

IRVING INDEPENDENT SCHOOL DISTRICT
SUPPLEMENTAL DUTY AND STIPEND SCHEDULE

2008-2009

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-curricular activities. This schedule applies to the 2008-2009 school year only, and all stipends/supplemental duty pay are prorated when performed less than a full school year, or for less than a full time teacher. If a paraprofessional is receiving the supplemental duty pay or stipend, the amount will be the greater of either the posted amount in this schedule or the individual's overtime rate if the duty extends beyond the 40 hour workweek.

**SUPPLEMENTAL DUTY PAYMENTS INCLUDED IN ANNUAL SALARY
(Paid over 12 Months)**

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 teacher's annual salary, paid over 12 months.

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, CTE, Special Education)		\$1,500
Academy (Specializations, Special Education)		\$1,500
Middle School (Core Subjects, Special Education)		\$1,000
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)	\$800
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)	\$800
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:

JROTC	30 days	plus	\$2500
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			\$1000

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	\$3,000
High School JV	10 days plus	\$1,500
Freshman	5 days plus	\$1,500
Middle School	10 days plus	\$1,000
Drill Team Sponsor	10 days plus	\$3,000

Student Council

High School	\$1,200
Assistant at High School	\$500
Middle School	\$500

National Honor Society \$500

<i>Band Assignment</i>	<i>Duty Days</i>	<i>Monetary Supplement</i>
High School Director*	23 days plus	\$9,500
High School Assistant	15 days plus	\$5,000
Middle School Director*	10 days plus	\$4,500
Middle School Assistant	(per school)	\$1,500

*If program has 200 to 300 students enrolled as of May 1st, additional stipend: \$1,000
 Paid in May Special Earnings Paycheck

*If program has over 300 students enrolled as of May 1st, additional stipend: \$2,500
 Paid in May Special Earnings Paycheck

Choir

High School Director*	5 days plus	\$4,500
Middle School Director*		\$2,500
High School Assistant		\$2,000

*If program has 200 to 300 students enrolled as of May 1st, additional stipend: \$1,000
 Paid in May Special Earnings Paycheck

*If program has over 300 students enrolled as of May 1st, additional stipend: \$2,500
 Paid in May Special Earnings Paycheck

Orchestra	
High School Director	\$4,600
Middle School Director	\$3,000
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; or equivalent on BTLPT (Final Passing Scores of 6, 7, or 8)	\$3,500
Speech Therapists, Diagnosticians, Counselors, or Librarians with Score of Intermediate High on the TOPT (Final Scores of 4) ; or equivalent on BTLPT	\$1,750
Speech Language Pathologist – Critical Needs Area Fully Licensed in a full time position Annual Stipend	\$2,500
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	\$500
<ul style="list-style-type: none"> • Any Professional or Paraprofessional Employee is Eligible, unless currently receiving Bilingual stipend • Must score 4 or better on TOPT, or District Approved equivalent assessment; or equivalent on BTLPT 	

Assigned Class During Required Planning & Preparation Period:	6 Period Day: 1/6 of Salary
For a classroom teacher who voluntarily give up his/her state-required planning & preparation period to teach an academic class due to campus needs.	7 Period Day: 1/7 of Salary
It must be recommended by the principal, endorsed by the Division Director of Secondary T&L, and approved by Director of Personnel.	8 Period Day: 1/8 of Salary (Includes A/B Block)

TECHNOLOGY STIPENDS

Campus Techs	
A+, MCP, or equivalent certification	\$2000
District Computer Techs	
A+ Certification	\$2000
Or	
MCSA or equivalent	\$5000
District Network Techs	
CCNA or equivalent	\$2000
CCNP or equivalent	\$3000
Or	
MCSA or equivalent	\$5000
District Network Techs (Server Specialists)	
MCSA or equivalent	\$5000
Or	
CCNA or equivalent	\$2000
CCNP or equivalent	\$3000
District Network Administrator	
CCNA or equivalent	\$2000
CCNP or equivalent	\$3000
On Call status	\$2400
Board Room Duty	\$2000

**STIPEND PAYMENTS PAID AS SPECIAL EARNINGS
(Paid in Lump Sum)**

NOTE:

Stipend payments for single events may be paid as Special Earnings as the events occur or are awarded, unless otherwise noted. Funds must be appropriately budgeted to pay these stipends.

DISTRICT CURRICULUM & INSTRUCTION

Curriculum Writing	\$125 per day
District Textbook Committee	\$500
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, or applicable Overtime rate, whichever is greater
Tutorials	
Certified Teacher	\$25 per hour
Non-certified Teacher (includes Certified Aide)	\$15 per hour, or applicable Overtime rate, whichever is greater

SPECIAL EVENTS STIPENDS:

UIL Contest Sponsor (To Be Paid in May)	\$350
Destination Imagination Team Manager (To Be Paid in May)	\$350

Career & Technology Sponsor (Competitions) (To Be Paid in May)	\$350
Detention Hall Duty	\$15 per hour
Saturday School	\$15 per hour
Credit by Exam or Test Proctor	\$20 per hour
Sign Language Interpreter	\$35 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: \$1,000

- Hold ESL Supplemental Certificate
- Current Teacher of Record in Reading, English, Math, Science or Social Studies
- Completed 12 hours of ARISE staff development

This stipend will be paid in November following the year in which conditions were met.
See program guidelines for details.

Note: ARISE program will be evaluated following the 2008-2009 school year

IISD Graduates Teaching in IISD, and meet the following conditions: \$4,000*

- Must be first year of creditable teaching experience
- Teacher in designated IISD Acute Shortage Area

*\$2,000 will be paid for and in Year one (Oct),
and \$2,000 for and in Year Two (Oct)

Secondary Math or Science Teachers (with 4 or more sections):

With 2-5 Years of IISD Consecutive Service teaching math/science:	\$1,500
With 6+ Years of IISD Consecutive Service teaching math/science:	\$3,000
Must meet all related staff development requirements	
To be paid half the stipend in November, the other half in May	
See program guidelines for details	

College Coursework Reimbursements

Irving ISD does not have a reimbursement program to receive a master's. 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 towards certification in a field where there is a critical shortage of certified teachers may be reimbursed \$300 per course. For 2008-2009, 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 in which high school dual-enrollment credit is given 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.

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" 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.

SUPPLEMENTS TO SALARY FOR ATHLETIC ASSIGNMENTS

High School Campus Athletic Coordinator Salary: \$104,884 (12 month contract)

Head Coaches

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
Basketball	8 days	plus	\$7,700
Baseball	6 days	plus	\$5,500 OR \$ for 2 nd Sport + \$2,500
Cross Country	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Softball	6 days	plus	\$5,500 OR \$ for 2 nd Sport + \$2,500
Golf	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Gymnastics	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Soccer	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Swimming	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Tennis (Spring)	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Team Tennis	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Track	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Volleyball	14 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200
Wrestling	6 days	plus	\$3,700 OR \$ for 2 nd Sport + \$1,200

A second school in gymnastics or swimming Additional \$1,850 (half monetary)

Football and Volleyball Assistants

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
Football Offensive Coordinator	14 days	plus	\$4,800
Football Defensive Coordinator	14 days	plus	\$4,800
Other Varsity	12 days	plus	\$4,200
JV	12 days	plus	\$3,400
9 th	12 days	plus	\$3,400

Other Assistants

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
Baseball	6 days	plus	\$3,400
Basketball	6 days	plus	\$3,400
Cross Country	6 days	plus	\$3,400
Softball	6 days	plus	\$3,400
Track	6 days	plus	\$3,400
Soccer	6 days	plus	\$3,400
Tennis	12 days	plus	\$3,400
Athletic Trainer	18 days	plus	\$6,200
Assistant Athletic Trainer	18 days	plus	\$5,200
After-School Only Assignment	5 days	plus	\$800
Power Lift	5 days	plus	\$0
Off-Season	4 days	plus	\$0

Middle School

Assignment	Duty Days		Monetary Supplement
Head Coach/Athletic Coordinator	12 days	plus	\$5,200
Assistant Coach with Football	8 days	plus	\$4,200
Other Assistant Coach	2 days	plus	\$4,200
Soccer Only	0 days	plus	\$1,200
After-School Only Assignment	0 days	plus	\$800

NOTES ON EXTRA DUTY DAYS AND MONETARY SUPPLEMENTS:

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 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.

Paraprofessionals who are assigned athletic responsibilities and paid a stipend listed on this schedule must be compensated at a rate equal to, or greater than, their overtime rate for any work performed beyond the 40 hour work week. Supervisors should determine how many hours a paraprofessional may perform athletic duties by dividing the stipend amount by their specific overtime rate. Campuses are not authorized to allow a paraprofessional to earn more money than the stipend rate posted.

Multiple Coaching Assignments: Coaches who have two or more coaching assignments that may provide for extra duty days receive the sum of additional duty days, but not to exceed 16 days. Coaches receive only the higher or highest of the monetary supplements.

Head Coaches: To ensure that Head Coaches are appropriately compensated for their extra responsibilities, they are given the better of two options for their monetary supplement. They will receive the listed monetary supplement or the monetary supplement of their other sport + \$1,200, whichever is greater. They also receive the sum of days for each sport without exceeding 18 days.

Example: A Head Soccer Coach who also is a freshman football coach

Head Soccer Coach	6 days	plus	\$3,400 OR (\$3,400 + \$1,200)
9 th Grade Football	12 days	plus	\$3,400
Final Supplement for this Coach	18 days	plus	\$4,600 (take 2 nd option for Head Coach)

Baseball Field Maintenance Supplement \$4,500

One Stipend per HS Campus

Softball Field Maintenance Supplement \$2,500

One Stipend per HS Campus