

**EL PASO INDEPENDENT SCHOOL DISTRICT
2011-2012 EXTRA PERFORMANCE PAY / INSTRUCTIONAL STIPENDS**

	2011-2012	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	
2nd 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	
2nd 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
Baseball/Softball:	<ul style="list-style-type: none"> · 2nd assistant to programs that have and maintain a minimum of 50 athletes. After school program, coach will not have major sports. Number of games will be determined by number of schools with a program.

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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		
Track			
Head 8 th Grade	\$1,700		
Head 7 th Grade	\$1,700		
Volleyball			
Head 8 th Grade	\$1,800		
Head 7 th Grade	\$1,800		

Additional Athletics Extra Performance Pay			
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

**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			
* LPAC	\$500		125 Students
*LPAC	\$1,000		126+ Students
*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
*Journalism/Publications			
MS Yearbook	\$325		

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

***Paid out per semester.*

	2011-2012	Days	Notes
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.

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National Board Certified Teachers Program

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

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

Student Activity Manager	\$6,000
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PreK/Kindergarten

PreK/Kindergarten	\$1,100	187 days
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Bilingual

Bilingual/Dual Language	\$1,100	187 days
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ESOL

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

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

2011-2012 ROTC

	2011-2012	Days	Notes
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	

**EL PASO INDEPENDENT SCHOOL DISTRICT
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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.*

	2011-2012	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
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	2011-2012	Days	Notes
Career and Technical Education			
Technology Education <i>(Only teachers hired prior to FY 2006)</i>	\$440	187 Days	
Cosmetology Stipend	\$2,000	187 Days	
Responsible for cropland and supervision of livestock	\$5,800	227 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 Technical Education Director.

187 days

CTED Building Maintenance	T and I Culinary Arts
CTED Construction Technology	T and I Diesel Technology
T and I Energy & Natural Resources	T and I Electrical Technology
CTED Piping and Plumbing Technology	T and I Electronics Technology
T and I Graphic Design & Illustration	T and I Welding & Precision
T and I - Architectural	T and I Engineering Graphics
T and I Collision Repair & Refinish	T and I Animation & Gaming
T and I Automotive Technology ASE	T and I Cosmetology
T and I Computer Maintenance	T and I Audio Video Technology
T and I Computer Telecommunications	Agricultural Animal Science Technology

The following Career and Technical Education 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 Technical Education Director.

187 / 203 days

T and I Law Enforcement	Marketing Education
T and I Fire Science Technology	Health Science Technology

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		2011-2012	Days	Notes
		Full	Partial	
High School Academic / UIL				
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
	Newsriting			\$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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	2011-2012		Days	Notes
	Full	Partial		
Middle School Academic / UIL				
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		
<i>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.</i>				
Academic Coordinator				
HS Campus Coordinator	\$275	\$100		
MS Campus Coordinator	\$275	\$100		
Academic Decathlon and High Q Coaching				
Texas Academic Decathlon				
Head Coach	\$2,500			
Assistant Coach	\$2,050			
High-Q				
Coach	\$2,050			
Career and Technical Student Organization Coaching (CTSO)				
Coach	\$500			

***CTE 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.