

**EL PASO INDEPENDENT SCHOOL DISTRICT
2010-2011 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

	2010-2011	Days	Notes
ATHLETICS			
Athletic Trainers	\$1,000		
High School Coaches			
Football			
Varsity	\$12,500	+ 10 days	
Offensive/Defensive Coordinator	\$8,500	+ 10 days	
Assistant Varsity	\$6,700	+ 10 days	
Baseball			
Varsity	\$5,500	+ 5 days	
Assistant Varsity	\$2,900	+ 5 days	
2 ND Assistant Varsity	\$2,000		
Basketball			
Varsity	\$8,500	+ 10 days	
Assistant Varsity	\$3,100	+ 10 days	
Cross Country			
Varsity	\$3,300	+ 5 days	
Assistant Varsity	\$2,000		
Golf			
Varsity	\$3,300	+ 5 days	
Soccer			
Varsity	\$5,400	+ 5 days	
Assistant Varsity	\$2,700	+ 5 days	
Softball			
Varsity	\$5,500	+ 5 days	
Assistant Varsity	\$2,900	+ 5 days	
2 nd Assistant Varsity	\$2,000		
***Swimming			
Varsity	\$3,300	+ 5 days	
Assistant Varsity	\$2,000		
***Tennis			
Varsity	Fall	\$3,000	+ 5 days
Varsity	Spring	\$3,000	+ 5 days
Assistant Varsity	Fall	\$1,500	+ 5 days
Assistant Varsity	Spring	\$1,500	+ 5 days
Track			
Varsity	\$4,700	+ 5 days	
Assistant Varsity	\$2,900	+ 5 days	
Volleyball			
Varsity	\$6,700	+ 10 days	
Assistant Varsity	\$2,900	+ 10 days	
***Wrestling			
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"> · 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)
Swimming: In three meets, to include District Meet, 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 500 Free · Have a full team compete in all relays
Wrestling:	<ul style="list-style-type: none"> · Must have a full Boys Team and one half the Girls weight classes compete in 3 tournaments, to include the District Tournament

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Days

Notes

Middle School Coaches

Football

Head 8 th Grade	\$3,200	
Assistant	\$2,400	

Basketball

Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	

Soccer

8 th Grade	\$1,200	
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Track

Head 8 th Grade	\$1,700	
Head 7 th Grade	\$1,700	

Cross Country

Head	\$1,200	
Assistant	\$800	

Volleyball

Head 8 th Grade	\$1,800	
Head 7 th Grade	\$1,800	

Additional Athletics Extra Performance Pay

Athletic Coordinator

MS Campus Athletic Coordinator	\$1,000	
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Cheerleader

* / ***HS Sponsor Varsity	\$4,500	
* / ***HS Sponsor Assistant	\$2,000	
MS Sponsor	\$1,000	
*Kick Dance	\$2,500	School funded

Intramurals

Intramurals	\$1,100	School funded
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**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

***Department Heads**

HS Department Head	\$500	5-9 employees
HS Department Head	\$1,000	10+ employees

****Health and Wellness**

Wellness Team Leader	\$1,200	\$600 Per Semester
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***Journalism/Publications**

MS Yearbook	\$325	
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**Paid out at the end of the school year.*

***Paid out per semester.*

**EL PASO INDEPENDENT SCHOOL DISTRICT
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	2010-2011	Days	Notes
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Degree			
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.

National Board Certified Teachers Program			
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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.

Career Ladder			
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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.

Student Activity Manager			
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Student Activity Manager	\$6,000		
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PreK/Kindergarten			
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PreK/Kindergarten	\$1,100	187 days	
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Bilingual			
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Bilingual/Dual Language	\$1,100	187 days	
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ESOL			
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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	

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

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	2010-2011	Days	Notes
ROTC			
ROTC Instructors	\$1,500	187 Days	
Fine Arts			
***Instrumental Music			
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		
Journalism/Publications			
*Broadcasting	\$750		
Literary Magazine	\$600		
School Paper	\$1,500		
Yearbook	\$2,200		
Performing Arts			
One Act Play Director	\$1,000		
Performing Dance Group	\$2,500		
Theater Director	\$2,000		
***Vocal Music			
HS Choir	\$5,000		
MS Choir	\$3,700		
ES Choir	\$500		
Vocal Music Specialist	\$1,000		
Visual Arts	\$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
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	2010-2011	Days	Notes
Special Education			
Instructional			
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	
Professional			
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	

**EL PASO INDEPENDENT SCHOOL DISTRICT
2010-2011 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

	2010-2011	Days	Notes
Career and Technology Education			

Technology Education (Only teachers hired prior to FY 2006)	\$440	187 Days
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Cosmetology Stipend (CCTE teachers only)	\$2,000	187 Days
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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
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**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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2010-2011

Days

Notes

Full Partial

High School Academic / UIL Stipends
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Business		
Accounting	\$375	
Computer Applications	\$375	
Drama		
One-Act Play Director - UIL	\$1,000	
One-Act Play Assistant Director - UIL	\$500	
English		
Literary Criticism	\$375	
Ready Writing	\$375	
Spelling and Vocabulary	\$375	
Forensic		
TFA/NFL	\$750	
Journalism		
Editorial Writing	\$375	
Feature Writing	\$375	
Headline Writing	\$375	
Newswriting	\$375	
Mathematics		
Calculator Applications	\$550	
Number Sense	\$550	
Computer Science	\$440	
Mathematics	\$440	
Mock Trial	\$440	
Science		
Biology	\$440	
Chemistry	\$440	
Physics	\$440	
Speech		
Cross-examination Debate	\$605	
Lincoln-Douglas Debate	\$605	
Informative Speaking	\$440	
Persuasive Speaking	\$440	
Poetry Interpretation	\$440	
Prose Interpretation	\$440	
Social Studies		
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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2010-2011

Days

Notes

Full Partial

Middle School Academic / UIL Stipends

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.*

Academic Coordinator

HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100

Academic Decathlon and High Q Coaching Stipends

Texas Academic Decathlon		
Head Coach	\$2,500	
Assistant Coach	\$2,050	

High-Q		
Coach	\$2,050	

Career and Technology Coaching Stipends

Coach	\$500	
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