

IRVING INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL DUTY AND STIPEND SCHEDULE

2007-2008

Supplemental duty and stipend payments represent compensation paid to employees for responsibilities they have been assigned that require work beyond their regular duty. These assignments reflect opportunities for professional growth and/or supervision of extra/co-curricular activities. This schedule applies to the 2007-2008 school year only.

SUPPLEMENTAL DUTY PAYMENTS INCLUDED IN ANNUAL SALARY

NOTE:

Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the the teacher's annual salary.

Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary.

PEER LEADERSHIP ACTIVITIES:

Department Chairpersons		
High School (Core Subjects)		\$1,000
Academy (Specializations)		\$1,000
Middle School (Core Subjects)		\$800
Special Education Department Chairpersons		
High School		\$1,000
Middle School		\$800
Other Subject Areas and Interdisciplinary Teams		
High School (5 or more teachers)		\$600
Middle School (4 or more teachers)		\$600
Grade Level Chairperson	(PK-5 with at least 3 teachers 1 per grade, may be split)	\$600
Bilingual/ESL Lead Teacher	(1 per EC & Elem campus) OR	\$1,200
Principal Alternative: Bilingual Only (1 per EC & Elem campus)		\$600
+ ESL Only (1 per EC & Elem campus)		\$600
ESL Lead Teacher	(1 per MS & HS Campus)	\$1,200
Special Education Lead Teacher	(PK-5 with at least 3 teachers 1 per campus)	\$600
Mentor Teacher (for permits)		\$500

Clinical Fellowship Year (CFY) Supervision (per semester & per SLP) \$1,000

Fine Arts District Lead Teachers

PK - 5 Music	\$1,500
6 - 12 Theater Arts	\$1,000
6 - 12 Choral	\$1,000
6 - 12 Band	\$1,000
6 - 12 Orchestra	\$800
9 - 12 Visual Arts	\$1,000
9 - 12 Dance	\$500

STUDENT LEADERSHIP ACTIVITIES:

UIL Contest Sponsor \$350

Destination Imagination Team Manager \$350

Career & Technology Sponsor (Competitions) \$350

Journalism

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
High School Yearbook	3 days	plus	\$600
High School Newspaper			\$600
Middle School Yearbook/Newspaper	3 days	plus	\$600

Academic Decathlon

Head Coach		\$4,750
Asst. Coach		\$4,250
*Others	Maximum of \$4,000 for group with \$2,000 maximum per person	

Academic Decathlon State Meet Per Coach

Head Coach		\$2,250
Asst. Coach		\$1,750
*Others	Maximum of \$2,400 for group with \$1,200 maximum per person	

Academic Decathlon National Meet Per Coach

Head Coach		\$2,000
Asst. Coach		\$1,500
*Others	Maximum of \$2,000 for group with \$1,000 maximum per person	

*** These funds may not be designated or allocated to the Head Coach Or Asst. Coach**

Mock Trial

Co-Coaches (2)	\$2,000 each
Others	\$1,000

Mock Trial State Meet

Co-Coaches (2)	\$1,000 each
Others	\$1,000

Mock Trial National Meet	
Co-Coaches (2)	\$1,000 each
Others	\$0

Future Educator Organization Sponsor \$1,000

Dual Enrollment Teacher (per preparation/course title) \$1,500 = 1 credit; \$750 = .5 credit
 Advanced Placement Teacher (per preparation/course title) \$1,500 = 1 credit; \$750 = .5 credit

Examples:

A teacher who teaches .5 credit dual enrollment Government in the Fall and in the Spring would receive a \$750 supplement.

A teacher who teaches dual enrollment for English and AP English would receive a \$3,000 supplement as these classes are different preparations.

A teacher who teaches 2 classes of dual enrollment US History would receive a \$1,500 supplement as these are the same preparation.

Cheerleader Sponsor	<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
	High School Varsity	10 days	plus	\$1,000
	High School JV	10 days	plus	\$600
	Freshman			\$600
	Middle School	10 days	plus	\$600
Drill Team Sponsor		10 days	plus	\$1,800

Student Council				
High School				\$1,200
Assistant at High School				\$500
Middle School				\$500
National Honor Society				\$350

Band	<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
	High School Director	23 days	plus	\$9,000
	High School Assistant	13 days	plus	\$4,000
	Middle School Director	10 days	plus	\$4,000
	Middle School Assistant	(per school)		\$1,000

Choir				
High School Director				\$4,500
Middle School Director				\$2,400
High School/Middle School Assistant				\$1,500

Orchestra				
High School Director				\$4,300
Middle School Director				\$2,400

Ballet Folklorico Sponsor \$700

High School Competition Speech	\$2,000
High School Competition Drama - Lead	\$4,000
High School Competition Drama - Assistant	\$2,500
GED (will be shared if more than one teacher)	\$3,000

Safety Patrol Sponsor \$1,200

DISTRICT INCENTIVES:

Fully Certified Elementary Bilingual Teacher in that Assignment	\$4,000
Speech Therapists, Diagnosticians, Counselors, Instructional Specialists or Librarians with Bilingual Certification or Score of Advanced or Advanced High on TOPT (Final Passing Score of 6, 7, or 8)	\$3,500
Speech Therapists, Diagnosticians, Counselors, or Librarians with Score of Intermediate High on the TOPT (Final Score of 4)	\$1,750
Secondary Math or Science Teachers (with 4 or more sections): With 2-5 Years of IISD Consecutive Service teaching math/science: With 6+ Years of IISD Consecutive Service teaching math/science: Must meet all related staff development requirements	\$1,500 \$3,000
Fully certified Vision Impaired Teachers in that Assignment	\$3,000
Campus Techs with 1:1 Student:Laptop Ratio (currently High Schools & deZavala MS)	\$2,000
Spanish Oral Proficiency Stipend >Any Professional or Paraprofessional Employee is Eligible, unless currently receiving Bilingual stipend >Must score 4 or better on TOPT, or District Approved equivalent assessment	\$500
Assigned Class During Required Planning & Preparation Period: For a classroom teacher who <i>voluntarily</i> gives up his/her state-required planning & preparation period to teach an academic class due to campus needs. It must be recommended by the principal, endorsed by the Division Director of Secondary T&L, and approved by Director of Personnel	6 Period Day: 1/6 of Salary 7 Period Day: 1/7 of Salary 8 Period Day: 1/8 of Salary (Includes A/B Block)

STIPEND PAYMENTS PAID AS SPECIAL EARNINGS

NOTE:

Stipends payments for single events may be paid as Special Earnings as the events occur. Funds must be budgeted in campus or department budgets to pay these stipends.

DISTRICT CURRICULUM & INSTRUCTION

Curriculum Writing	\$300 per project
District Textbook Committee	\$300
Staff Development Presentation	Lesser of \$25 per hour or normal hourly rate
Staff Development Preparation	Rate for Presentation for up to 50% of presentation time
Facilitator for Major Staff Development Event	\$50 per day
Planning for Major Staff Development Event	\$15 per hour
Required Training for Professional	\$75 per day
Required Training for Others	\$30 per day
Summer School Principal	\$27 per hour
Summer School Principal (200+ Students)	\$30 per hour
Summer School Teacher	\$25 per hour
Summer School Aide	\$8 per hour
Summer School Secretary	\$12.50 per hour
Extended Instruction Teacher	\$25 per hour
Extended Instruction Aide	\$8 per hour
Extended Instruction Summer Session Lead Teacher	\$500
Extended Instruction Secretary	\$12.50 per hour
Tutorials	
Certified Teacher	\$25 per hour
Non-certified Teacher (includes Certified Aide)	\$15 per hour

SPECIAL EVENT STIPENDS:

Detention Hall Duty	\$15 per hour
Saturday School	\$15 per hour
Credit by Exam or Test Proctor	\$20 per hour
Sign Language Interpreter	\$25 per hour
Other Language Oral Interpreter	\$15 per hour
Other Language Written Interpreter	\$25 per hour

Parent Facilitator	\$17 per hour
Science Fair Teacher Facilitator	\$450
Science Olympiad Teacher Facilitator	\$800
All-City Auditions and Pre-UIL Facilitator (2 Band, 2 Strings 1 Choir)	\$100

Irving Boys and Girls Choirs Director	\$2,000
Irving Boys and Girls Choirs Assistant Director	\$1,750
Irving Boys and Girls Choir Accompanist	\$750

DISTRICT INCENTIVES:

Secondary ESL Teachers who are the Teacher of Record for a sheltered or ESOL class (payment made in November following the year in which conditions were met)	\$1,000
ESL (ARISE) Stipend Must meet the following conditions to qualify: >Hold ESL Supplemental Certificate >Teacher of Record in Reading, English, Math, Science, or Social Studies >Attend required 12 hours of ARISE staff development This stipend will be paid in November following the year in which conditions were met. Note: ARISE program will be evaluated following the 2008-2009 school year	\$1,000

IISD Graduates Teaching in IISD, and meet the following conditions: \$4000*

- >First Year Teacher in 07-08
- >Teacher in designated IISD Acute Shortage Area
- >First Year of Teaching must be within six years of HS graduation
- *\$2000 will be paid in Year One (Oct), and \$2000 in Year Two (Oct)

College Coursework Reimbursements

Irving ISD does not have a reimbursement program to receive a masters. However, there are certain college/university courses, graduate and undergraduate, that are reimbursable under the conditions listed below.

Employees who earn at least 3 semester hours at a college or university in a course leading toward certification in a field where there is a critical shortage of certified teachers may be reimbursed \$300 per course. For 2007-2008, those fields of critical shortage are bilingual elementary, English as a second language, special education, mathematics and science.

Employees who earn at least 3 hours for a course completed after September 1, 2002 beyond their Master's degrees in any specific teaching field may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a Master's Degree plus at least 18 hours in the subject area taught.

Recent college graduates who are employed to teach in a bilingual elementary assignment may be reimbursed up to \$2,000 for the last semester of their college tuition, textbooks, and fees.

Buy-Back Options

Retiree Local Sick Leave Buy Back Rate	\$100 per day
Retiree Exemplary Attendance Buy Back Rate	\$100 per day

Exemplary Attendance Buy Back Rate -- Active Employees

- * A minimum of 15 days must be in the employee's Exemplary Attendance Sick Leave Days account before being eligible to sell any days.
- * A maximum of 10 days may be sold at 80% of the rate equivalent to the retirement "Buy Back" rate set by the Board of Trustees. \$80 per day
- * Any additional days in the Exemplary Attendance Days account may be "sold" at 50% of the rate equivalent to the retirement "Buy-Back" rate set by the Board of Trustees. \$50 per day
- * Requests to "sell" Exemplary Attendance Days must be made during the month of September each year.
- * Payment will be made to the employee in the October paycheck under "Special Earnings."
- * Any days sold are subject to income tax and TRS deductions.