td></tr><tr><td>226 Days</td><td>76,438</td><td>93,216</td><td>109,994</td></tr></table>			Daily	\$338.22	\$412.46	\$486.70	194 Days	65,615	80,017	94,420	208 Days	70,350	85,792	101,234	221 Days	74,747	91,154	107,561	226 Days	76,438	93,216	109,994
Daily	\$338.22	\$412.46	\$486.70																						
194 Days	65,615	80,017	94,420																						
208 Days	70,350	85,792	101,234																						
221 Days	74,747	91,154	107,561																						
226 Days	76,438	93,216	109,994																						
	Facilitator - JROTC	226																							
	Facilitator - Montessori	226																							
	Facilitator - OT & PT	226																							
	Facilitator - PK - Sped	226																							
	Facilitator - PreK - Dual Language	226																							
	Facilitator - Secondary ESL & Dual Language	226																							
	Facilitator - Secondary ESL & LOTE	226																							
	Facilitator - Secondary Mathematics	226																							
	Facilitator - Secondary Reading Language Arts	226																							
	Facilitator - Secondary Reading Language Arts GT	226																							
	Facilitator - Secondary Science	226																							
	Facilitator - Secondary Social Studies	226																							
	Facilitator - Secondary Social Studies and Special Education	226																							
	Facilitator - Social Studies	226																							
	Facilitator - Special Education	226																							
	Facilitator - Visual Arts	226																							
	Facilitator - Vocal Music/Theater Arts/Dance	226																							
	Manager - Accounts Payable	226																							
	Manager - Audit	226																							
	Manager - Campus Accounting & Compliance	226																							
	Manager - Payroll	226																							
	Mentor Diagnostician	208																							
	Mentor Diagnostician Bilingual	208																							
	Occupational Therapist	221																							
	Physical Therapist	221																							
	Project Manager - DODEA Grant	226																							
	Senior Communications Specialist	226																							
	Student Intake & Transition Admin TTIPS	226																							
	Studio Producer	226																							
	Supervisor - Audit	226																							
106			<table><tr><th>Daily</th><th>\$358.51</th><th>\$437.21</th><th>\$515.91</th></tr><tr><td>192 Days</td><td>68,834</td><td>83,944</td><td>99,055</td></tr><tr><td>203 Days</td><td>72,778</td><td>88,754</td><td>104,730</td></tr><tr><td>221 Days</td><td>79,231</td><td>96,623</td><td>114,016</td></tr><tr><td>226 Days</td><td>81,023</td><td>98,809</td><td>116,596</td></tr></table>			Daily	\$358.51	\$437.21	\$515.91	192 Days	68,834	83,944	99,055	203 Days	72,778	88,754	104,730	221 Days	79,231	96,623	114,016	226 Days	81,023	98,809	116,596
Daily	\$358.51	\$437.21	\$515.91																						
192 Days	68,834	83,944	99,055																						
203 Days	72,778	88,754	104,730																						
221 Days	79,231	96,623	114,016																						
226 Days	81,023	98,809	116,596																						
	Asst Director - Athletics	226																							
	Asst Director - Athletics-Game Management/Budget	226																							
	Asst Director - Budget	226																							
	Asst Director - Communications	226																							
	Asst Director - Community Schools	226																							
	Asst Director - Distribution P & Sr	226																							
	Asst Director - Employee Benefits	226																							
	Asst Director - External Funding	226																							
	Asst Director - Food & Nutrition Service (FNS) Information System	226																							
	Asst Director - Food Services	226																							
	Asst Director - Fund Development & Partnerships	226																							
	Asst Director - Grant Accounting & Reporting	226																							
	Asst Director - Health Services	226																							
	Asst Director - Leadership & Talent Development	226																							
	Asst Director - Public Relations	226																							
	Asst Director - Receiving P & SR	226																							
	Asst Director - Student & Parent Services	226																							
	Asst Director - Student & Parent Services PEIMS	226																							

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
106 cont.			Daily	\$358.51	\$437.21	\$515.91
	Asst Director - Transportation	226	192 Days	68,834	83,944	99,055
	Coordinator - PEIMS	226	203 Days	72,778	88,754	104,730
	Coordinator - Regional Day School for The Deaf AI & VI Itinerant	226	221 Days	79,231	96,623	114,016
	Energy Manager Maintenance	226	226 Days	81,023	98,809	116,596
	Facilitator - Evaluation	226				
	Facilitator - LSSP & MSW	226				
	Facilitator - SLP	226				
	LSSP Ma/Eds	221				
	LSSP Ma/Eds 203	203				
	LSSP Ma/Eds Bilingual	221				
	Mentor LSSP Ma/Eds Bilingual	221				
	Mentor Speech Therapist - CCC	192				
	Speech Therapist - CCC	192				
	Speech Therapist - CCC Bilingual	192				
	Speech Therapist - CCC Play	192				
107			Daily	\$380.02	\$463.44	\$546.86
	Administrator Adult Learning	226	226 Days	85,885	104,737	123,590
	Coordinator - 504/RTI/Dyslexia	226				
	Coordinator - Academic Operations	226				
	Coordinator - Advanced Academics	226				
	Coordinator - Career Programs CTE	226				
	Coordinator - CTE Student Support	226				
	Coordinator - Employee Relations	226				
	Coordinator - Title I Instructional	226				
	Facilitator - Schools Division	226				
	Manager - Compensation & Employment Compliance	226				
	Operations Mgr Supt/Board of Managers	226				
	Senior Data Analyst	226				
108			Daily	\$402.83	\$491.25	\$579.68
	Director - Accountability and Assessment	226	226 Days	91,040	111,023	131,008
	Director - Accounting & Reporting Services	226				
	Director - Athletics	226				
	Director - Budget & External Financial Mgmt	226				
	Director - Career & Technical Education	226				
	Director - Community Engagement	226				
	Director - Connecting Languages	226				
	Director - Counseling & Advising	226				
	Director - Custodial Operations	226				
	Director - Digital & Learning Resources	226				
	Director - Early Learning	226				
	Director - Employee Benefits	226				
	Director - ES Personnel & Recruiting	226				
	Director - Extended Day Learning Center	226				
	Director - External Funds & Fund Development	226				
	Director - Facilities & Construction	226				
	Director - Fine Arts	226				
	Director - Food Services	226				
	Director - Health Services	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
108 cont.			Daily	\$402.83	\$491.25	\$579.68
	Director - Health Wellness & PE	226	226 Days	91,040	111,023	131,008
	Director - HS Personnel & Recruiting	226				
	Director - Innovative Programming	226				
	Director - Leadership & Talent Development	226				
	Director - Literacy	226				
	Director - Maintenance Buildings Grounds	226				
	Director - MS Personnel & Recruiting	226				
	Director - Risk Management	226				
	Director - SEL	226				
	Director - Special Education Evaluation Services	226				
	Director - Special Education Instructional Programs	226				
	Director - Special Education Support Services	226				
	Director - STEM	226				
	Director - Strategy & Evaluation	226				
	Director - Student Retention & Truancy Prevention	226				
	Director - Support Personnel	226				
	Director - Transportation	226				
	Director - Whole Learner	226				
109			Daily	\$435.05	\$530.55	\$626.05
	Assistant General Counsel	226	226 Days	98,321	119,904	141,487
	Exec Director - Administrative Services	226				
	Exec Director - Analytics Strtgy Assmt & PEIMS	226				
	Exec Director - Budget & External Financial Management	226				
	Exec Director - College & Career Readiness and Innovation	226				
	Exec Director - Employee Relations	226				
	Exec Director - Equity And Stakeholder Engagement	226				
	Exec Director - Facilities And Construction	226				
	Exec Director - Financial Services	226				
	Exec Director - Leadership & Talent Development	226				
	Exec Director - Operation Support Services	226				
	Exec Director - Procurement & School Resources	226				
	Exec Director - Specialized Learning Services	226				
	Exec Director - Strategic Planning & Design	226				
	Exec Director - Student & Parent Services	226				
	Exec Director - Talent Acquisition & Personnel Administration	226				
	Exec Director - Teaching & Learning	226				
	Exec Director - Whole Learner Support and Intervention	226				
	Executive Principal, Elementary	226				
	Executive Principal, Secondary	226				
	Treasurer	226				
110			Daily	\$541.63	\$660.53	\$779.43
	Asst Superintendent - Elementary	226	226 Days	122,408	149,280	176,151
	Asst Superintendent - Information Security & Technology	226				
	Asst Superintendent - Secondary	226				
	Asst Superintendent - Student Services	226				
	Chief Communications Officer	226				
	Chief Internal Auditor	226				
	Chief Police Services	226				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
111			Daily	\$633.22	\$762.91	\$892.60
	Chief Academic Officer	226	226 Days	143,108	172,418	201,728
	Chief Financial Officer	226				
	Chief Human Capital Management Officer	226				
	Chief Operations Officer	226				
	Chief Organizational Transformation & Equity	226				
	Chief Schools Officer	226				
112			Daily	\$797.85	\$961.27	\$1,124.69
	Deputy Superintendent - Academics	226	226 Days	180,314	217,247	254,180
	Deputy Superintendent - Administration	226				
	General Counsel	226				

Campus Leadership Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Daily	\$316.35	\$370.00	\$423.65
	Assistant Principal Elementary School	217	217 Days	68,648	80,290	91,932
202			Daily	\$332.17	\$388.50	\$444.83
	Asst Principal - AEP	217	217 Days	72,081	84,305	96,528
	Asst Principal - MS	217				
	Asst Principal - PreK-8	217				
203			Daily	\$348.78	\$407.93	\$467.08
	Assistant Principal - HS 226	226	226 Days	78,824	92,192	105,560
	Assistant Principal - HS Guidance & Instr	226				
	Asst Principal - HS	226				
204			Daily	\$373.20	\$436.49	\$499.78
	Principal - ES	226	226 Days	84,343	98,647	112,950
	Principal Montessori	226				
205			Daily	\$418.00	\$467.04	\$516.08
	Principal - CTE	226	226 Days	94,468	105,551	116,634
	Principal - ECHS	226				
	Principal - MS	226				
	Principal - PreK-8	226				
	Principal - Specialty Campuses	226				
206			Daily	\$472.35	\$527.76	\$583.17
	Principal - HS	226	226 Days	106,751	119,274	131,796

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
C01			Daily	\$302.61	\$367.09	\$431.55
	Counselor - Deaf Education	199	194 Days	58,706	71,215	83,721
	Counselor - ES	194,226	199 Days	60,219	73,051	85,878
	Counselor - ES AEP	194	226 Days	68,390	82,962	97,530
	Counselor - Homebound	199				
	Counselor - MS	199				
C03			Daily	\$323.17	\$392.20	\$461.20
	Counselor - HS	204	204 Days	65,927	80,009	94,085
	Counselor - HS CTE	206	206 Days	66,573	80,793	95,007
	Counselor - HS Specailty	204				
	Counselor - Lead ES	206				
	Counselor - Lead HS	206				
	Counselor - Lead MS	206				
	Counselor - Supplemental	204				

Clerical Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
-----------	-----------	-----------	---------	----------	---------

301		
	Campus Monitor, ES	180
	Traffic Monitor	180

Hourly	\$13.00	\$15.50	\$18.00
180 Days	18,720	22,320	25,920

302		
	Clerk - Campus	184
	Office Assistant Campus	184
	Specialist - SERS Inventory Control	221

Hourly	\$14.00	\$16.77	\$19.54
184 Days	20,608	24,685	28,763
221 Days	24,752	29,649	34,547

303		
	Asst Registrar	195
	Clerk - Adult Learning	221
	Clerk I - Bookroom/Media HS	194
	Clerk I - Bookroom/Media MS	189
	Clerk I - Department	221
	Clerk I - LPAC	194
	Department Clerk - 303	221
	Department Clerk - Health Services	194
	Family and Community Liaison	184
	Military Family Liaison	184
	Parent Engagement Liaison - PT	180
	Parent Engagement Liaison/Campus Clerk	184
	Receptionist - Ed Center	221

Hourly	\$14.75	\$17.66	\$20.57
180 Days	21,240	25,430	29,621
184 Days	21,712	25,996	30,279
189 Days	22,302	26,702	31,102
194 Days	22,892	27,408	31,925
195 Days	23,010	27,550	32,089
221 Days	26,078	31,223	36,368

304		
	Attendance Clerk - ES	204
	Attendance Clerk - HS	194
	Attendance Clerk - MS	204
	Attendance/Bookroom TMECH	204
	Clerk - Senior SERS	221
	Clerk II - Department	221
	Clerk II - SEMS	221
	Clerk II - Worker Compensation	221
	Coordinator - ES/MS Transcript	221
	Customer Service Representative	221
	Department Clerk 304	221
	Secretary - Adult Learning	221
	Secretary - Asst Director	221
	Senior Clerk Transfers - Guardianships & SPED	221
	Specialist - Service Records	221

Hourly	\$15.50	\$18.57	\$21.64
194 Days	24,056	28,821	33,585
204 Days	25,296	30,306	35,316
221 Days	27,404	32,832	38,260

Clerical Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
-----------	-----------	-----------	---------	----------	---------

305		
Clerk - Accounts Payable	221	
Clerk - Medicaid	221	
Clerk - Title I Entitlement Accounting	221	
Coordinator - HS Transcript	221	
Maintenance Dispatcher	221	
PEIMS Clerk - ES	217, 221	
PEIMS Clerk - HS	204, 221	
PEIMS Clerk - MS	221	
Registrar	221	
Registrar - Alt	221	
Registrar - MS	221	
Registrar/PEIMS - Alt	221	
Secretary - Board Services	221	
Secretary - Construction	221	
Secretary - LLR	221	
Secretary - Principal ES	217	
Secretary - Special Programs	221	
Senior Clerk	221	
Senior Clerk - FNS Purchasing	221	
Specialist - HR Communications	221	
Specialist - Human Resources	221	
Specialist - Imaging/Records	221	

Hourly	\$16.28	\$19.50	\$22.72
204 Days	26,569	31,824	37,079
217 Days	28,262	33,852	39,442
221 Days	28,783	34,476	40,169

306		
Campus Business Agent - HS	221	
Clerk - Accounting	221	
Clerk - Accounting IT	221	
Clerk - Discipline	221	
Clerk - Lead LPAC	221	
Clerk - Lead PEIMS	221	
Clerk - PEIMS	221	
Clerk - Senior Attendance	221	
Lead Customer Service Representative	221	
Registrar - HS	221	
Secretary - Chief of Police	221	
Secretary - Principal	221	
Secretary - Principal Alt	221	
Secretary - Principal MS	221	
Secretary - Principal/Business Agent	221	
Secretary - Superintendent/Open Records	221	
Specialist - Benefits	221	
Specialist - Customer Service Alpha Initiative	221	

Hourly	\$17.68	\$21.16	\$24.64
221 Days	31,258	37,411	43,564

Clerical Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
-----------	-----------	-----------	---------	----------	---------

306 cont.		
Specialist - Payroll	221	
Specialist - Payroll Reporting	221	
Travel Specialist	221	

Hourly	\$17.68	\$21.16	\$24.64
221 Days	31,258	37,411	43,564

307		
Administrative Assistant	221	
Administrative Specialist - CTE	221	
Assistant - Employee Relations	221	
Coordinator - Accounting	221	
Coordinator - Workers Compensation	221	
HR Graphics/Web Specialist	221	
Office Manager	221	
Registrar Lead	221	
Secretary - Director	221	
Secretary - Principal HS	221	
Senior Specialist - Payroll	221	
Specialist - Accounting CTE	221	
Specialist - Purchasing	221	
Specialist - Treasury	221	
Staffing Asst	221	

Hourly	\$19.44	\$23.28	\$27.12
221 Days	34,370	41,159	47,948

308		
Coordinator - Benefits	221	
Coordinator - HR Compensation	221	
Coordinator - Payroll	221	
Coordinator - Substitute	221	
Executive Assistant	221	

Hourly	\$22.00	\$26.19	\$30.38
221 Days	38,896	46,304	53,712

309		
Para Legal	226	
Senior Administrative Assistant	221	
Senior Administrative Assistant Board Services	221	

Hourly	\$24.75	\$29.46	\$34.17
221 Days	43,758	52,085	60,413
226 Days	44,748	53,264	61,779

310		
Exec Admin Asst - Superintendent	221	

Hourly	\$28.00	\$33.33	\$38.66
221 Days	49,504	58,927	68,351

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Hourly	\$13.00	\$15.75	\$18.50
	Building Maintenance Technician I	238	238 Days	24,752	29,988	35,224
	Custodian	238				
402			Hourly	\$13.50	\$16.38	\$19.26
	Asst Head Custodian	238	184 Days	19,872	24,111	28,351
	Athletic Groundskeeper	238	238 Days	25,704	31,188	36,671
	Campus Patrol	184				
	Maintenance Grounds Assistant	238				
403			Hourly	\$14.00	\$17.04	\$20.08
	Apprentice - Electrician	238	197 Days	22,064	26,855	31,646
	Apprentice - HVAC	238	238 Days	26,656	32,444	38,232
	Apprentice - Kitchen Equipment Preventative	238				
	Apprentice - Kitchen Refrigeration Equipment	238				
	Apprentice - Plumber	238				
	Apprentice - Refrigeration/Boiler Repair	238				
	Crew Leader - Gardener	238				
	Custodial Equipment Repair Technician	238				
	Head Custodian - ES	238				
	Head Custodian - Non-Instructional Small Facility	238				
	Painter	238				
	Warehouse Supply Asst	197				
404			Hourly	\$15.50	\$18.79	\$22.08
	Building Maintenance Technician II	238	189 Days	23,436	28,410	33,385
	Crew Leader - HVAC Impact	238	226 Days	28,024	33,972	39,921
	Crew Leader - Kitchen Equipment Preventative	238	238 Days	29,512	35,776	42,040
	Crew Leader - Painter	238				
	Engineering Technician	226				
	Gardener/Irrigation Tech	238				
	Head Custodian MS	238				
	Heavy Equipment Operator	238				
	Locksmith	238				
	Musical Instrument Repairman	238				
	Printer	226				
	Professional Theater Technician	238				
	Records Archives Assistant	238				
	Residence/Attendance Investigator	189				
	Roofer	238				
	Specialist - Material Parts	238				
	Specialist I - Fixed Asset	238				
	Warehouse Worker	238				
	Warehouse Worker - Textbooks	238				
	Welder	238				

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
405			Hourly	\$17.25	\$20.91	\$24.57
	Head Custodian - Non-Instructional Large Facility	238	238 Days	32,844	39,813	46,781
	Head Custodian HS	238				
406			Hourly	\$18.80	\$22.79	\$26.78
	Evaporator Cooler/Heater Repairman	238	226 Days	33,990	41,204	48,418
	Fixed Asset Specialist II	238	238 Days	35,795	43,392	50,989
	Graphic Artist	226				
	Piano Technician	238				
	Section Leader - Warehouse	238				
	Senior Cabinetmaker	238				
	Senior Instrument Repairman	238				
	Senior Locksmith	238				
	Specialist - Warehouse Inventory Control	238				
407			Hourly	\$20.45	\$24.79	\$29.13
	Boiler Repairman	238	238 Days	38,937	47,200	55,464
	Electrician	238				
	Electronics Technician	238				
	FNS Contract Parts Specialist	238				
	Heat Vent & A/C Mechanic	238				
	Kitchen/Refrigeration Equipment Technician	238				
	Plumber	238				
	Refrigeration Equip Repair	238				
	Security System Technician	238				
408			Hourly	\$22.25	\$26.97	\$31.69
	Custodian Inspector	238	226 Days	40,228	48,762	57,296
	Facilities Energy Mgmt Eqp Technician	238	238 Days	42,364	51,351	60,338
	Foreman - Athletics Grounds Crew	238				
	Foreman - Paint Shop	238				
	Foreman - Print Shop	226				
	Foreman - Regional Area Maintenance	238				
409			Hourly	\$24.25	\$29.40	\$34.55
	Foreman - Alarm/Electronics	238	238 Days	46,172	55,978	65,783
	Foreman - Boilers	238				
	Foreman - Electrical Shop	238				
	Foreman - HVAC	238				
	Foreman - Kitchens	238				
	Foreman - Plumbing Shop	238				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
501			Hourly	\$19.20	\$23.00	\$26.80
	Computer Graphic Artist	226	226 Days	34,714	41,584	48,454
	Multimedia Photographer	226				
	Support Specialist - IT Tier I	226				
	Technology Cable Installer	226				
502			Hourly	\$21.13	\$25.30	\$29.47
	Security Surveillance Technician IT	238	226 Days	38,243	45,791	53,338
	Support Specialist - IT Tier II	226	238 Days	40,232	48,171	56,111
	Technology Specialist CNP	238				
503			Hourly	\$24.73	\$29.61	\$34.49
	IT Support Hardware Tier 2	226	226 Days	44,712	53,535	62,358
	Specialist - Video Production	226				
	Systems Support Analyst	226				
504			Daily	\$226.10	\$272.41	\$318.72
	Support Specialist - Business Application	226	226 Days	51,099	61,565	72,031
	Support Specialist - Enterprise Systems Tier II	226				
	Support Specialist - Student Systems Application	226				
	Web Developer I	226				
505			Daily	\$266.80	\$321.44	\$376.08
	Information Security - Network Administrator	226	226 Days	60,297	72,645	84,994
	Information Security - Systems Administrator	226				
	IT Analyst	226				
	IT Application Specialist	226				
	Programmer/Analyst	226				
	Systems Administrator	226				
506			Daily	\$317.48	\$382.51	\$447.54
	Configuration Management Administrator	226	226 Days	71,750	86,447	101,144
	Coordinator - IT Project	226				
	Network Administrator	226				
	Programmer/Analyst Sr	226				
	Programmer/Analyst Sr Web	226				
	Special Systems Coordinator	226				
	Technology Services Communication Systems Coordinator	226				
507			Daily	\$336.53	\$405.46	\$474.39
	Administrator Deployment and Technical Support	226	226 Days	76,056	91,634	107,212
	Manager - Web & Business Solutions	226				
	Network Engineer	226				
508			Daily	\$370.19	\$446.01	\$521.83
	Manager - Student Systems	226	226 Days	83,663	100,798	117,934
	Manager - Technology Support	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
509			Daily	\$405.94	\$486.15	\$566.36
	Director - IT Operations	226	226 Days	91,742	109,870	127,997
	Director - Technology Services Applications	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
601			Hourly	\$17.00	\$20.00	\$23.00
	Police Dispatcher/Alarm System Monitor	250	250 Days	34,000	40,000	46,000
602			Hourly	\$21.15	\$25.18	\$29.21
	Police Officer	250	250 Days	42,300	50,360	58,420
603			Hourly	\$27.49	\$32.73	\$37.97
	Police Sergeant	250	250 Days	54,980	65,460	75,940
604			Daily	\$272.73	\$324.68	\$376.63
	Police Lieutenant	250	226 Days	61,637	73,378	85,118
	Safe and Secure Schools Manager	226	250 Days	68,183	81,170	94,158

Food and Nutrition Services Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
701			Hourly	\$13.00	\$15.75	\$18.50
	Specialist - Food Service	184	184 Days	19,136	23,184	27,232
702			Hourly	\$14.16	\$17.17	\$20.18
	Cook	184	184 Days	20,844	25,274	29,705
703			Hourly	\$15.56	\$18.86	\$22.15
	Asst Manager - Cafeteria	184	184 Days	22,904	27,762	32,605
704			Hourly	\$16.67	\$20.09	\$23.50
	Cafeteria Manager - ES	184	184 Days	24,538	29,572	34,592
	Catering Manager	188	188 Days	25,072	30,215	35,344
705			Hourly	\$18.35	\$22.11	\$25.88
	Cafeteria Manager - MS/HS	184	184 Days	27,011	32,546	38,095
706			Hourly	\$19.83	\$23.89	\$27.95
	Manager - Quality Control	204	204 Days	32,363	38,988	45,614

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
801			Monthly	\$5,822	\$7,100	\$8,378
	Athletic Trainer	11	11 Months	64,042	78,100	92,158

Instructional Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
901			Hourly \$13.00	\$15.50	\$18.00
	Monitor CDL Lab	184	184 Days	19,136	26,496
	Monitor Computer Lab	184		22,816	
	Monitor Library	184			
902			Hourly \$13.50	\$16.28	\$19.06
	Paraprofessional Early Childhood	184	184 Days	19,872	28,056
	Paraprofessional Instruction	184		23,964	
	Paraprofessional Multi-Age	184			
	Paraprofessional Pre-K	184			
903			Hourly \$14.00	\$16.87	\$19.74
	Group Leader - Extended Day Learning Center	226	184 Days	20,608	29,057
	Paraprofessional Special Education	184	226 Days	25,312	35,690
	Paraprofessional Support	184			
904			Hourly \$14.50	\$17.47	\$20.44
	Para LPAC	194	184 Days	21,344	30,088
	Paraprofessional Deaf Education	184	190 Days	22,040	31,069
	Paraprofessional Early Childhood Sped	184	194 Days	22,504	31,723
	Paraprofessional Job Coach Developer	190		27,113	
	Paraprofessional Self-Contained Classroom	184			
	Paraprofessional Sped AEP Program	184			
905			Hourly \$15.45	\$18.61	\$21.77
	Certified Medical Asst	184	184 Days	22,742	32,045
	Paraprofessional Communication Aide	184		27,394	
	Paraprofessional Visually Impaired	184			
909			Hourly \$20.67	\$24.90	\$29.13
	Certified Sign Language Interpreter	184	184 Days	30,426	42,879
910			Hourly \$27.49	\$33.12	\$38.75
	Certified Occupational Therapist Asst	221	221 Days	48,602	68,510
	Physical Therapist Assistant	221		58,556	

Transportation Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
TR1			Hourly	\$13.50	\$15.75	\$17.75
	Bus Monitor	182	182 Days	19,656	22,932	25,844
TR2			Hourly	\$14.40	\$17.46	\$20.52
	Driver (non-CDL)	179	179 Days	20,621	25,003	29,385
TR3			Hourly	\$15.50	\$18.78	\$22.07
	Apprentice - Auto Shop Technician	238	238 Days	29,512	35,757	42,021
TR4			Hourly	\$18.96	\$22.85	\$26.74
	Auto Shop Technician	238	238 Days	36,100	43,506	50,913
	Auto Parts Specialist	238				
TR5			Hourly	\$21.00	\$25.31	\$29.62
	Auto Body Repairman	238	212 Days	35,616	42,926	50,236
	Bus Dispatcher	238	238 Days	39,984	48,190	56,396
	Transportation Dispatcher	212				
TR6			Hourly	\$22.45	\$27.05	\$31.65
	Auto Shop Lead Technician	238	238 Days	42,745	51,503	60,262
	Coordinator - Asst. Transportation	238				
	Route Specialist - Sp Ed	238				
TR7			Hourly	\$24.25	\$29.21	\$34.18
	Assistant Auto Shop Fleet Coordinator	238	238 Days	46,172	55,616	65,079
BD1			Hourly	\$20.00	\$24.00	\$28.00
	Bus Driver	182	182 Days	29,120	34,944	40,768
BD2			Hourly	\$21.00	\$25.20	\$29.40
	Lead Bus Driver	238	212 Days	35,616	42,739	49,862
	Lead Bus Driver I	212	238 Days	39,984	47,981	55,978



Extra Performance & Instructional Stipends



EL PASO ISD
it starts with us



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

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

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

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

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

ATHLETICS – ^{AS}	
High School Athletic Coordinators	\$5,000
Middle School Coordinator	\$3,000
Athletic Trainers	\$6,500

HIGH SCHOOL COACHES – ^{AS}	
<ul style="list-style-type: none"> • The coaching extra performance pay includes the specified stipend and, if applicable 5 or 10 extra days of pay at the coaches' daily teacher rate of pay. No more than 15 extra days will be paid regardless of the number of coaching assignments. 	
Football	
Varsity	\$16,500
Offensive/Defensive Coordinators	\$12,000
Assistant Varsity	\$10,500
Co-Coordinator*	\$9,100
<p>*If opting for a Football Co-coordinator Model, the campus will:</p> <ul style="list-style-type: none"> • Assign Offensive and/or Defensive Co-coordinators from existing staff allocations, • Utilize the existing Offensive Coordinator and Assistant Coach positions to create two (2) Offensive Co-coordinator positions, or • Utilize the existing Defensive Coordinator and Assistant Coach positions to create two (2) Defensive Co-coordinator positions. • Not increase staffing/coaching assignments in order to implement the model. • Designate the model before the beginning of the season and maintain the model throughout the season. 	
Basketball	
Varsity	\$11,500
Assistant Varsity (3 Positions)	\$6,000



HIGH SCHOOL COACHES — AS	
Volleyball	
Varsity	\$10,500
Assistant Varsity (3 Positions)	\$6,500
<ul style="list-style-type: none"> Varsity Football, Football Coordinators, Varsity Basketball, and Varsity Volleyball Coaches may not coach another sport. (Exceptions will be allowed on an interim or one year basis) 	
Cross Country	
Varsity	\$5,500
Assistant Varsity	\$4,000
Golf	
Varsity	\$5,500
Soccer	
Varsity	\$7,500
Assistant Varsity	\$4,500
Developmental	\$3,000
Track	
Varsity	\$7,000
Assistant Varsity	\$5,000
Swimming	
Varsity	\$8,000
Assistant Varsity	\$3,800
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"> Have a minimum of 4 boys and 4 girls compete in each individual event except the 200 IM and the 500 Free; Have a minimum of 2 boys and 2 girls compete in the 200 IM and the 500 Free; Have a full team compete in all relays.
Tennis	
Varsity (Fall & Spring)	\$9,500
Assistant Varsity (Fall & Spring)	\$6,500
Varsity Tennis Coach may receive an extra \$800 stipend based on the following:	<ul style="list-style-type: none"> Must have 24 athletes compete in 10 JV or Varsity matches throughout the school year (tournaments count as one match) Must enter a complete Varsity boys and girls team in each scheduled District tournament Must have 8 athletes participate in both JV District tournaments (if scheduled)
Wrestling	
Varsity (Boys)	\$7,000
Varsity (Girls)	\$7,000
Assistant Varsity (Boys & Girls)	\$4,000
Additional Head Wrestling Coach or Assistant Wrestling Coach will be determined by the following:	<ul style="list-style-type: none"> A program must have a full team (boys or girls) and one half of another team (boys or girls). Each campus principal along with the athletic director will determine what option best fits their campus. Must have 8 athletes participate in both JV District tournaments (if scheduled).
Baseball	
Varsity	\$7,500
Assistant Varsity (2 Positions at this level)	\$4,500



HIGH SCHOOL COACHES – ^{AS}		
Softball		
	Varsity	\$7,500
	Assistant Varsity (2 Positions at this level)	\$4,500
MIDDLE SCHOOL COACHES – ^{AS}		
Football		
	Head 8 th Grade	\$3,500
	Assistant	\$2,700
Basketball		
	Head 8 th Grade	\$2,000
	Head 7 th Grade	\$2,000
	B-Squad	\$1,500
Cross Country		
	Head 7 th /8 th Grade	\$2,000
Soccer		
	Head 8 th Grade	\$1,500
	Head 7 th Grade	\$1,500
Track		
	Head 8 th Grade	\$2,000
	Head 7 th Grade	\$2,000
Volleyball		
	Head 8 th Grade	\$2,000
	Head 7 th Grade	\$2,000
	B-Squad	\$1,500
Wrestling		
	Head 7 th /8 th Grade	\$1,500
Baseball		
	7 th -8 th Grade	\$1,500
Softball		
	7 th -8 th Grade	\$1,500
• B-Squad, Baseball and Softball stipend approved for programs based on participation and maintains a minimum of 25 athletes.		

ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY – ^{ON}		
Cheerleader		
	HS Sponsor	\$5,000
	HS Assistant Sponsor - JV	\$2,500
	MS Sponsor	\$1,500
• 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 – ON	
Intramurals	
Intramurals - Middle School	\$1,500
Elementary Intramurals Coordinator	\$1,500

TEACHER & LIBRARIAN HIGHER EDUCATION DEGREES – AS	
Master's Degree	\$2,500
Doctoral Degree	\$1,500
SUPPLEMENTAL INSTRUCTIONAL SUPPORT – AS	
Campus Teaching Coach	\$1,500
Interventionist (Reading/Math/Behavior)	\$1,500

TEACHER MENTOR PROGRAM – ON	
Mentor Teacher	\$400

CURRICULUM CADRE*	
Math and/or ELAR Teachers	\$3,500
*Must collaborate with other content area teachers to learn new strategies.	

NATIONAL BOARD CERTIFIED TEACHERS PROGRAM – AS	
NBC Classroom Teacher	\$2,000
<ul style="list-style-type: none"> 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. 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. 	

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
<p>Texas teachers may earn a designation through:</p> <ul style="list-style-type: none"> 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
STUDENT ACTIVITY MANAGER – AS	
Student Activity Manager	\$6,000



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

BILINGUAL - AS		
Elementary Level		
Bilingual/ESL Certification		\$2,000
<ul style="list-style-type: none"> • Certified Bilingual/ESL Teacher Assigned Full-Time to Teach in Dual Language. **Classroom must be made up of at least 50% EB Students (Reclassified EBs will be considered) 		
Secondary Level		
Bilingual/ ESL - Teaching Spanish Core Content, Spanish Content Dual Language Section and Spanish/Literacy Requirement		\$500 p/section (Maximum \$2,500)
<ul style="list-style-type: none"> *Certified Bilingual/ESL Teacher must be the teacher of record for the Dual Language Classroom **Classroom must be made up of at least 50% EB Students (Reclassified EBs will be considered) ***Spanish should be the language of instruction year round 		
All Levels: ESL Pull-Out		
ESL Certification - ELAR or ESOL*		\$333 p/section (Maximum \$2,000)
*Certified ESL Teacher must be the teacher of record assigned to teach ESL students who have approved ESL services		
All Levels		
Bilingual Certification		\$3,000
<ul style="list-style-type: none"> • One time stipend if Bilingual Certification is obtained during the 2023-24 School Year. *Must be teacher of record for a Dual Language, ESOL or Bilingual class in current or future year. 		



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

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

EXTRA DUTY PAY – ^{ON}	
Extra Teaching Period	\$1,500 P/SEMESTER
<ul style="list-style-type: none"> Teachers assigned an additional class period in lieu of a conference period are eligible for the stipend. Teacher must maintain a PLC Period. All Extra Teaching Period Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval. Zero and 9th Period – Not eligible for stipend. The funding of the stipend requested will be treated as follows: <ul style="list-style-type: none"> Request for Extra Teaching Period Stipend due to credit recovery- Campus Funded Request for Extra Teaching Period Stipend due to master scheduling conflicts, staffing FTE numbers will be evaluated to identify master schedule conflicts – Campus Funded Request for Extra Teaching Period Stipend due to enrollment numbers – District Funded 	



FINE ARTS – ^{AS}	
Instrumental Music	
HS Band Director	\$11,000
HS Assistant Band Director	\$6,000
MS Band Director	\$4,000
MS Assistant Band Director	\$3,000
HS Orchestra	\$5,500
MS Orchestra	\$4,000
ES Orchestra	\$1,500
Guitar	\$2,500
Mariachi	\$5,000
<ul style="list-style-type: none"> A teacher that is assigned to more than one secondary campus will be responsible for taking both performance groups to competitions and community performances. 	
Performing Arts	
Performing Dance Group	\$3,500
HS Theater Director	\$5,000
Color Guard/Flag Corps - HS Sponsor	\$2,500
Kick Dance	\$2,500
<ul style="list-style-type: none"> Kick Dance stipend paid at the end of the school year (Campus Funded) 	
Vocal Music	
HS Choir	\$5,250
MS Choir	\$4,000
ES Choir	\$1,500
Visual Arts	
Art	\$500
HS Art	\$1,000
Delta Fine Arts	\$1,000
<ul style="list-style-type: none"> 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}	
Instructional	
Transitional/Instructional Specialist	\$1,000
AIM/BIC/CRC/Autistic-SLU, (Self-Contained)	\$2,000
Deaf Education	\$6,000
Early Childhood Special Education PREK	\$2,100
Early Childhood Special Education	\$2,000
Homebound / Adaptive PE	\$1,500
Resource	\$1,000



SPECIAL EDUCATION – ^{AS}		
Instructional (cont.)		
Visually Impaired Lead Teacher		\$7,000
Visually Impaired Teacher		\$6,000
Professional		
Mentor Speech Therapist		\$1,000
Mentor Therapist (all areas)		\$1,000
Mentor Diagnostician		\$1,000
Bilingual or ESL SPED Certified Personnel		\$2,000
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.		

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
PROGRAM	REQUIRED # OF HOURS	AMOUNT
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	\$5,800

HIGH SCHOOL CAREER AND TECHNICAL STUDENT ORGANIZATION (CTSO)

COACH EXTRA PERFORMANCE PAY – ON

Coach	\$1,500
-------	---------

- High School CTE Teachers will only be paid extra performance pay for coaching one student organization.
- Pay will be based on number of entries at the local / district CTSO competition. Up to \$1,500 for 10 entries, \$150 per student up to 10 students.

CAREER AND TECHNICAL EDUCATION

YEARS OF TEACHING BASED ON INDUSTRY WORK EXPERIENCE – AS

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

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 – ^{AS}

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}

Business

Accounting	\$550
Computer Applications	\$550

English

Literary Criticism	\$550
Ready Writing	\$550
Spelling & Vocabulary	\$550

Forensic

Texas Forensics Association (TFA)/National Forensic League (NFL)	\$2200
--	--------

Journalism

Editorial Writing	\$550
Feature Writing	\$550
Headline Writing	\$550
News writing	\$550

Mathematics

Calculator Applications	\$550
Number Sense	\$550
Computer Science	\$550
Mathematics	\$550



ACADEMIC COMPETITIONS/JOURNALISM/SPEECH/UIL - <small>ON</small> - cont.	
Science	
Biology	\$550
Chemistry	\$550
Physics	\$550
Speech	
Cross-Examination Debate	\$605
Lincoln-Douglas Debate	\$605
Informative Speaking	\$550
One-Act Play Assistant Director	\$500
One Act Play Director	\$1,000
Persuasive Speaking	\$550
Poetry Interpretation	\$550
Prose Interpretation	\$550
Social Studies	
Current Issues & Events	\$550
Mock Trial	\$550
Social Studies	\$550
The stipend will be paid based on the number of entries at the actual UIL Meet (Pro-rated).	

MIDDLE SCHOOL ACADEMICS / UIL - <small>ON</small>	
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
Prose Interpretation	\$500
Spanish Poetry (Native)	\$500



MIDDLE SCHOOL ACADEMICS / UIL - ON

Speech (cont.)

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

Social Studies

Social Studies	\$500
----------------	-------

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

	Amount
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

	Full	Partial
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100
ES Campus Coordinator	\$275	\$100

ACADEMIC DECATHLON AND HIGH-Q COACHES - ON

Texas Academic Decathlon

Head Coach	\$2,500
Assistant Coach	\$2,050

High-Q

Coach	\$2,050
-------	---------

DESTINATION IMAGINATION (K-12) - ON

Coach	\$440
-------	-------

JOURNALISM - AS

Journalism / Publications

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	



LESSON ALIGNED FORMATIVE ASSESSMENT (LAFA) - <small>ON</small>	
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 Product Completed
- 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	
<ul style="list-style-type: none"> • Stipend funded with Title I, 1003 ESF-Focus Support Grant • Participating Campuses - Hart Elementary, Tinajero PK-8 School, and Guillen Middle School • Stipend applicable through the duration of the grant cycle only - 2 Years 	

ONE-TIME SIGN-ON BONUS - <small>ON</small>	
Math/Science	\$1000*
Certified Bilingual/ESL Teacher	\$1000*
Deaf Education	\$3000*
Dual Credit	\$3000*
Special Education	\$3000*
Speech Language Pathologist	\$6000*
Relocation Fee (if you live 150 miles or more from El Paso, TX)	\$1,500**
Transportation - Bus Drivers	\$2,000***
<p>* Two-Year Commitment to EPISD</p> <p>** One-Year Commitment to EPISD</p> <p>*** Stipend paid out in Incremental amount of \$500 at the time of hire and every 6 months thereafter</p>	

CAMPUS REDESIGN	
Campus Principal	\$10,000 per year
Instructional and Administrative Personnel	\$7,000 per year
Instructional Paraprofessional Personnel	\$1,000 per year
Clerical and Auxiliary Support Personnel	\$700 per year
The stipend will be allocated for a three-year period for staff at designated campus.	
FOOD SERVICE - <small>ON</small>	
Competency Trainer	\$150 Per Semester

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, o 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*



EL PASO ISD
it starts with us



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 -

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

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$12.00	EPISD Student	Tutor – always minimum wage rate
\$30.00	Teacher	Tutor, Certified Employee of EPISD Open to all employees who hold a Texas teaching certificate.
\$25.00	Certified Retired Teacher	Tutor, Certified Non-Employees Open to retired teachers who continue to hold a Texas teaching certificate.
\$20.00	Adult; Employee and Non-Employee	Tutor, Degreed Open to any person who holds a bachelor's degree
\$15.00	Adult; Employee and Non-Employee	Tutor, Non-Degreed 60+ Open to anyone who has 60+ college hours but have not completed a bachelor's degree.

STAFF DEVELOPMENT ACTIVITIES – HOURLY PAY RATES -

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$20.00	Teacher	Preparation for Workshop
\$15.00	Employee	Teacher Attending Workshop
\$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.
\$13.00	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	
\$25.00	Teacher	Child Care Provider
\$13.00	Employee/Non Employee	Child Care Provider (See IMPORTANT NOTE above)
\$13.00	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
\$60.00	Teacher	Curriculum writing, benchmark and other assessment development *****
\$25.00		Parent training, mentoring, other duties that do not involve teaching students
\$30.00		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.
\$30.00	Professional or Technical with Degree	Temporary positions that require a high degree of professional expertise (degree) or require high-level technology skills
\$20.00	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)
\$13.00	Temporary – Support	Support Personnel to perform clerical/support type duties, such as inventory duties
\$13.00	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.
\$20.00	Non-Degreed or Technical Personnel	Rate for non-degreed individual with special technical skills working in technical area such as technology, finance, or research
\$15.00	University/College Intern	University/College level student working for District in area of degree major (example Audit Intern, Finance Intern, Tech Intern)
\$100 Daily/\$50 Half Day	Teacher	Teachers attending student related Summer Conferences/Competitions (outside Days on Duty)
\$20.00	Skilled Tester	Tester for student identification and exit of special programs such as English Learner and Gifted & Talented
***** - As-needed basis - Paid hourly and upon completion of specified deliverables - Based on completed curriculum deliverables, including development, revision, editing and quality control checks		

SUMMER SCHOOL/INTERCESSION RATES –

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$55.00	Employee	Summer School Program - Site Coordinator
\$40.00	Teacher	State Assessment Proctor (during summer school/not summer school teachers)
\$45.00	Nurse and Counselor Food Service Supervisor	Summer School Program
\$45.00	Food Service Supervisor	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



SUMMER SCHOOL/INTERCESSION RATES – cont.

HOURLY RATE	EMPLOYEE CLASSIFICATION	
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
\$18.00	Food Service Specialist	Intercession and Summer School Program
\$21.00	Food Service Cook	
\$23.00	Food Service Assistant Manager	
\$26.00	Food Service Elementary Manager	
\$29.00	Food Service MS/HS Manager	
Hourly Rate	Custodian	Summer School Program
Hourly Rate	Playground Monitor	Summer School Program

LAW ENFORCEMENT SECURITY SERVICE RATES -

HOURLY RATE	EMPLOYEE CLASSIFICATION	
\$40.00	Peace Officer	Police Officer for District Events*
\$42.00	Peace Officer	Police Site Supervisor* (to be paid one hour over and above other officers) for District Events
\$41.00	Peace Officer	Police Sergeant for District Events*
* As determined by the City Police Officer Association, subject to change.		

ATHLETICS MANAGEMENT PAY SCALE -

Football Game Management

HOURLY RATE	EMPLOYEE CLASSIFICATION
\$17.00	Game Manager
\$13.75	Ticket Sellers, Timekeeper and Announcer
\$15.00	Assistant Game Manager and Business Agent
\$13.00	Guards
\$13.00	Ticket Taker
\$40.00	Substitute Athletic Trainer (for any sport)***
\$15.00	Camera Operator
*** EPISD contracted athletic trainer not eligible	

ATHLETICS MANAGEMENT PAY SCALE -

All Sports (Other Than Football)

HOURLY RATE	DESCRIPTION
\$13.00	Ticket Seller
\$13.00	Ticket Taker (If Approved), Score Keeper**, Clock** Baseball Pitcher Counter**
\$13.00	Security Guard
\$13.00	Computer Operator
\$20.00	Varsity Tournament/ Meet Director
\$15.00	Varsity Assistant Tournament/ Meet Director and Sub Varsity Tournament/ Meet Director
\$15.00	Starter (High School)



ATHLETICS MANAGEMENT PAY SCALE - cont.

All Sports (Other Than Football)

HOURLY RATE	DESCRIPTION
\$13.00	Starter (Middle School)
\$13.00	Assistant Starter (High School)
\$13.00	Assistant Starter (Middle School)
\$18.00	Track/CC Meet Referee (High School)
\$15.00	Track/CC Meet Referee (Middle School)
**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
\$35.00	Homebound After School Instruction
\$70.00	Extended School Year and Make Up Services - Speech Therapy, Occupational Therapy, Physical Therapy, Master Social Worker, and Counseling
\$35.00	Attendance at Summer ARD Committee meetings for Teachers and Evaluation Staff
\$35.00	Summer Services Provided – LSSP Intern working with LSSP, In-Home Trainers and Transition Specialists
\$20.00	Summer Evaluations - Teachers completing teacher rating scales
Hourly Rate	Play Based Paraprofessional
\$275.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Cognitive, Achievement and Adaptive Behavior evaluation including complete report
\$275.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Psychological evaluation including complete report.
\$200.00	Summer/Saturday/Intercession Services - Full Individual Evaluation (FIE) or re-evaluation: Speech and Language evaluation including complete report.
\$175.00	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.

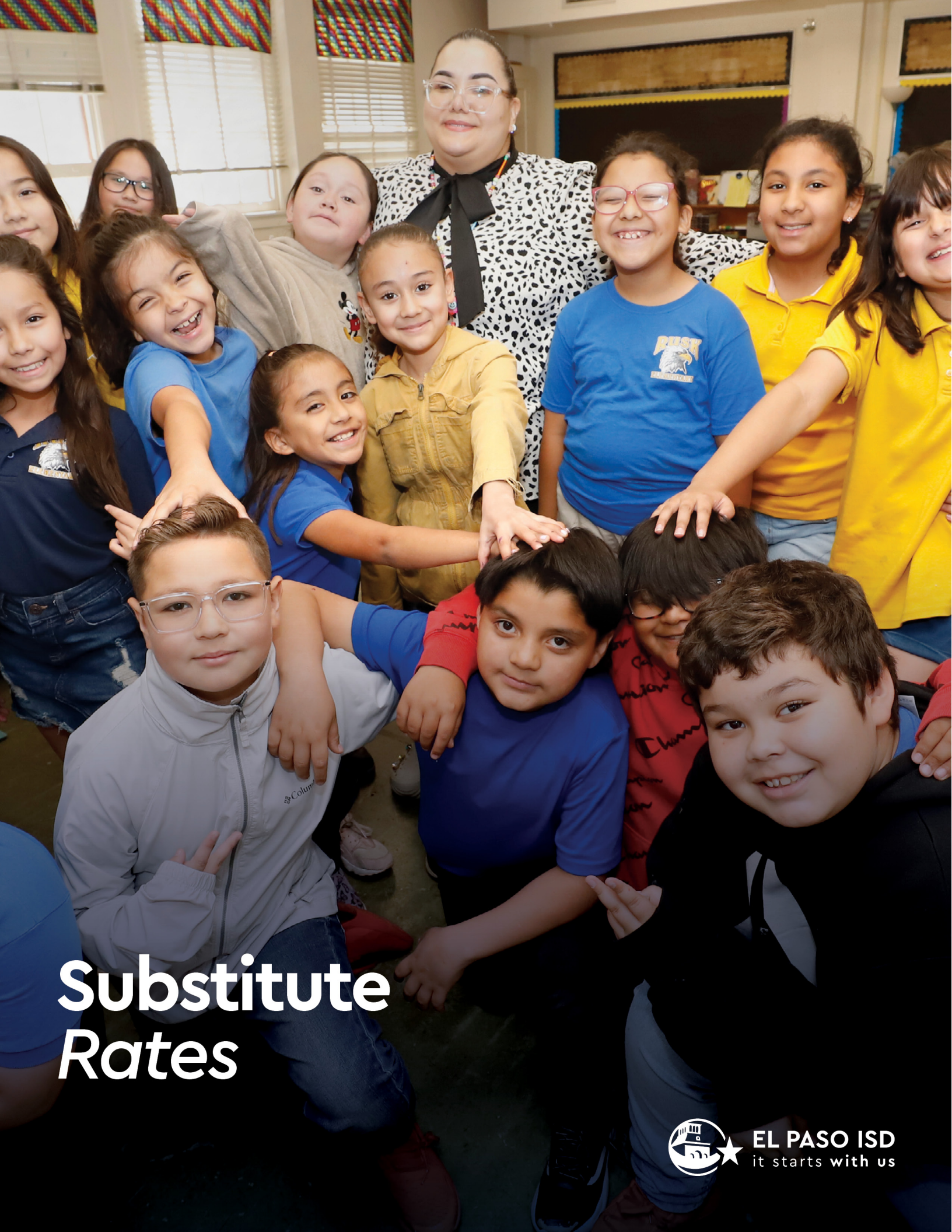
HEALTH & WELLNESS -

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
\$35.00	ABE Instructor (Part-Time)	Part-Time Adult Basic Education (ABE) Program Teacher
\$15.00		Attending Workshop
\$25.00		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)		



Substitute Rates



EL PASO ISD
it starts with us

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	\$285	\$143	-

HOURLY SUBSTITUTES	HOURLY PAY	
Clerk	\$ 13.00	-
Campus Patrol	\$ 13.00	-
Paraprofessional Instruction	\$ 13.00	-
Custodian	\$ 13.00	-
Food Service	\$ 13.00	-
Maintenance	\$ 13.00	-
Parental Engagement Liaison	\$ 13.00	-
Campus Monitor	\$ 13.00	-
Bus Driver	\$ 15.00	-
Bus Monitor	\$ 13.00	-

EPISD Experience in Specific Position

Hourly Pay Grade 302	\$ 13.00	-
Hourly Pay Grade 303-304	\$ 14.50	-
Hourly Pay Grade 305-306	\$ 17.00	-
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.

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 Executive Director, Employee Relations, 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



Staffing Guidelines



EL PASO ISD
it starts with us

Administrative/Professional Staff				
Standard Allocation				
Principal	1			
Campus Teaching Coach - District ¹	2			Each campus receives FTE(s) as noted
Nurse	1			
Librarian Elementary	1			
Math Interventionist (TIA) ⁸	1			
Reading Interventionist (TIA) ⁸	1			Additional FTE may be added - Refer to Footnote
Enrollment Based Allocation				
	1-599	600-1,200		
Counselor	1	2		
	1-399	400-799	800+	
Assistant Principal	0.5	1	2	
	1-9	10-30	31-60	61-90
Reading Specialist ²	0.5	1	2	3
Parental Engagement Liaison or Family & Community Liaison ⁴	Refer to Footnote			

Clerical/Support Staff				
Standard Allocation				
Secretary to Principal	1			
PEIMS Clerk	1			
Office Assistant	1			Each campus receives FTE as noted
Elementary Campus Monitor	0.5			
Parental Engagement Liaison or Family & Community Liaison ⁴	Refer to Footnote			
Enrollment Based Allocation				
	0-399	400-699	700+	
Campus Clerk	0	0.5	1	
	0-799	800+		
Attendance Clerk	0	1		
	76-99	100+		
Military Family Liaison	0.5	1		Based on Military Enrollment
	0-399	400-849	850+	
Clerk I LPAC ⁷	1	2	3	Based on EL/EB Enrollment
* Para LPAC ⁷	1	2	3	Based on EL/EB Enrollment
* The implementation of Para LPAC position was approved by Cabinet Personnel Review (CPR). Positions will be filled as vacancies of the LPAC Clerk occur.				
	750+	-		
Medical Assistant ⁵	1			
	900+			Refer to Footnote
Licensed Vocational Nurse ⁶	1			

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

Additional Externally Funded Positions	
Position	Description
Campus Teaching Coach - District ¹	<ul style="list-style-type: none"> *Funding Source: SCE (Fund 185) *Each campus receives additional Campus Teaching Coach - District based on enrollment of 800+. *100% Function 13
Dyslexia Specialist ²	<ul style="list-style-type: none"> *Funding Source: General Fund (Fund 199) *Staffing is based on Dyslexia Related Disorder (DRD) student counts *The position is split funded between two Program Intent Codes based on the following: <ul style="list-style-type: none"> o Students receiving dyslexia services - 199.11.6119.SCH.37.000.SCH. o Students receiving dyslexia services through an IEP - 199.11.6119.SCH.43.000.SCH
Focus on Children and Families (FCF) Intervention Specialist ³	<ul style="list-style-type: none"> *Funding Source: SCE (Fund 185) *Campuses with elevated numbers of documented cases/incidents of harm to self and others, one-on one responsive services, social services and therapy, and discipline incidents. Additional criteria considered is military connected families and at-risk population.
Parental Engagement Liaison-PT or Family & Community Liaison ⁴	<ul style="list-style-type: none"> *Funding Source: Title I (Fund 211) *The District funds a .5 Parent Engagement Liaison (PEL). *Title for full FTE is Family & Community Liaison. *Campuses with enrollment greater than 400 and 75% or 500 economically disadvantaged students will receive 1 FTE, otherwise, the campus will receive .50 FTE.

Additional Externally Funded Positions (cont.)	
Medical Assistant ⁵	<ul style="list-style-type: none"> Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. Presence of at least one self-contained SPED unit Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization Has at least 2500 documented office visits Has at least 10 scheduled daily medications Has at least 2 diabetics Has a total care student that requires nurse to perform procedures.
Licensed Vocational Nurse ⁶	<ul style="list-style-type: none"> Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization Has at least 3200 documented office visits Has at least 15 scheduled daily medications Has at least 4 diabetics Has a total care student that requires nurse to perform procedures.
LPAC Paras and Clerks ⁷	<p>Funding Source: General Fund (Fund 199)</p> <p>Criteria:</p> <p>0 - 399 = 1 400 - 849 = 2 850 - Above = 3</p>
Math or Reading Interventionist ⁸	<ul style="list-style-type: none"> Funding Source: Title I (Fund 211 sub-obj 243 100%) Campuses receive 2 FTEs (1 Math & 1 Reading) Criteria: ES with an enrollment above the average enrollment of all middle schools receives one additional interventionist. Criteria: Non-Title I Campuses - Funding Source: SCE (Fund 185) Campuses receive 1 Student Support Teacher

Staffing is based on PEIMS Snapshot

Staffing Guidelines are reviewed and approved by Cabinet Personnel Review (CPR) annually

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

Administration/Professional Staff		
Enrollment		
Principal	1	
Nurse	1	
Librarian Secondary	1	
Campus Teaching Coach - District ¹	2	Each campus receives an FTE as noted
Testing Coordinator	0.5	
Math Interventionist (TIA) ²	1	
Reading Interventionist (TIA) ²	1	

	501-1,000	1,001-1,800	1,801-2,500			
Assistant Principal	2	3	4			
	1-350	351-700	701-1,050	1,051-1,400	1,401-1,750	1,751-2,100
Counselor	1	2	3	4	5	6
Focus on Children and Families (FCF) Intervention Specialist ⁴						Refer to Footnote

Clerical/Support Staff		
Standard Allocation		
Secretary to Principal	1	
Registrar	1	
PEIMS Clerk	1	
Attendance Clerk	1	Each campus receives one of each position
Bookroom Clerk	1	
Parental Engagement Liaison-PT or Family & Community Liaison ³		Refer to Footnote

	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+		
Clerk I LPAC	1	2	3		Based on EL/EB Enrollment
Para LPAC					
* The implementation of Para LPAC position was approved by Cabinet Personnel Review (CPR). Positions will be filled as vacancies of the LPAC Clerk occur.					
	950+				
Medical Assistant ⁹	1				
	1100+				Refer to Footnote
Licensed Vocational Nurse ¹⁰	1				

Supplemental Instructional Support (SIS) Teaching FTE's				
Enrollment Based Allocation				
	<20%	21%-40%	41%-60%	61%+
Supplemental Instructional Support (SIS)- EL/EB ⁵	1	3	4	5
	50%-59%	60%-69%	70%-79%	80%+
Supplemental Instructional Support (SIS) - At Risk ⁶	1	2	3	4
	100-150	151+		
Supplemental Instructional Support (SIS)- Military ⁷	1	2		
ESOL Teachers ⁸				Refer to Footnote

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

Additional Externally Funded Positions	
Position	Description
Campus Teaching Coach - District ¹	<ul style="list-style-type: none"> Funding Source: SCE (Fund 185) Each campus receives two Campus Teaching Coach - District 100% Function 13
Parental Engagement Liaison-PT or Family & Community Liaison ³	<ul style="list-style-type: none"> Funding Source: Title I (Fund 211) The District funds a .5 Parent Engagement Liaison (PEL). Title for full FTE is Family & Community Liaison. Campuses with enrollment greater than 400 and 75% or 500 economically disadvantaged students will receive 1 FTE, otherwise, the campus will receive .50 FTE.

Additional Externally Funded Positions (con't)	
Focus on Children and Families (FCF) Intervention Specialist ⁴	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) • Campuses with elevated numbers of documented cases/incidents of harm to self and others, one-on-one responsive services, social services and therapy, and discipline incidents. Additional criteria considered is military connected families and at-risk population.
Supplemental Instructional Support (SIS)- EL/EB ⁵	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 025) •For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+ •Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students) •Allocated based on English Learner population to traditional campuses only
Supplemental Instructional Support (SIS) - At Risk ⁶	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on At Risk population to traditional campuses only
Supplemental Instructional Support (SIS)- Military ⁷	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on Military population to traditional campuses only
ESOL Teacher ⁸	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 000) •MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day
Medical Assistant ⁹	<ul style="list-style-type: none"> •Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. •Presence of at least one self-contained SPED unit • Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization • Has at least 2500 documented office visits • Has at least 10 scheduled daily medications • Has at least 2 diabetics • Has a total care student that requires nurse to perform procedures.
Licensed Vocational Nurse ¹⁰	<ul style="list-style-type: none"> • Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. • Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit • Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization • Has at least 3200 documented office visits • Has at least 15 scheduled daily medications • Has at least 4 diabetics • Has a total care student that requires nurse to perform procedures.
Math & Reading Interventionist ²	<ul style="list-style-type: none"> • Funding Source: Title I (211 sub-obj 243 100%) MS Campuses receive 2 FTEs (1 Math and 1 Reading) Criteria: • MS with an enrollment above the average enrollment of all high schools receives one additional interventionist.

Staffing is based on PEIMS Snapshot

Staffing Guidelines are reviewed and approved by Cabinet Personnel Review (CPR) annually

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

Administration/Professional Staff						
Standard Allocation						
Principal	1					
Nurse	1					
Librarian	1					Each campus receives an FTE as noted
Testing Coordinator	1					
Campus Teaching Coach - District ¹	3					
Math Interventionist (TIA) ¹²	Refer to Footnote					Additoinal FTE may be added - Refer to Footnote
Reading Interventionist (TIA) ¹²	Refer to Footnote					
Enrollment Based Allocation						
	0-400	401-800	801-1,200	1,201-2,500		
Assistant Principal	1	2	3	4		
	1-350	351-700	701-1,050	1,051-1,400	1,401-1,750	1,751-2,100
Counselor	1	2	3	4	5	6
	1-9	10-30	11-60	61-90		
Dyslexia Specialist ²	0.5	1	2	3		
Focus on Children and Families (FCF) Intervention Specialist ⁵	Refer to Footnote					

Clerical/Support Staff						
Standard Allocation						
Secretary to Principal	1					
Registrar	1					
PEIMS Clerk	1					
Attendance Clerk	1					
Bookroom Clerk	1					Each campus receives an FTE as noted.
Librarian Monitor	1					
Elementary Campus Monitor	0.5					
Parental Engagement Liaison-PT or Family & Community Liaison ³	Refer to Footnote					
Enrollment Based Allocation						
	1 - 875	876-1,050	1,051-1,225	1,226-1,400	1,401-1,575	1,576-1,750
Campus Clerk	1	2	3	4	5	6
	1-600	601-1,200	1,200-1,800			
Campus Patrol ⁴	1	2	3			
	76-99	100+				
Military Family Liaison	0.5	1				Based on Military Enrollment
	0-399	400-849	850+			
Clerk I LPAC	1	2	3			Based on EL/EB Enrollment
Para LPAC						
* The implementation of Para LPAC position was approved by Cabinet Personnel Review (CPR). Positions will be filled as vacancies of the LPAC Clerk occur.						
	850+					
Medical Assistant ¹⁰	1					Refer to Footnote
	1000+					
Licensed Vocational Nurse ¹¹	1					

Supplemental Instructional Support (SIS) Teaching FTE's				
Enrollment Based Allocation				
	<20%	21%-40%	41%-60%	61%+
Supplemental Instructional Support (SIS)- EL/EB ⁶	1	3	4	5
	50%-59%	60%-69%	70%-79%	80%+
Supplemental Instructional Support (SIS) - At Risk ⁷	1	2	3	4

Supplemental Instructional Support (SIS) Teaching FTE's (cont.)		
	100-150	151+
Supplemental Instructional Support (SIS)- Military ⁸	1	2
ESOL Teachers ⁹	Refer to Footnote	
Campus Teaching Coach - District ¹	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) •Each campus receives two Campus Teaching Coach - District •100% Function 13 	
Dyslexia Specialist ²	<ul style="list-style-type: none"> •Funding Source: General Fund (199) •Staffing is based on Dyslexia Related Disorder (DRD) student counts •The position is split funded between two Program Intent Codes based on the following: <ul style="list-style-type: none"> o Students receiving dyslexia services - 199.11.6119.SCH.37.000.SCH. o Students receiving dyslexia services through an IEP - 199.11.6119.SCH.43.000.SCH 	
Parental Engagement Liaison-PT or Family & Community Liaison ³	<ul style="list-style-type: none"> •Funding Source: Title I (Fund 211) •The District funds a .5 Parent Engagement Liaison (PEL). •Title for full FTE is Family & Community Liaison. • Campuses with enrollment greater than 400 and 75% or 500 economically disadvantaged students will receive 1 FTE, otherwise, the campus will receive .50 FTE. 	
Campus Patrol ⁴	Funding Source: General Fund (199 Fund) Basic staffing for high school is at least one male and one female Campus Patrol.	
Focus on Children and Families (FCF) Intervention Specialist ⁵	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) • Campuses with elevated numbers of documented cases/incidents of harm to self and others, one-on one responsive services, social services and therapy, and discipline incidents. Additional criteria considered is military connected families and at-risk population. 	
Supplemental Instructional Support (SIS) - EL/EB ⁶	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 025) •For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+ •Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students) •Allocated based on English Learner population to traditional campuses only 	
Supplemental Instructional Support (SIS) - At Risk ⁷	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on At Risk population to traditional campuses only 	
Supplemental Instructional Support (SIS) - Military ⁸	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on Military population to traditional campuses only 	
ESOL Teachers ⁹	<ul style="list-style-type: none"> •Funding Source: SCE (Fund 185) (sub object 000) •MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day 	
Medical Assistant ¹⁰	<ul style="list-style-type: none"> •Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. •Presence of at least one self-contained SPED unit • Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization • Has at least 2500 documented office visits • Has at least 10 scheduled daily medications • Has at least 2 diabetics • Has a total care student that requires nurse to perform procedures. 	
Licensed Vocational Nurse ¹¹	<ul style="list-style-type: none"> • Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. • Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit • Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization • Has at least 3200 documented office visits • Has at least 15 scheduled daily medications • Has at least 4 diabetics • Has a total care student that requires nurse to perform procedures. 	
Math & Reading Interventionist ¹²	Criteria: Title I Campuses - Funding Source: Title I (211 sub-obj 243 100%) PK-8 Campuses receive 2 FTEs (1 Math and 1 Reading) • PK-8 with an enrollment above the average enrollment of all high schools receives one additional interventionist.	

Staffing is based on PEIMS Snapshot

Staffing Guidelines are reviewed and approved by Cabinet Personnel Review (CPR) annually

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

Administration/Professional Staff									
Standard Allocation									
Principal	1								
Assistant Principal G&I	1								
Nurse	1								
Graduation Coach ¹	1								
Librarian Secondary	1								
Campus Teaching Coach - District ²	2								
Coordinator Campus Magnet Program	1								
Testing Coordinator	1								
College, Career, & Military Readiness Advisor (CCMR) ³	1								
Enrollment Based Allocation									
	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 ⁶									
	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 Liaison-PT or Family & Community Liaison ⁴	Refer to Footnote								
Enrollment Based Allocation									
	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+						
Clerk I LPAC									
Para LPAC	1	2	3	Based on EL/EB Enrollment					
* The implementation of Para LPAC position was approved by Cabinet Personnel Review (CPR). 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 ⁵	2	3	4	5					
	1700+								
Medical Assistant ¹²	1								
	2400+	Refer to Footnote							
Licensed Vocational Nurse ¹³	1								

Supplemental Instructional Support (SIS) Teaching FTEs				
Enrollment Based Allocation				
	<20%	21%-40%	41%-60%	61%+
Supplemental Instructional Support (SIS) - EL/EB ⁷	1	3	4	5
	50%-59%	60%-69%	70%-79%	80%+
Supplemental Instructional Support - At Risk ⁸	1	2	3	4
	400+			
Supplemental Instructional Support - Military ⁹	1			
ESOL Teachers ¹⁰	Refer to Footnote			

Major Sports				
Major sports assignments are based on the providing guideline and the staffing needs. Campus must not exceed a minimal 45 to 1 Ratio				
	Coordinator + 1			
	Coach	Assistants	Assistants	Assistants
Football	35-60	61-75	76-90	91-105
				106+
The offense and defense coordinator plus one additional coach will be the minimal staff assigned to football.				
Enrollment Based Allocation				
	Head Coach	Assistants	Assistants	
	15 to 30	31-45	46+	
Volleyball	1	1	2*	
Boys Basketball	1	1	2*	
Girls Basketball	1	1	2*	
Baseball	1	1	2*	
Softball	1	1	2*	
Boys Soccer	1	1	2*	
Girls Soccer	1	1	2*	
Boys Wrestling	1	1		
Enrollment Based Allocation				
	Head Coach			
	15+			
Boys and Girls Track (1 female/1 male coach)	2			
	Head Coach			
	15+			
Tennis	1			

Major Sports (cont.)		
Enrollment Based Allocation		
	Head Coach 15+	Assistants 29+
Cross Country	1	1*
	Head Coach 15+	Assistants 25+
Swimming	1	1*
	Head Coach 15+	Assistants 15+
Boys and Girls Golf	1	1*
	Head Coach 15+	
Cheer	1	
*Campus admin determines if this coach is added. The first coach in all programs will be the head varsity coach.		
Additional Locally Funded Positions		
Position	Description	
Coordinator Campus Magnet Program ³	Funding Source: General Fund (Fund 199). Allocated to campuses with a Magnet Program.	
Campus Patrol ⁵	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	
Campus Teaching Coach - District ²	•Funding Source: SCE (Fund 185) •Each campus receives two Campus Teaching Coach - District •100% Function 13	
Parental Engagement Liaison-PT or Family & Community Liaison ³	•Funding Source: Title I (Fund 211) •The District funds a .5 Parent Engagement Liaison (PEL). •Title for full FTE is Family & Community Liaison. •Campuses with enrollment greater than 400 and 75% or 500 economically disadvantaged students will receive 1 FTE, otherwise, the campus will receive .50 FTE.	
Focus on Children and Families (FCF) Intervention Specialist ⁶	•Funding Source: SCE (Fund 185) • Campuses with elevated numbers of documented cases/incidents of harm to self and others, one-on one responsive services, social services and therapy, and discipline incidents. Additional criteria considered is military connected families and at-risk population.	
Supplemental Instructional Support- EL/EB ⁷	•Funding Source: SCE (Fund 185) (sub object 025) •For English Learner/Emergent Bilingual (EL/EB) student population in Levels 4+ •Teacher must teach 100% "L" sections (includes both EL/EB and Non-EL students) •Allocated based on English Learner population to traditional campuses only	
Supplemental Instructional Support- At Risk ⁸	•Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on At Risk population to traditional campuses only	
Supplemental Instructional Support - Military ⁹	•Funding Source: SCE (Fund 185) (sub object 208) •Allocated based on Military population to traditional campuses only	
ESOL Teachers ¹⁰	•Funding Source: SCE (Fund 185) (sub object 000) •MS ESOL-Teachers teaching 100% English Learner/Emergent Bilingual (EL/EB) student population in Levels 1, 2 or 3 for 100% of the day	
Graduation Coach ¹	•Funding Source: SCE (Fund 185) •Allocated to High School Campuses only	
Medical Assistant ¹²	•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. •Presence of at least one self-contained SPED unit •Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization •Has at least 2500 documented office visits •Has at least 10 scheduled daily medications •Has at least 2 diabetics •Has a total care student that requires nurse to perform procedures.	
Licensed Vocational Nurse ¹³	•Funding Source: ESSER II (Fund 281). Must meet at least 3 of the criteria. •Presence of at least one self-contained SPED unit, can include multiple classrooms of the same type of unit •Has at least 2 scheduled procedures such as G-tube feed and bladder catheterization •Has at least 3200 documented office visits •Has at least 15 scheduled daily medications •Has at least 4 diabetics •Has a total care student that requires nurse to perform procedures.	
College, Career, & Military Readiness Advisor (CCMR) ³	•Funding Source: General Fund (Fund 199, FN 31 100%, and PIC 38)	
Athletic Positions		
High School Athletic Coordinators	Traditional High campuses will receive one FTE for Athletic Coordinators that will be assigned based on campus needs. Specialty campuses with Major Sports will receive one .5 FTE for Athletic Coordinators that will be assigned based on campus needs.	
High School and Middle School Physical Education & Health Teachers	•High school physical education and health teachers must maintain a high school coaching assignment. •Middle school physical education and health teachers must maintain a coaching assignment at the middle school level unless the coach holds a head coach assignment at the high school level. •High school and middle physical education and health teachers who do not hold a coaching assignment will be assigned based on staffing needs and certification.	

Athletic Positions (cont.)	
Athletic Coaches	<ul style="list-style-type: none"> Each coaching position is equivalent to .33 FTE High School assistant coaches will be assigned two coaching positions as vacancies become available High school head coaches for basketball, volleyball, and football coordinators can only hold one coaching assignment. <p>Off Season:</p> <ul style="list-style-type: none"> When the minimal number of students for a major sports class is not met, different sports may be combined and have one offseason class in the fall and spring semesters if there are 25 or more combined students enrolled. The campus principal will determine the coach assigned to the class. This section shall not exceed 45 students.

Staffing is based on PEIMS Snapshot

Staffing Guidelines are reviewed and approved by Cabinet Personnel Review (CPR) annually

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

Center for Career and Technology (CCTE)	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal CCTE	1
Counselor High School CTE	2
Nurse	1
Assistant Principal HS Guidance & Instr	1
Clerical/Support Staff	
Secretary to Principal	1
Campus Business Agent High School	1
Campus Clerk	1
Attendance Clerk HS	1
Additional Locally Funded Positions	
Campus Patrol ¹	2
Transmountain Early College High School (TECHS)	
Administrative/Professional Staff	FTE
Standard Allocation	
Assistant Principal	1
Campus Teaching Coach - District ²	1
Counselor High School Specialty Campus	2
High School Testing Coordinator	0.35
College & Career Readiness Advisor (60%) / Student Activities Coordinator (40%)	1
Principal Early College High School	1
School Nurse	1
Clerical/Support Staff	
Secretary to Principal	1
Registrar/PEIMS	1
Attendance/Bookroom Clerk TMECH	1
Parental Engagement Liaison-PT ³	Refer to Footnote
Additional Locally Funded Positions	
Campus Patrol ¹	2
Young Women's Academy (YWA)	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal High School	1
Assistant Principal High School	1
Assistant Principal HS Guidance & Instr	1
College & Career Readiness Advisor (60%)/Student Activities Coordinator (.40%)	1
Counselor High School Specialty Campus	2
School Nurse	1
Librarian Secondary	1
Campus Teaching Coach - District	2
Middle School Testing Coordinator	1
Clerical/Support Staff	
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
Additional Locally Funded Positions	
Campus Patrol ¹	1
College,Career & Tech. Academy (CCTA)	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal Specialty Campus	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
Clerical/Support Staff	
Secretary to Principal/Business Agent	1
Registrar/PEIMS/Attendance Clerk	1
Clerk I LPAC	0.5
Student Intake & Transition Admin TTIPS	0.5

Delta Academy	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal Specialty Campuses	0.33
Counselor High School Specialty Campus	1
Middle School Testing Coordinator/Teacher	0.5
Graduation Coach/Court Liaison ⁴	1
Clerical/Support Staff	
Standard Allocation	
Campus Clerk	1
Registrar	1
Secretary Special Programs	1
Telles Academy	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal Specialty Campus	0.33
Assistant Principal High School	1
Counselor High School Specialty Campus	1
School Nurse	1
Campus Teaching Coach - District	0.5
High School Testing Coordinator	0.35
Clerical/Support Staff	
Secretary to Principal/Business Agent	1
Registrar/PEIMS/Attendance Clerk	1
Clerk I LPAC	0.5
Student Intake & Transition Admin TTIPS	0.5
Additional Locally Funded Positions	
Campus Patrol ¹	3
About Face Program	
Administrative/Professional Staff	FTE
Standard Allocation	
Principal	0.5
Counselor Elementary AEP	1
Assistant Principal AEP	1
Additional Locally Funded Positions	
Campus Patrol ¹	1
Additional Externally Funded Positions	
Position	Description
Campus Patrol ¹	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 ²	•Funding Source: SCE (Fund 185) • Campuses receive Campus Teaching Coach - District based on enrollment •100% Function 13
Additional Externally Funded Positions	
Parental Engagement Liaison-PT or Family & Community Liaison ³	•Funding Source: Title I (Fund 211) •The District funds a .5 Parent Engagement Liaison (PEL). •Title for full FTE is Family & Community Liaison. •Campuses with enrollment greater than 400 and 75% or 500 economically disadvantaged students will receive 1 FTE, otherwise, the campus will receive .50 FTE.
Graduation Coach ⁴	•Funding Source: SCE (Fund 185) •Allocated to High School Campuses only

Staffing is based on PEIMS Snapshot

Staffing Guidelines are reviewed and approved by Cabinet Personnel Review (CPR) annually

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



El Paso Independent School District
1014 N. Stanton Dr. | El Paso TX 79902 | Phn 915-230-0000
www.episd.org



Download our app to receive **alerts** and **news** from EPISD to your mobile phone!



Resources

★ El Paso



EL PASO ISD
it starts with us

This list of acroyms contains descriptions of terms in order to provide additional guidance necessary for understanding. Several terms, which are not primarily financial accounting terms, have been included because of their significance to the District. The list is arranged alphabetically with appropriate cross-referencing where necessary.

Acronym	Description
ACFR	Annual Comprehensive Financial Report
ACR	Administrative Cost Ratio
ACT	American College Test
ADA	Average Daily Attendance
AEIS	Academic Excellence Indicator System
AP	Advanced Placement
AP	Accounts Payable
ARD	Admission, Review and Dismissal Committee
ATF	After the Fact
BA	Budget Amendment
BCR	Budget Change Request
BEFM	Budget & External Financial Management
BIL	Bilingual
BOT	Board of Education/Trustees
BRC	Budget Review Committee
BUD	Budget Unit Department
CAF	Contract Approval Form
CAM	Campus Accounting Manual
CCR	College & Career Readiness
CIP	Campus Improvement Plan
CIS	Communities in Schools
CIT	Campus Improvement Team
CNA	Comprehensive Needs Assessment
CO	Change Order
COOP	Cooperative Purchasing/Procurement
CPR	Cabinet Personnel Review <i>Formally known as GAPC (Grants & Personnel Committee)</i>
CS	Community Services
CSP	Competitive Sealed Proposal
CTE	Career & Technical Education
DAEP	Disciplinary Alternative Education Program
DEIC	Districtwide Educational Improvement Council
DIP	District Improvement Plan
DL	Debt Limit
DPV	Direct Payment Voucher
DSF	Debt Service Fund
DT	Delinquent Taxes
DTR	District Tax Rate
DV	Disbursement Voucher

This list of acroyms contains descriptions of terms in order to provide additional guidance necessary for understanding. Several terms, which are not primarily financial accounting terms, have been included because of their significance to the District. The list is arranged alphabetically with appropriate cross-referencing where necessary.

Acronym	Description
EB	Emergent Bilingual
EDA	The Existing Debt Allotment
EDGAR	Education Department General Administrative Regulations
EEA	Early Education Allotment
EEO	Equal Educational Opportunity
EF	External Funding
ELL	English Language Learner
EOY	End of Year
ES	School, Elementary
ESEA	Elementary Secondary Education Act
ESOL	English for Speakers of Other Languages
ESSA	Every Student Succeeds Act
ESSER	Elementary and Secondary School Emergency Relief Fund
FA	Fixed Assets
FASRG	Financial Accountability System Resource Guide
FB	Fund Balance
FCF	Focus on Children and Families
FF	Fiduciary Funds
FIRST	Financial Integrity Rating System of Texas
FN	Function Code
FOB	Freight on Board
FS	Food Service
FT	Personnel, Full Time
FTE	Full-time Equivalent
FUND	Fund Code
FY	Fiscal Year
GAAP	Generally Accepted Accounting Principles
GASB	Governmental Accounting Standards Board
GF	General Fund
GL	General Ledger
GOB	General Obligation Bonds
GT	Gifted and Talented
HS	School, High School (Secondary)
I&S	Interest & Sinking Fund (Debt Service Fund)
IFA	Instructional Facilities Allotment
ITB	Invitation to Bid
LEA	Local Education Agency
LEP	Limited English Proficiency

This list of acroyms contains descriptions of terms in order to provide additional guidance necessary for understanding. Several terms, which are not primarily financial accounting terms, have been included because of their significance to the District. The list is arranged alphabetically with appropriate cross-referencing where necessary.

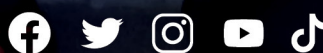
Acronym	Description
LPAC	Language Proficiency Assessment Committee
M&O	Maintenance and Operations Fund (General Fund)
MF	Major Fund
MOE	Maintenance of Effort
MPO	Master Purchase Order
MS	School, Middle
NCLB	No Child Left Behind
NER	Non-Employee Reimbursement
OBJ	Object Code
ORG	Organization Code
P4L	Plan4Learning
PEIMS	Public Education Information Management System
PIC	Program Intent Code
PK-8	School, Pre-kindergarten - 8th Grade
PNP	Private Non-Profit
PO	Purchase Order
POS	Point of Sale
PT	Personnel, Part Time
RAP	Request Action of Personnel
RFI	Request for Information
RFP	Request for Proposal
RFQ	Request for Quote
SAT	Standardized Achievement Tests
SCE	State Compensatory Education
SCO	School Cash Online
SFO	School Funds Online
SHARS	School Health & Related Services
SIS	Supplemental Instructional Support
SPED	Special Education
SSA	School Safety Allotment
STAAR	State of Texas Assessments of Academic Readiness
SUB or S/O	Subobject
TAAS	Texas Assessment Academic Skills Exam
TAC	Teacher Advisory Council
TAKS	Texas Assessment of Knowledge and Skills
TAPR	Texas Academic Performance Reports
TEA	Texas Education Agency



EL PASO ISD
it starts **with us**

El Paso Independent School District
1014 N. Stanton Dr. | El Paso TX 79902 | Phn 915-230-0000

www.episd.org



Download our app to receive **alerts** and **news** from EPISD to your mobile phone!