

**EL PASO INDEPENDENT SCHOOL DISTRICT  
2009-2010 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

		2009-2010	Days	Notes
<b>ATHLETICS</b>				
Athletic Trainers		\$1,000		
<b>High School Coaches</b>				
<b>Football</b>				
	Varsity	\$12,500	+ 10 days	
	Offensive/Defensive Coordinator	\$8,500	+ 10 days	
	Assistant Varsity	\$6,700	+ 10 days	
<b>Baseball</b>				
	Varsity	\$5,500	+ 5 days	
	Assistant Varsity	\$2,900	+ 5 days	
	2 <sup>ND</sup> Assistant Varsity	\$2,000		
<b>Basketball</b>				
	Varsity	\$8,500	+ 10 days	
	Assistant Varsity	\$3,100	+ 10 days	
<b>Cross Country</b>				
	Varsity	\$3,300	+ 5 days	
	Assistant Varsity	\$2,000		
<b>Golf</b>				
	Varsity	\$3,300	+ 5 days	
<b>Soccer</b>				
	Varsity	\$5,400	+ 5 days	
	Assistant Varsity	\$2,700	+ 5 days	
<b>Softball</b>				
	Varsity	\$5,500	+ 5 days	
	Assistant Varsity	\$2,900	+ 5 days	
	2 <sup>nd</sup> Assistant Varsity	\$2,000		
<b>***Swimming</b>				
	Varsity	\$3,300	+ 5 days	
	Assistant Varsity	\$2,000		
<b>***Tennis</b>				
	Varsity	Fall	\$3,000	+ 5 days
	Varsity	Spring	\$3,000	+ 5 days
	Assistant Varsity	Fall	\$1,500	+ 5 days
	Assistant Varsity	Spring	\$1,500	+ 5 days
<b>Track</b>				
	Varsity	\$4,700	+ 5 days	
	Assistant Varsity	\$2,900	+ 5 days	
<b>Volleyball</b>				
	Varsity	\$6,700	+ 10 days	
	Assistant Varsity	\$2,900	+ 10 days	
<b>***Wrestling</b>				
	Varsity	\$3,300	+ 5 days	
	Assistant Varsity	\$2,200	+ 5 days	

The coaching extra performance pay includes the specified stipend and, if applicable, 10 or 5 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. Head Football, Football Coordinators, Head Basketball, and Head Volleyball Coaches may not coach another sport. (Exceptions will be allowed on an interim or one year basis).

\*\*\*In the sports of Swimming, Tennis, and Wrestling the Head Coach may receive an extra \$800.00 stipend based on the following:

Tennis:	<ul style="list-style-type: none"> <li>· Must have 24 Athletes compete in 10 JV or Varsity matches throughout the school year (tournaments count as one match)</li> <li>· Must enter a complete Varsity Boys and Girls Team in each scheduled District Tournament</li> <li>· Must have 8 Athletes participate in both JV District Tournaments (if scheduled)</li> <li>· Have a minimum of 4 Boys and 4 Girls compete in each individual event except the 200 IM and the 500 Free</li> </ul>
Swimming: In three meets, to include District Meet, coach must:	<ul style="list-style-type: none"> <li>· Have a minimum of 2 Boys and 2 Girls compete in the 200 IM and 500 Free</li> <li>· Have a full team compete in all relays</li> </ul>
Wrestling:	<ul style="list-style-type: none"> <li>· Must have a full Boys Team and one half the Girls weight classes compete in 3 tournaments, to include the District Tournament</li> </ul>

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	2009-2010	Days	Notes
<b>Middle School Coaches</b>			
<b>Football</b>			
	Head 8 <sup>th</sup> Grade	\$3,200	
	Assistant	\$2,400	
<b>Basketball</b>			
	Head 8 <sup>th</sup> Grade	\$1,800	
	Head 7 <sup>th</sup> Grade	\$1,800	
<b>Soccer</b>			
	8 <sup>th</sup> Grade	\$1,200	
<b>Track</b>			
	Head 8 <sup>th</sup> Grade	\$1,700	
	Head 7 <sup>th</sup> Grade	\$1,700	
<b>Cross Country</b>			
	Head	\$1,200	
	Assistant	\$800	
<b>Volleyball</b>			
	Head 8 <sup>th</sup> Grade	\$1,800	
	Head 7 <sup>th</sup> Grade	\$1,800	

**Additional Athletics Extra Performance Pay**

<b>Athletic Coordinator</b>			
	MS Campus Athletic Coordinator	\$1,000	
<b>Cheerleader</b>			
	* / ***HS Sponsor Varsity	\$4,500	
	* / ***HS Sponsor Assistant	\$2,000	
	MS Sponsor	\$1,000	
	*Kick Dance	\$2,500	School funded
<b>Intramurals</b>			
	Intramurals	\$1,100	School funded

*\*Paid out at the end of the school year.*

*\*\*\* A sponsor that is assigned both the Varsity and JV Cheerleading Squads will receive the HS Sponsor Varsity stipend and one half of the*

**Extra Performance Pay Stipends**

<b>**CILT</b>			
	Team Members	\$1,000	\$500 Per Semester; Except Principal and Assistant Principal
<b>*Department Heads</b>			
	HS Department Head	\$500	5-9 employees
	HS Department Head	\$1,000	10+ employees
<b>**Health and Wellness</b>			
	Wellness Team Leader	\$1,200	\$600 Per Semester
<b>*Journalism/Publications</b>			
	MS Yearbook	\$325	

*\*Paid out at the end of the school year.*

*\*\*Paid out per semester.*

**EL PASO INDEPENDENT SCHOOL DISTRICT  
2009-2010 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

	2009-2010	Days	Notes
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<b>Degree</b>			
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Master's Degree	\$1,000		
Doctoral Degree	\$2,000		

*A \$1,000 master's degree stipend or \$2,000 for a doctorate degree will be added to Teachers, Librarians, and Student Activity Manager pay schedule.*

<b>National Board Certified Teachers Program</b>			
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NBC and classroom teacher	\$2,000		
NBC and classroom teacher in a priority campus	\$5,000		

*The El Paso Independent School District wishes to encourage its teachers to become National Board Certified Teachers. The district will reimburse those teachers who successfully obtain National Board Certification up to \$2,500 in program expenses that were paid directly by the teacher. In order to obtain the reimbursement, the teacher makes the commitment to remain a teacher with the El Paso Independent School District for two full school years.*

*These stipends will not be considered as part of a teacher's compensation in calculating his or her rate of compensation if they change to a non-teaching position.*

<b>Career Ladder</b>			
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Career Ladder II	\$2,000		
Career Ladder III	\$3,500		

*Current EPISD teachers formerly on the Career Ladder will have \$2,000 added for Level II or \$3,500 for Level III.*

<b>Student Activity Manager</b>			
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Student Activity Manager	\$6,000		
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<b>PreK/Kindergarten</b>			
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PreK/Kindergarten	\$1,100	187 days	
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<b>Bilingual</b>			
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Bilingual/Dual Language	\$1,100	187 days	
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<b>ESOL</b>			
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ESOL 5+ Periods	\$1,100	187 days	
ESOL 1 Period	\$220	187 days	
ESOL 2 Periods	\$440	187 days	
ESOL 3 Periods	\$660	187 days	
ESOL 4 Periods	\$880	187 days	

<b>Secondary Instruction</b>			
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Math	\$2,500	187 days	
Science	\$2,500	187 days	
Math/Science Facilitator	\$3,000		

**EL PASO INDEPENDENT SCHOOL DISTRICT  
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	2009-2010	Days	Notes
<b>ROTC</b>			
ROTC Instructors	\$1,500	187 Days	
<b>Fine Arts</b>			
<b>***Instrumental Music</b>			
HS Band Director	\$10,000	198 days	
HS Assistant Band Director	\$5,000		
MS Band Director	\$3,700		
MS Assistant Band Director	\$2,500		
HS Orchestra	\$5,000		
MS Orchestra	\$3,700		
ES Orchestra	\$1,000		
Guitar	\$2,500		
Mariachi	\$1,000		
<b>Journalism/Publications</b>			
*Broadcasting	\$750		
Literary Magazine	\$600		
School Paper	\$1,500		
Yearbook	\$2,200		
<b>Performing Arts</b>			
One Act Play Director	\$1,000		
Performing Dance Group	\$2,500		
Theater Director	\$2,000		
<b>***Vocal Music</b>			
HS Choir	\$5,000		
MS Choir	\$3,700		
ES Choir	\$500		
Vocal Music Specialist	\$1,000		
<b>Visual Arts</b>	\$500		

*\*Paid out at the end of the school year.*

*\*\*\*Itinerant personnel would receive only the highest extra performance pay for their specific assignment. Extra performance pay includes allowed salary for those days in excess of 187 days required by assignment.*

**EL PASO INDEPENDENT SCHOOL DISTRICT  
2009-2010 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

	2009-2010	Days	Notes
<b>Special Education</b>			
<b>Instructional</b>			
AIM/Trans/Instr Specialist	\$1,000	187 days	
Autistic/BIC	\$1,000	187 days	
Early Childhood	\$2,100	187 days	
Homebound/Adaptive PE	\$1,000	187 days	
Multi-Handicapped/PLC	\$1,000	187 days	
Resource / Deaf	\$1,000	187 days	
VI Lead Teacher	\$5,000	187 Days	
Visual Handicapped	\$4,000	187 days	
<b>Professional</b>			
Associate Psychologist	\$11,000	221 days	
Bilingual Stipend for Any Special Education Certified Personnel	\$1,100	187 days	
Diagnostician	\$6,000	203 days	
Doctorate for LSSP Psychologist	\$1,000	227 days	
Lead Speech Therapist	\$1,000	187 days	
Lead Therapist Stipend (all areas) and Lead Diagnostician	\$1,000		
LSSP Psychologist	\$11,000	227 days	
Occupational Therapist / Physical Therapist	\$8,000		
Speech Language Pathologist CYF	\$3,000	187 Days	
Speech Therapy (CCC) / Audiologist	\$11,000	187 days	

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	2009-2010	Days	Notes
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**Career and Technology Education**

Technology Education (Only teachers hired prior to FY 2006)	\$440	187 Days	
Cosmetology Stipend (CTE teachers only)	\$2,000	187 Days	

*Trades and 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 work experience will be based on a Statement of Qualification approved by the Career and Technology Education Director.*

187 days

CTED - Building Maintenance			T and I - Culinary Arts
CTED - Building Trades			T and I - Diesel Technology
CTED - Major Appliance Technology			T and I - Electrical Technology
CTED - Piping Trades and Plumbing			T and I - Electronics Technology
T and I - Advertising Design			T and I - Law Enforcement
T and I - Architectural/Engineering Graphics			T and I - Machining Technology
T and I - Auto Collision Repair			T and I - Nail Technician
T and I - Automotive Technology ASE			T and I - Piping Trades and Plumbing
T and I - Computer Maintenance			T and I - Video Technology
T and I - Computer Telecommunications Technology			T and I - Welding
T and I - Cosmetology			

*The following Career and Technology teachers are allowed 2 -5 years experience for approved documented related work experience. The work experience will be based on a Statement of Qualification approved by the Career and Technology Education Director.*

187 / 203 days

BCIS II Career Preparation			Health Occupations Career Preparation
Family Consumer Science Career Preparation			Marketing Education Career Preparation
Health Science Technology			Career Preparation
* / ***Career and Technology Student Organization	\$500		

*\*Paid out at the end of the school year.*

*\*\*\*Teachers will only be paid a stipend for coaching one student organization. Stipends will be based on a minimum of 5 entries at the actual local/district competition. Example: 5 entries \$500.00, 4 entries \$400.00, 3 entries 300.00, 2 entries \$200.00 and 1entry \$100.00.*

**Agriculture Science**

Responsible for cropland and supervision of livestock	\$5,800	227 Days	
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		2009-2010	Days	Notes
		Full	Partial	
<b>High School Academic / UIL Stipends</b>				
<b>Business</b>				
	Accounting	\$375		
	Computer Applications	\$375		
<b>Drama</b>				
	One-Act Play Director - UIL	\$1,000		
	One-Act Play Assistant Director - UIL	\$500		
<b>English</b>				
	Literary Criticism	\$375		
	Ready Writing	\$375		
	Spelling and Vocabulary	\$375		
<b>Forensic</b>				
	TFA/NFL	\$750		
<b>Journalism</b>				
	Editorial Writing	\$375		
	Feature Writing	\$375		
	Headline Writing	\$375		
	Newswriting	\$375		
<b>Mathematics</b>				
	Calculator Applications	\$550		
	Number Sense	\$550		
	Computer Science	\$440		
	Mathematics	\$440		
<b>Mock Trial</b>		\$440		
<b>Science</b>				
	Biology	\$440		
	Chemistry	\$440		
	Physics	\$440		
<b>Speech</b>				
	Cross-examination Debate	\$605		
	Lincoln-Douglas Debate	\$605		
	Informative Speaking	\$440		
	Persuasive Speaking	\$440		
	Poetry Interpretation	\$440		
	Prose Interpretation	\$440		
<b>Social Studies</b>				
	Current Issues and Events	\$440		
	Social Studies	\$440		

*The stipend will be paid based on the number of entries at the **actual UIL Meet** (Pro-rata).  
Example: 4 entries for Current Issues and Events \$440, 3 entries \$247.50, 2 entries \$165.00, 1 entry \$82.50.*

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	2009-2010		Days	Notes
	Full	Partial		
<b>Middle School Academic / UIL Stipends</b>				

**Speech**

Impromptu Speaking	\$325	\$268		
Modern Oratory	\$325	\$268		
Poetry Interpretation	\$325	\$268		
Prose Interpretation	\$325	\$268		
Spanish Poetry (Native)	\$325	\$268		
Spanish Poetry (Non-Native)	\$325	\$268		
Spanish Prepared				
Speech (Native)	\$325	\$268		
Spanish Prepared Speech (Non-Native)	\$325	\$268		

**Drama**

Duet Acting	\$325	\$268		
Readers Theatre	\$400	\$330		
Spanish Drama	\$400	\$330		

**English**

Ready Writing	\$325	\$268		
Spelling & Vocabulary	\$325	\$268		

**Mathematics**

Calculator Applications	\$400	\$330		
Number Sense	\$400	\$330		
Mathematics	\$325	\$268		

**Social Studies**

	\$325	\$268		
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*The stipend will be paid based on the number of entries at the actual UIL Meet (Pro-rata).  
Example: 3 entries for Number Sense \$400; 2 entries \$266.67; 1 entry \$133.33.*

<b>Academic Coordinator</b>
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HS Campus Coordinator	\$275	\$100		
MS Campus Coordinator	\$275	\$100		

<b>Academic Decathlon and High Q Coaching Stipends</b>
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**Texas Academic Decathlon**

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

**High-Q**

Coach	\$2,050			
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