

Extra Performance Pay Instructional Stipends

REVISED

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 [$\$6,000 + (39 \text{ Days} \times \$200)$]	\$13,800
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	\$12,000
Assistant Varsity (3 Positions)	\$6,000

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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
Baseball	
Varsity	\$7,500
Assistant Varsity (2 Positions at this level)	\$4,500

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HIGH SCHOOL COACHES – <small>AS</small>	
Softball	
Varsity	\$7,500
Assistant Varsity (2 Positions at this level)	\$4,500

MIDDLE SCHOOL COACHES – <small>AS</small>	
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 – <small>ON</small>	
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	



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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		\$1,000
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

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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
• Certified Bilingual/ESL Teacher in a Bilingual Program Assignment.	
Secondary Level	
Bilingual Certified - Teaching Dual Language, Math, Science or Social Studies	\$500 p/section (Maximum \$2,500)
*Certified Bilingual Teacher must be the teacher of record in a Bilingual Program Assignment.	
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, ESL or Bilingual class in current or future year. 	

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

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
• Must be HS/MS Certified in Math	
Science 5+ Periods	\$2,500
Science 4 Periods	\$2,000
Science 3 Periods	\$1,500
Science 2 Periods	\$1,000
Science 1 Period	\$500
• Must be HS/MS Certified in Science	
Dual Credit Teacher 5+ Periods	\$3,000
Dual Credit Teacher 4 Periods	\$2,400
Dual Credit Teacher 3 Periods	\$1,800
Dual Credit Teacher 2 Periods	\$1,200
Dual Credit Teacher 1 Period	\$600
• Must be HS Certified in Subject Area and Accepted by Postsecondary Institution	
• HS Dual Credit teachers are eligible for both dual credit stipends and secondary instruction stipends (i.e. math and science stipends)	

EXTRA DUTY PAY - ^{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



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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
MS Art	\$1,000
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
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

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SPECIAL EDUCATION – ^{AS} cont.	
Bilingual or ESL SPED Certified Personnel	\$2,000
<p>**Eligibility will be determined by one of three criteria: Texas Teacher Certification in Foreign Language, Texas Teacher Certification in Bilingual Education, or passing score on a nationally recognized foreign language proficiency exam.</p> <p>For the staff members who receive the stipend by achieving a passing score on a nationally recognized foreign language proficiency exam, the Special Education Department will conduct the exam and provide Human Resources with a memo to document the passing score.</p> <p>***ESL Certification Eligibility – must be teacher of record and teaching SPED/ELL Students.</p>	

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

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Marketing 2 Periods	\$300
Marketing 1 Period	\$150
OTHER CTE INSTRUCTIONAL STIPENDS – AS	
Cosmetology	\$2,500
Agriculture Science & Technology Certified Personnel responsible for cropland and supervision of livestock	\$5,800

HIGH SCHOOL CAREER AND TECHNICAL STUDENT ORGANIZATION (CTSO) COACH EXTRA PERFORMANCE PAY – ON	
Coach	\$1,500
<ul style="list-style-type: none"> 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.

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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
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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/UII - ON - cont.

Science

Biology	\$550
Chemistry	\$550
Physics	\$550

Speech

Cross-Examination Debate	\$605
Lincoln-Douglas Debate	\$605

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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 - <small>ON</small>	
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	

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ELEMENTARY UIL - <small>ON</small>	
	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 – <small>AS</small>		
	Full	Partial
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100
ES Campus Coordinator	\$275	\$100

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

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

JOURNALISM - <small>AS</small>	
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 	

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PRINCIPAL MENTOR PROGRAM - ON	
Principal Mentor	\$1,500
- Mentors must have at least three years principal experience. *- Mentors must have a recommendation and support of their Assistant Superintendent in consultation with the Executive Principal. †- Mentor will be assigned to one mentee (new principal participating in the mentor program) at a time. ‡- Attend training as required.	

ONE-TIME SIGN-ON BONUS - ON	
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***
* Two-Year Commitment to EPISD ** One-Year Commitment to EPISD *** Stipend paid out in Incremental amount of \$500 at the time of hire and every 6 months thereafter	

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