

2019-2020

## EXTRA PERFORMANCE PAY/INSTRUCTIONAL STIPENDS

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

ATHLETICS	
High School Athletic Coordinators	\$5,000
Middle School Coordinator	\$1,000
Athletic Trainers	\$6,250

HIGH SCHOOL COACHES		
<ul style="list-style-type: none"> <li>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.</li> </ul>		
<b>Football</b>		
Varsity	\$12,500	+ 10 days
Offensive/Defensive Coordinators	\$8,500	+ 10 days
Assistant Varsity	\$6,700	+ 10 days
Co-coordinator*	\$7,600	+ 10 days
If opting for a Football Co-coordinator Model, the campus will: <ul style="list-style-type: none"> <li>Assign Offensive and/or Defensive Co-coordinators from existing staff allocations,</li> <li>Utilize the existing Offensive Coordinator and Assistant Coach positions to create two (2) Offensive Co-coordinator positions, or</li> <li>Utilize the existing Defensive Coordinator and Assistant Coach positions to create two (2) Defensive Co-coordinator positions.</li> <li>Not increase staffing/coaching assignments in order to implement the model.</li> <li>Designate the model before the beginning of the season and maintain the model throughout the season.</li> </ul>		
<b>Basketball</b>		
Varsity	\$8,500	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days
<b>Volleyball</b>		
Varsity	\$6,700	+ 10 days
Assistant Varsity (3 Positions)	\$3,100	+ 10 days

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<ul style="list-style-type: none"> <li>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)</li> </ul>		
<b>Cross Country</b>		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days
<b>Golf</b>		
Varsity	\$3,300	+ 5 days
<b>Soccer</b>		
Varsity	\$5,400	+ 5 days
Assistant Varsity	\$2,700	+ 5 days
Developmental	\$2,000	No Additional Days
<b>Track</b>		
Varsity	\$4,700	+ 5 days
Assistant Varsity	\$2,900	+ 5 days
<b>Swimming</b>		
Varsity	\$3,300	+ 5 days
Assistant Varsity	\$2,000	+ 5 days
Varsity Swimming Coach may receive an extra \$800 stipend if in 3 meets, to include District Meet, the coach must:	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	
<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>Wrestling</b>		
Varsity	\$3,300	+ 5 days
Varsity (Girls)	\$3,300	+ 5 days
Assistant Varsity (Boys & Girls)	\$2,200	+ 5 days
Additional Head Wrestling Coach or Assistant Wrestling Coach will be determined by the following:	<ul style="list-style-type: none"> <li>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.</li> </ul>	
<b>Baseball</b>		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days
<b>Softball</b>		
Varsity	\$5,500	+ 5 days
Assistant Varsity (2 Positions at this level)	\$2,900	+ 5 days
<ul style="list-style-type: none"> <li><b>Must have 8 athletes participate in both JV District tournaments (if scheduled)</b></li> </ul>		

<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-Squad	\$1,000	
<b>Cross Country</b>		
Head 8 <sup>th</sup> Grade	\$1,200	
<b>Soccer</b>		
Head 8 <sup>th</sup> Grade	\$1,200	
Head 7 <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>Volleyball</b>		
Head 8 <sup>th</sup> Grade	\$1,800	
Head 7 <sup>th</sup> Grade	\$1,800	
B-Squad	\$1,000	
<b>Wrestling</b>		
Head 7 <sup>th</sup> /8 <sup>th</sup> Grade	\$1,200	
<b>Baseball</b>		
7 <sup>th</sup> -8 <sup>th</sup> Grade	\$1,000	
<b>Softball</b>		
7 <sup>th</sup> -8 <sup>th</sup> Grade	\$1,000	
<ul style="list-style-type: none"> <li>• B-Squad, Baseball and Softball approved for programs based on participation and maintains a minimum of 25 athletes.</li> </ul>		

<b>ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY</b>		
<b>Cheerleader</b>		
HS Sponsor	\$4,500	
HS Assistant Sponsor	\$2,000	
MS Sponsor	\$1,000	
<ul style="list-style-type: none"> <li>• 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</li> <li>• All stipends paid at the end of the school year for Cheerleader</li> </ul>		

<b>ADDITIONAL ATHLETIC EXTRA PERFORMANCE PAY (SCHOOL FUNDED)</b>		
Intramurals	\$1,100	

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

DEGREES	
Master’s Degree	\$1,000
Doctoral Degree	\$1,000
<ul style="list-style-type: none"> <li>An employee in one of these categories that has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 Master’s Degree stipend plus the \$1,000 Doctoral Degree stipend. This will be added to the Teacher, Librarian, and Student Activities Manager Pay Schedules.</li> </ul>	

NATIONAL BOARD CERTIFIED TEACHERS PROGRAM	
NBC Classroom Teacher	\$2,000
<ul style="list-style-type: none"> <li>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 EPISD for two full years.</li> <li>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.</li> </ul>	

CAREER LADDER	
Career Ladder II	\$2,000
Career Ladder III	\$3,500
<ul style="list-style-type: none"> <li>Applies to teachers hired for the 2008-2009 school year or earlier</li> </ul>	

STUDENT ACTIVITY MANAGER	
Student Activity Manager	\$6,000

DEPARTMENT HEADS/GRADE LEVEL LEADERS		
Elementary Grade Level Leaders	\$500	2-4 Teachers
Elementary Grade Level Leaders	\$650	5-9 Teachers
Elementary Grade Level Leaders	\$800	10+ Teachers
<ul style="list-style-type: none"> <li>Grade levels are PK/K, 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup></li> <li>Elementary non-grade level teachers such as PE or SPED may be included in ONE grade level as determined by the Principal</li> </ul>		
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"> <li>Core is Math, Science, ELA, Social Studies</li> <li>For stipend purposes, the Principal will determine which core area MS Humanities will be assigned</li> <li>For stipend purposes, the Principal will determine how high school non-core departments are grouped</li> <li>Stipend paid at the end of the school year</li> <li>For stipend purposes, teachers may only be included in one department count as determined by the Principal</li> </ul>		

LPAC		
LPAC	\$500	Enrollment 99 or less
<ul style="list-style-type: none"> <li>Stipend paid at the end of the school year</li> </ul>		

PRE-KINDERGARTEN	
Pre-Kindergarten	\$1,100

BILINGUAL/DUAL LANGUAGE	
Bilingual / Dual Language/ESL Certification	\$1,500
Dual Language Support	\$250 per Competency Completion
*ESL Certification eligibility – must be teacher of record and teaching “L” Sections.	

ROTC	
ROTC Instructors	\$1,500

DUAL LANGUAGE MS AND HS (MATHEMATICS, SCIENCE, SOCIAL STUDIES)	
Dual Language 5+ Periods	\$1,100
Dual Language 4 Periods	\$880
Dual Language 3 Periods	\$660
Dual Language 2 Periods	\$440
Dual Language 1 Period	\$220
<ul style="list-style-type: none"> <li>ESL Certification is required</li> </ul>	

NEW TECH ELEMENTARY SCHOOL	
Elementary School New Tech Teacher – Grades 3 - 5	\$2,500
Elementary School New Tech Teacher – Grades K - 2	\$1,500
Elementary School New Tech Teacher – PE	\$1,000
Elementary School New Tech – Instructional Coach	\$1,000

NEW TECH MIDDLE AND HIGH SCHOOL	
New Tech Sections 4+ Periods	\$2,400
New Tech Sections 3 Periods	\$1,800
New Tech Sections 2 Periods	\$1,200
New Tech Section 1 Period	\$600
Participate in campus-based professional development instructional or curricular planning, share and analyze student data with other teachers, participate in parent involvement programs, Teacher Residency or New Tech annual conference, visit NTN school in the area, collaborate with NTN teachers from another campus, attend all scheduled NTN trainings, earn 1 NTN 101 Pathway Map badge and one NTN Certified Teacher Pathway badge per school year. Must teach at an EPISD New Tech campus for one full year. Stipend will be paid at the end of the year upon completion of all requirements.	

POWER UP MENTOR	
Power Up Mentor	\$1,000
<ul style="list-style-type: none"> <li>After 120 hours of successful training. After training, serve as mentor to the campus.</li> <li>Stipend paid at the end of the school year</li> </ul>	

TRANSFORMATION ZONE	
<p>The Texas Education Agency awarded the El Paso Independent School District grant funding to develop a Transformation Zone for the period of July 2018 through July 2020. The Office of Transformation (OOT) will direct implementation of the grant. The Office of Transformation will collaboratively work with the selected campuses to provide equitable access to high quality schools in every neighborhood by implementing targeted and specific school action plans such as the Redesign, Fresh Start, Talent Transformation or In-District Innovation School campuses with the goal to improve student outcomes. The schools eligible for grant funding are Andress HS, Bassett MS, Bowie HS, Chapin HS, CCTA, Hughey ES, Milam ES, and Richardson MS.</p> <p>Specific activities and additional services have been identified and will be required to receive stipend amounts as noted. The goal of the OOT is to empower leaders, educators and students through innovative systems and/or transformative programs to improve culture, climate and instruction at the campus. The stipends are contingent on grant funding availability.</p>	
T-Zone Leadership & Design Fellow – Planning Year	\$5,500
Small Learning Community Administrator – Implementation Year	\$5,000 P/Semester

REDESIGN – SCHOOL ACTION PLAN			
Professional Development			
	Teacher	\$980	4 Days – 7 Hr Days
Stipend			
	Teacher	\$1,200	Per Semester
	SLC Administrator	\$5,000	Per Semester
FRESH START – SCHOOL ACTION PLAN			
Professional Development			
	Teacher	\$980	4 Days – 7 Hr Days
Stipend			
	Teacher	\$3,000	Per Semester
	Teacher Leader & ALL	\$3,500	Per Semester
	Counselor & Social Worker	\$4,000	Per Semester
	Asst. Principal/LDI Fellow	\$4,500	Per Semester
	Principal	\$6,250	Per Semester
TALENT TRANSFORMATION – SCHOOL ACTION PLAN			
HIGH SCHOOL			
Stipend			
	Teacher	\$2,500	Per Semester
	Instructional Coach	\$3,000	Per Semester
	Asst. Principal	\$4,500	Per Semester
	Principal	\$4,000	Per Semester

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

<b>MIDDLE SCHOOL</b>			
Stipend	Teacher/IB Coordinator/SEL Culture/Data Analysis/ALL/Instructional Coach	\$2,900	Per Semester
	Asst. Principal	\$4,900	Per Semester
	Principal	\$3,650	Per Semester
<b>ELEMENTARY</b>			
Professional Development	Teachers	\$1,000	4 Days – 7.5 Hrs Days
	Instructional Leadership	\$1,000	4 Days – 7.5 Hrs Days
Stipend			
	Teachers	\$1,000	Per Semester
	Instructional Leadership	\$2,500	Per Semester
	Asst. Principal	\$4,500	Per Semester
	Principal	\$6,250	Per Semester

**MATH INNOVATION ZONE (MIZ)**

Campus Program Manager	\$500	Annual – Pay Out in May
Teacher	\$500	Annual – Pay Out in May

**SECONDARY INSTRUCTION**

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"> <li>Must be HS/MS Certified in Math</li> </ul>	
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"> <li>Must be HS/MS Certified in Science</li> </ul>	
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"> <li>Must be HS Certified in Subject Area and Accepted by Postsecondary Institution</li> <li>HS Dual Credit teachers are eligible for both dual credit stipends and secondary instruction stipends (i.e. math and science stipends)</li> </ul>	

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

EXTRA DUTY PAY	
<b>Extra Teaching Period</b>	<b>\$1,500 P/SEMESTER</b>
<ul style="list-style-type: none"> <li>• Teachers assigned an additional class period in lieu of a conference period are eligible for the stipend.</li> <li>• Teacher must maintain one conference/prep period.</li> <li>• All Extra Teaching Period Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval.</li> <li>• The funding of the stipend requested will be treated as follows:                             <ul style="list-style-type: none"> <li>○ Request for Extra Teaching Period Stipend due to credit recovery- Campus Funded</li> <li>○ Request for Extra Teaching Period Stipend due to master scheduling conflicts, staffing FTE numbers will be evaluated to identify master schedule conflicts – Campus Funded</li> <li>○ Request for Extra Teaching Period Stipend due to enrollment numbers – District Funded</li> </ul> </li> </ul>	
<b>Extended Schedule</b>	<b>\$1,500</b>
<ul style="list-style-type: none"> <li>• Extended Schedule Stipends are allotted to teachers assigned to a Disciplinary Alternative Education Program (DAEP) campus and are required to extend their schedule to supervise students before or after school per semester.</li> </ul>	
<b>Delta Fine Arts</b>	<b>\$1,000</b>
<ul style="list-style-type: none"> <li>• Fine Arts teachers assigned to Delta Academy are eligible for a Fine Arts stipend per semester.</li> <li>• All Delta Fine Arts Stipend requests must be processed through a RAP and presented to the Grants and Personnel Council (GAPC) for approval.</li> </ul>	

FINE ARTS	
<b>Instrumental Music</b>	
HS Band Director	\$10,000
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
<ul style="list-style-type: none"> <li>• 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.</li> <li>• A teacher that is assigned to two (2) secondary campuses will receive one full stipend amount of the first assignment and one-half of the second assignment stipend. Example, a teacher assigned to MS Band and MS Assistant Band will receive the following stipend amounts: \$3,700 + \$1,250 (\$2,500/2)</li> </ul>	
<b>Performing Arts</b>	
One Act Play Director	\$1,000
Performing Dance Group	\$2,500
HS Theater Director	\$5,000
Kick Dance	\$2,500
<ul style="list-style-type: none"> <li>• Kick Dance stipend paid at the end of the school year</li> </ul>	
<b>Vocal Music</b>	
HS Choir	\$5,000
MS Choir	\$3,700
ES Choir	\$500
Vocal Music Specialist	\$1,000



<b>Visual Arts</b>	
Art	\$500
HS Art	\$1,000

**JOURNALISM**

<b>Journalism / Publications</b>	
Broadcasting	\$900
<ul style="list-style-type: none"> <li>• Paid at the end of the school year after receiving six productions.</li> </ul>	
Literary Magazine	\$600
<ul style="list-style-type: none"> <li>• Paid as part of salary throughout the school year (May also be school programs, sports schedules, alumni programs, etc. as approved by Principal)</li> </ul>	
School Paper	\$1,500
<ul style="list-style-type: none"> <li>• Paid as part of salary throughout the school year (Paid based on six issues) (Prorated)</li> </ul>	
Yearbook	\$2,200
<ul style="list-style-type: none"> <li>• Paid as part of salary throughout the school year (Copy of yearbook given to District to be archived)</li> </ul>	
MS Yearbook	\$500
<ul style="list-style-type: none"> <li>• Stipend paid at the end of the school year</li> </ul>	

**SPECIAL EDUCATION**

<b>Instructional</b>	
Transitional/Instructional Specialist	\$1,000
AIM/BIC/CRC/Autistic-SLU (Self-Contained)	\$1,500
Deaf Education	\$4,000
PPCD Pre-Kindergarten	\$2,100
PPCD Kindergarten (Self-Contained)	\$1,500
Homebound / Adaptive PE	\$1,000
Resource	\$1,000
VI Lead Teacher	\$5,000
Visually Impaired	\$4,000
Deaf Ed Interpreter	\$1,200
<b>Professional</b>	
Associate / LSSP Psychologist	\$11,000
Diagnostician	\$6,000
Doctorate for LSSP Psychologist	\$1,000
Mentor Speech Therapist	\$1,000
Mentor Therapist (all areas)	\$1,000
Mentor Diagnostician	\$1,000
Mentor Occupational Therapist	\$1,000
Mentor Physical Therapist	\$1,000
Licensed Clinical Social Worker	\$500
Occupational / Physical Therapist	\$8,000
Speech Language Pathologist CYF	\$3,000
Speech Therapy (CCC) / Audiologist	\$11,000
**Bilingual for SPED Certified Personnel or ***ESL Certification for any SPED Teacher	\$1,500

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

\*\*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.

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.

\*\*\*ESL Certification eligibility – must be teacher of record and teaching SPED/EL Students.

CAREER AND TECHNICAL EDUCATION INSTRUCTIONAL STIPENDS		
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	
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	
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	
Marketing 7+ Periods	\$1,050
Marketing 6 Periods	\$900
Marketing 5 Periods	\$750
Marketing 4 Periods	\$600
Marketing 3 Periods	\$450

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

Marketing 2 Periods	\$300
Marketing 1 Period	\$150

**CAREER AND TECHNICAL EDUCATION EXTRA PERFORMANCE PAY STIPENDS**

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**

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**

**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

**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.

<b>CTE STIPEND FOR ADVANCED MATH AND SCIENCE COURSES</b>	
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

<b>ACADEMIC COMPETITIONS/JOURNALISM/SPEECH/UII</b>	
<b>Business</b>	
Accounting	\$440
Computer Applications	\$440
<b>Drama</b>	
One-Act Play Director UII	\$1,000
One-Act Play Assistant Director UII	\$500
<b>English</b>	
Literary Criticism	\$440
Ready Writing	\$440
Spelling & Vocabulary	\$440
<b>Forensic</b>	
TFA/NFL	\$750
<b>Journalism</b>	
Editorial Writing	\$440
Feature Writing	\$440
Headline Writing	\$440
Newswriting	\$440
<b>Mathematics</b>	
Calculator Applications	\$550
Number Sense	\$550
Computer Science	\$440
Mathematics	\$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

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

<b>Social Studies</b>	
Current Issues & Events	\$440
Mock Trial	\$440
Social Studies	\$440
The stipend will be paid based on the number of entries at the actual UIL Meet (Pro-rated). Example: 4 entries for Current Issues & Events \$440, 3 entries \$247.50, 2 entries \$165, 1 entry \$82.50	

MIDDLE SCHOOL ACADEMICS / UIL		
	Full	Partial
<b>Drama</b>		
Duel Acting	\$400	\$268
Readers Theatre	\$400	\$330
Spanish Drama	\$400	\$330
<b>English</b>		
Ready Writing	\$400	\$268
Spelling & Vocabulary	\$400	\$268
<b>Mathematics</b>		
Calculator Applications	\$400	\$330
Number Sense	\$400	\$330
Mathematics	\$400	\$268
<b>Speech</b>		
Impromptu Speaking	\$400	\$268
Modern Oratory	\$400	\$268
Poetry Interpretation	\$400	\$268
Prose Interpretation	\$400	\$268
Spanish Poetry (Native)	\$400	\$268
Spanish Poetry (Non-Native)	\$400	\$268
Spanish Prepared Speech (Native)	\$400	\$268
Spanish Prepared Speech (Non-Native)	\$400	\$268
<b>Social Studies</b>		
Social Studies	\$400	\$268
The stipend will be paid based on the number of entries in the actual UIL Meet (Pro-rated). Example: 3 entries for Number Sense \$400, 2 entries \$266.67, 1 entry \$133.33		

FLEXBOOK WRITER/EDITOR	
Edit and update a previously completed Flexbook	\$500
Complete partially completed Flexbook from Summer 2017	\$1,100
Create a complete Flexbook with required components	\$2,200
The stipend will be paid for each completed final product.	

2019 - 2020 EXTRA PERFORMANCE PAY – INSTRUCTIONAL STIPENDS

ACADEMIC COORDINATOR		
	Full	Partial
HS Campus Coordinator	\$275	\$100
MS Campus Coordinator	\$275	\$100

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

DESTINATION IMAGINATION (K-12)	
Coach	\$440

FOOD SERVICE	
Competency Trainer	\$150 Per Semester

TEACHER SIGN-ON BONUS	
Math/Science	\$1,000*
Certified Bilingual/ESL/Elementary Dual Language	\$1,000*
Deaf Education	\$3,000*
Dual Credit	\$3,000*
Special Education	\$3,000*
Relocation Fee (if you live 150 miles or more from El Paso, TX)	\$1,500**

CAMPUS PRINCIPAL	
<b>High School</b>	
1,400 – 1,999 Enrollment	\$2,500
2,000+ Enrollment	\$5,000
<b>Middle School</b>	
700 - 949 Enrollment	\$750
950 – 1,199 Enrollment	\$1,500
2,000+ Enrollment	\$3,000
<b>Elementary School</b>	
700+ Enrollment	\$1,500
- Based on Student Enrollment as of PEIMS Snapshot Date – (Last Friday of October) - Paid out in December	

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, Patricia Cortez, at 230-2033; 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, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856.