



COMPENSATION PLAN 2022-2023

Edgewood ISD

2022-2023 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$58,000 starting

Years of Experience	New Hire Salary
0	\$58,000
1	\$58,300
2	\$58,600
3	\$58,900
4	\$59,200
5	\$59,500
6	\$59,800
7	\$60,100
8	\$60,400
9	\$60,700
10	\$61,000
11	\$61,300
12	\$61,600
13	\$61,900
14	\$62,200
15	\$62,500
16	\$62,800
17	\$63,100
18	\$63,400
19	\$63,700
20	\$64,000
21	\$64,300
22	\$64,600
23	\$64,900
24	\$65,200
25	\$65,500
26	\$65,800
27	\$66,100
28	\$66,400
29	\$66,700
30+	\$67,128

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of
\$1,775

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,523 Master's Degree - General Stipend

2022-2023 Administrative Program Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AP1			Daily	\$229.06	\$272.69	\$316.32
	Instructional Coach - Early Head Start	211	207 Days	47,415	56,447	65,478
	Program Monitor - Federal	226	211 Days	48,332	57,538	66,744
	Program Monitor - Head Start	226	226 Days	51,768	61,628	71,488
	Program Monitor - Homeless	207				
AP2			Daily	\$274.87	\$327.23	\$379.59
	Coordinator - Early Head Start - Child Site	226	187 Days	51,401	61,192	70,983
	Coordinator - Gear Up TCB	226	202 Days	55,524	66,100	76,677
	Social Worker	187	226 Days	62,121	73,954	85,787
	Sp Ed - Childfind/Asst Tech Facilitator	202				
	Sp Ed - LSSP Intern	202				
	Sp Ed - Speech Pathology Assistant	187				
	Specialist - Afterschool	226				
	Specialist - Compliance/ERSA	226				
AP3			Daily	\$300.00	\$357.14	\$414.28
	Athletic Trainer	202	187 Days	56,100	66,785	77,470
	Counselor - Academy/DAEP	202	202 Days	60,600	72,142	83,685
	Counselor - Early Childhood (GELP)	204	204 Days	61,200	72,857	84,513
	Counselor - Elementary	202				
	Counselor - Middle School	202				
	Counselor - Social Emotional Learning MS	202				
	Sp Ed - LSSP	202				
	Sp Ed - Occupational Therapist	202				
	Sp Ed - Physical Therapist	202				
	Sp Ed - Speech Pathologist	187				
AP4			Daily	\$315.00	\$375.00	\$435.00
	Adminstrator - Innovation	207	202 Days	63,630	75,750	87,870
	Assistant Principal - Elem	207	207 Days	65,205	77,625	90,045
	Assistant Principal - Head Start	207	211 Days	66,465	79,125	91,785
	Campus Coordinator - Testing / HS	226	226 Days	71,190	84,750	98,310
	Coordinator - District Success/Community Partnership	226				
	Counselor - High School	202				
	Counselor - Social Emotional Learning HS	202				
	Instructional Coach - Early Childhood	202				
	Instructional Coach - ELAR	202				
	Instructional Coach - Innovation	202				
	Instructional Coach - Literacy	202				
	Instructional Coach - Math	202				
	International Baccalaureate Facilitator	202				
	Senior Evaluator	226				

Sp Ed - Behavior/Disability Specialist	211
Sp Ed - Parent Ed/Community Specialist	207
Sp Ed Specialist - Programs	211
Specialist - Advanced Academics - Elem	226
Specialist - MTSS/RTI/Dyslexia	211
Specialist - Multilingual	226
TCLAS RSSP - Data Fellow	226
Truancy Officer	207
Dual Language Facilitator	202

AP5		Daily	\$330.75	\$393.75	\$456.75
Assistant Director - Athletics/PE	226	207 Days	68,465	81,506	94,547
Assistant Principal - Academy/DAEP	207	211 Days	69,788	83,081	96,374
Assistant Principal - MS	207, 211	226 Days	74,750	88,988	103,226
Coordinator - Accelerated Learning	226				
Coordinator - Advanced Academic (Sec)	226				
Coordinator - Career & Tech Ed	226				
Coordinator - Early Literacy Head Start	226				
Coordinator - Elem ELAR	226				
Coordinator - Elem Science	226				
Coordinator - Elementary ELAR	226				
Coordinator - Fine Arts	226				
Coordinator - Guidance & Counseling	226				
Coordinator - Head Start Mental Wellness/BD	207				
Coordinator - Innovation	226				
Coordinator - Instructional Technology	226				
Coordinator - Kinder thru 2nd Grade	226				
Coordinator - Middle School ELAR	226				
Coordinator - MTSS/RTI/Dyslexia	226				
Coordinator - Multilingual	226				
Coordinator - Nurse	226				
Coordinator - Science	226				
Coordinator - Secondary ELAR	226				
Coordinator - Secondary Math	226				
Coordinator - Social Studies	226				
Coordinator - STEAM	226				
Coordinator - District Testing	226				
Sp Ed Coordinator - 18+ Transition	226				
Sp Ed Coordinator - Evaluation & Compliance	226				
Sp Ed Coordinator - Program	226				

AP6		Daily	\$347.29	\$413.44	\$479.59
Assistant Principal - HS	207	207 Days	71,889	85,582	99,275
Director - Family Engagement	226	226 Days	78,488	93,437	108,387

AP7		Daily	\$364.65	\$434.11	\$503.57
Administrator - Innovation	211/226	211 Days	76,941	91,597	106,253
Director - Guidance & Counseling	226	226 Days	82,411	98,109	113,807
Director - Instructional Technology	226				

Director - Professional Learning	226
Director - Research & Evaluation	226
Director - School Innovation Leadership	226
Principal - Early Childhood	211
Principal - Elementary	211
Vice Principal - HS	226
Vice Principal - Edgewood Fine Arts Academy	226

AP8		Daily	\$405.28	\$471.25	\$537.23
Director - CTE	226	211 Days	85,514	99,434	113,356
Director - Special Education	226	226 Days	91,593	106,503	121,414
Director - Student Support Services	226				
Director - Teaching & Learning	226				
Principal - Edgewood Fine Arts Academy	226				
Principal - Middle School	211				
Principal - DAEP	211				

AP9		Daily	\$440.20	\$508.90	\$577.60
Director - Athletics/PE	226	226 Days	99,485	115,011	130,538
Principal - High School	226				
Senior Director - Advanced Academics & Multilingual Svcs.	226				
Senior Director - Early Childhood & Accelerated Learning	226				
Senior Director - Educational Operations	226				
Senior Director - State & Federal Programs	226				
Senior Director - Instructional Leadership	226				

AP10		Daily	\$471.01	\$544.52	\$618.03
Reserved for Future Use	226	226 Days	106,448	123,062	139,675

2022-2023 Administrative Management Pay Plan

Edgewood ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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AM1			Daily	\$194.43	\$234.25	\$274.07
Specialist - Human Resources	226	226 Days		43,941	52,941	61,940

AM2			Daily	\$211.92	\$255.33	\$298.74
Board Operations Manager	226	226 Days		47,894	57,705	67,515
Financial Associate - Business Analyst	226					
Financial Associate - Buyer	226					

AM3			Daily	\$237.36	\$285.97	\$334.58
Accountant - Lead	226	226 Days		53,643	64,629	75,615
Bilingual Translator	226	234 Days		55,542	66,917	78,292
Coordinator - Child Nutrition	226					
Dietary Manager	226					
Position Control Analyst	226					

AM4			Daily	\$287.05	\$341.73	\$396.41
Assistant Business Manager - Payroll	226	226 Days		64,873	77,231	89,589
Communication Analyst	226	234 Days		67,170	79,965	92,760
Coordinator - Technology	234					
District Webmaster	234					
Network Manager	234					
Police Lieutenant	234					
Social Media & Marketing Analyst	226					
Technology Project Manager	234					

AM5			Daily	\$324.37	\$386.15	\$447.93
Coordinator - Facilities Support	234	211 Days		68,442	81,478	94,513
Coordinator - Marketing	226	226 Days		73,308	87,270	101,232
Coordinator - Student Info Systems	226	234 Days		75,903	90,359	104,816
Manager - Purchasing	226					
Manager - Student Health & Related Svc	226					
Manager - Training	226					
Network Engineer	234					
Physical Plant Manager	234					
Risk Manager	226					
Senior Data Analyst	226					

AM6			Daily	\$366.53	\$436.35	\$506.17
Chief of Police	234	226 Days		82,836	98,615	114,394
Director - Child Nutrition	226	234 Days		85,768	102,106	118,444
Director - Recruiting & Hiring	226					
Director - Transportation	226					
Director of Marketing & Communications	226					

Senior Director - Human Resources	226
Technical Systems Engineer	234

AM7	
Exec Director - Business & Finance	226
Chief of Staff	226

Daily	\$425.18	\$506.17	\$587.16
226 Days	96,091	114,394	132,698

AM8	
Chief Financial Officer	226
Chief of CCMR & Information Systems	226
Chief of HR & Student Services	226
Chief of Innovation	226
Chief of Schools - Public Services	226
Chief Technology Officer	226

Daily	\$516.29	\$607.40	\$698.51
226 Days	116,682	137,272	157,863

AM9	
Assistant Superintendent - District Operations	226
Assistant Superintendent - School Leadership	226
Assistant Superintendent - Business Operations	226
Assistant Superintendent - Academic Services	226
Deputy Superintendent	226

Daily	\$567.92	\$668.14	\$768.36
226 Days	128,350	151,000	173,649

2022-2023 Administrative Support Pay Plan

Edgewood ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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PG1			Hourly	\$15.00	\$18.07	\$21.14
	Clerical Assistant	183	183 Days	20,588	24,801	29,015

PG2			Hourly	\$15.75	\$18.97	\$22.19
	Clerk - Special Ed Data/Records	226	183 Days	21,617	26,036	30,456
	Clerk - Vice Principal (High School)	183	226 Days	26,696	32,154	37,612
	Receptionist - District	226				

PG3			Hourly	\$16.53	\$19.92	\$23.31
	Attendance Officer - HS	183	183 Days	22,687	27,340	31,993
	Attendance Officer - MS	183	202 Days	25,043	30,179	35,315
	Clerical Assist - Health Svcs/HR Receptionist	226	226 Days	28,018	33,764	39,510
	Clerical Assist III - Couns - HS	183				
	Clerical Assistant - Business Office	226				
	Registrar Assistant - MS	202				

PG4			Hourly	\$17.36	\$20.92	\$24.48
	Bookkeeper	226	187 Days	24,347	29,340	34,333
	Bookkeeper/Secretary	226	204 Days	26,561	32,008	37,454
	Clerk - Head Start Health & Family Services	211	211 Days	27,472	33,106	38,740
	Clerk - Inventory Control	226	226 Days	29,425	35,459	41,494
	Data Entry Operator	211, 226				
	Parent & Family Engmt Liaison (GELP)	204				

PG5			Hourly	\$18.24	\$21.97	\$25.70
	Lead - Parent & Family Engmt Liaison	226	202 Days	27,634	33,285	38,936
	Parent & Family Engmt Liaison	211	211 Days	28,865	34,768	40,670
	School Secretary - Elem	211	226 Days	30,917	37,239	43,562
	School Secretary - HS	226				
	School Secretary - MS	211				
	Secretary - Athletics/PE	226				
	Secretary - Department	226				
	Secretary - Educational Operations	226				
	Secretary - Multilingual	226				
	Secretary - Research & Evaluation	226				
	Secretary - Special Education	226				
	Secretary - Transportation	226				
	Secretary/Data Clerk	211				
	Specialist - ERSEA	226				
	Specialist - Inventory Bookkeeper (Athl)	226				
	Specialist - PPS/Trans Productiv	226				

PG6			Hourly	\$19.15	\$23.07	\$26.99
	CN System Trainer	226	226 Days	32,459	39,104	45,748

Secretary - Executive Director	226
Specialist - Finance - Accounts Payable	226
Specialist - Finance - Payroll	226
Specialist - Finance - Purchasing	226
Specialist - Finance - Training	226
Specialist - Human Resources	226
Specialist - Risk Mgmt	226

PG7

Accounting Assistant	226
Accounting Assistant - Head Start	226
Registrar - HS	202
Secretary - Asst Supt	226
Secretary - Chief Officer	226
Secretary - Deputy Superintendent	226
Specialist - PEIMS Data	226
Theatre Technician	226

Hourly	\$23.03	\$26.78	\$30.53
202 Days	34,890	40,572	46,253
226 Days	39,036	45,392	51,748

PG8

Secretary - Superintendent's Office	226
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Hourly	\$28.39	\$33.02	\$37.65
226 Days	48,121	55,969	63,817

2022-2023 Instructional Support Pay Plan

Edgewood ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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IS1			Hourly	\$15.00	\$18.07	\$21.14
	Edu Aide - Bilingual	183	183 Days	20,588	24,801	29,015
	Edu Aide - Head Start	183				
	Edu Aide - Kinder	183				
	Edu Aide - Physical Ed	183				
	Edu Aide - Pre-Kinder	183				
	Head Start Floater	183				

IS2			Hourly	\$15.75	\$18.97	\$22.19
	Edu Aide II - Bilingual	183	183 Days	21,617	26,036	30,456
	Edu Aide II - Head Start	183				
	Edu Aide II - Kinder	183				
	Edu Aide II - Physical Ed	183				
	Edu Aide II - Pre-Kinder	183				

IS3			Hourly	\$16.53	\$19.92	\$23.31
	In-School Suspension Monitor	183	183 Days	22,687	27,340	31,993
	Lab Manager	183	187 Days	23,183	27,938	32,692
	Literacy Assistant - Elem	183				
	Literacy Assistant - Secondary	183				
	Medical Assistant	187				
	Sp Ed Aide - ECSE	183				
	Sp Ed Aide - One to One	183				
	Sp Ed Aide - PK/PPCD	183				
	Sp Ed Aide - Support Facilitator	183				

IS4			Hourly	\$17.36	\$20.92	\$24.48
	Edu Aide - Support Behavioral	183	183 Days	23,827	28,713	33,599
	Sp Ed Aide - Behav Disab	183				
	Sp Ed Aide - Behavior Compliance	183				
	Sp Ed Aide - Life	183				
	Sp Ed Aide - Work Experience Trainer	183				
	Sp Ed Communications Tech	183				

IS5			Hourly	\$21.15	\$25.49	\$29.83
	Licensed Vocational Nurse	187	187 Days	29,663	35,750	41,837

*Annual amounts are based on 8 hours per day.

EHS1					
Early Head Start Floater	204	Hourly	\$15.00	\$18.07	\$21.14
		204 Days	24,480	29,490	34,500
EHS2					
Early Head Start Teacher 2	204	Hourly	\$15.75	\$18.97	\$22.19
		204 Days	25,704	30,959	36,214
EHS3					
Early Head Start Teacher 1 (Assoc)	204	Hourly	\$16.53	\$19.92	\$23.31
		204 Days	26,977	32,509	38,042
EHS4					
Early Head Start Teacher 1 (Bachelor)	204	Hourly	\$18.88	\$22.74	\$26.60
Early Head Start Visitor	216	204 Days	30,812	37,112	43,411
		216 Days	32,625	39,295	45,965

2022-2023 Auxiliary Pay Plan

Edgewood ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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AUX1		Hourly	\$15.00	\$18.07	\$21.14
Bus Aide	183	181 Days	21,720	26,165	30,611
Child Nutrition Specialist	181, 182	182 Days	21,840	26,310	30,780
Child Nutrition Specialist - Head Start	182	183 Days	21,960	26,454	30,949
Custodian	234	234 Days	28,080	33,827	39,574
Custodian - EHS	234				
Custodian - Head Start	234				
Groundskeeper I	234				

AUX2		Hourly	\$15.75	\$18.97	\$22.19
Carpenter Apprentice	226	184 Days	23,184	27,924	32,664
Child Nutrition Line Operator	184	226 Days	28,476	34,298	40,120
General Helper II - Athletics	234	234 Days	29,484	35,512	41,540
General Maint Apprentice II	234				
Groundskeeper II - Physical Plant	234				
Head Custodian - ES	234				
Head Custodian - Head Start	234				
HVAC Apprentice	234				
Truck Driver - Athletics/Warehouse	234				
Truck Driver - Child Nutrition	226				
Truck Driver - Inventory Dept	234				

AUX3		Hourly	\$16.53	\$19.92	\$23.31
Child Nutrition Assistant	184	184 Days	24,332	29,322	34,312
Custodial Equipment Repair	234	226 Days	29,886	36,015	42,144
Head Custodian - MS	234	234 Days	30,944	37,290	43,636
HVAC Apprentice III	234				
Mail Distributor/General Delivery	226				

AUX4		Hourly	\$17.36	\$20.92	\$24.48
Bus Driver	183	183 Days	25,415	30,627	35,839
Bus Driver - Sp Ed	183	184 Days	25,554	30,794	36,035
Child Nutrition Manager - ES	184	203 Days	28,193	33,974	39,756
Child Nutrition Manager - Head Start	184	234 Days	32,498	39,162	45,827
Child Nutrition Manager - MS	184				
Child Nutrition Manager - STEAM Academy	184				
Head Custodian - HS	234				
Lead Bus Driver	203				
Painter	234				
Textbook Warehouse Foreman	234				

AUX5		Hourly	\$18.24	\$21.97	\$25.70
Athletic Crew Supervisor	234	184 Days	26,849	32,340	37,830
Child Nutrition Manager - HS	184	226 Days	32,978	39,722	46,466

Craftsman	234
Fleet Scheduler	226
Groundskeeper/Heavy Equipment Operator	234
Mechanic	226

234 Days	34,145	41,128	48,110
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AUX6	
Electrician	234
HVAC Technician	234
Locksmith	234
Plumber	234
Warehouse Supervisor - Child Nutrition	226

Hourly	\$21.57	\$25.68	\$29.79
226 Days	38,999	46,429	53,860
234 Days	40,379	48,073	55,767

AUX7	
Area Supervisor - Child Nutrition	208
Device Technician	226
Help Desk Support Technician	226
HVAC Chiller Mechanic	234

Hourly	\$25.40	\$29.54	\$33.68
208 Days	42,266	49,155	56,044
226 Days	45,923	53,408	60,893
234 Days	47,549	55,299	63,049

AUX8	
Building Trades Foreman	234
Electrician Foreman	234
Groundskeeper Foreman	234
HVAC Foreman	234
Plumber Foreman	234

Hourly	\$27.94	\$32.49	\$37.04
234 Days	52,304	60,821	69,339

2022-2023 Police Pay Plan
Edgewood ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
P1			Hourly	\$16.50	\$19.90	\$23.30
	Police Dispatcher	234	234 Days	30,888	37,253	43,618
P2			Hourly	\$18.46	\$22.65	\$26.84
	Dispatch Supervisor	234	234 Days	34,557	42,401	50,244
P3			Hourly	\$23.11	\$28.36	\$33.61
	Police Officer	234	245 Days	45,298	55,582	65,866
P4			Hourly	\$25.41	\$31.17	\$36.94
	Police Investigator	234	245 Days	49,804	61,102	72,400
P5			Hourly	\$29.30	\$35.94	\$42.59
	Police Sergeant	234	245 Days	57,418	70,445	83,472
P6			Hourly	\$33.33	\$38.32	\$43.31
	Reserved for Future Use	234	234 Days	62,394	71,735	81,076

The Supplemental Stipend Schedule is used to compensate professional “exempt” staff for extra assignments and/or extra duty beyond the normal workday or duty calendar. Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group. If an employee does not complete the full work assignment, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

2022-2023 Academic Stipends	
Elementary School	
SUBJECT	STIPEND AMOUNT
Bilingual	\$4,000
Literacy Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Content Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Reading Academy (HB3)	\$350
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (ECSE)	\$2,000
Special Education (B.D. & Life Skills Only) <i>(Anyone assigned before 2017-2018 school year \$4,500)</i>	\$3,000
Special Education (Assistive Technology and Disability Issues)	\$1,000
**Early Childhood/Kindergarten <i>(Anyone assigned before 2009-2010 school year)</i>	\$1,000
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000
Speech Therapist Bilingual	\$1,500
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
Instructional Behavior Support Teacher	\$3,000
K-2nd Grade Lead Teacher (one per elementary)	\$500
3rd Grade Lead Teacher (one per elementary)	\$500
4th Grade Lead Teacher (one per elementary)	\$500
5th Grade Lead Teacher (one per elementary)	\$500
Fine Arts/Other Lead Teacher (one per elementary)	\$500
Mentor Teacher (one per new teacher) <i>(Amount pending due to HB3)</i>	TBD per HB3
Mentor – Teacher Leader Grant (Grant funded – 5 units)	\$5,000

Middle School	
SUBJECT	STIPEND AMOUNT
English as a Second Language (ESL)	\$1,500
Dual Credit	\$5,000
Dual Credit Course (<i>must maintain 15 students</i>)	\$600
Dual Language	\$1,500
Secondary Math	
Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
Anyone assigned before the 2022-2023 school year > > > > > > > > > > >	\$1,500
Secondary Science	
Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
Anyone assigned before the 2022-2023 school year > > > > > > > > > > >	\$1,500
Secondary English	
Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
Secondary Social Studies	
Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
English I & II (EOC)	\$250
	Per Section
Algebra I (EOC)	\$250
	Per Section
Biology (EOC)	\$250
	Per Section
US History (EOC)	\$250
	Per Section
Literacy Instructional Coach	\$2,000
	(plus \$2,500 per semester based on performance)
Content Instructional Coach	\$2,000
	(plus \$2,500 per semester based on performance)
Vocational (CTE)	\$500
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000
Speech Therapist Bilingual	\$1,500
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (B.D. & Life Skills Only)	
(Anyone assigned before 2017-2018 school year \$4,500)	\$3,000
Special Education (Assistive Technology and Disability Issues)	\$1,000
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
ELAR Lead Teacher/Dept. Chair	\$500

Math Lead Teacher/Dept. Chair	\$500
Science Lead Teacher/Dept. Chair	\$500
Social Studies Lead Teacher/Dept. Chair	\$500
Band Lead Teacher/Dept. Chair	\$500
Fine Arts Lead Teacher/Dept. Chair	\$500
Mentor Teacher (one per new teacher) <i>Amount pending due to HB3)</i>	TBD per HB3
Mentor – Teacher Leader Grant (<i>Grant funded – 6 units</i>)	\$5,000
STEAM Zone Leader	\$5,000

High School

SUBJECT	STIPEND AMOUNT
English as a Second Language (ESL)	\$1,500
Dual Credit	\$5,000
Dual Credit Course <i>(must maintain 15 students)</i>	\$600
Dual Language	\$1,500
Secondary Math Must teach a minimum of 3 of 7 sections or 4 of 8 sections. Anyone assigned before the 2022-2023 school year > > > > > > > > > > > > > >	\$1,000
Secondary Science Must teach a minimum of 3 of 7 sections or 4 of 8 sections. Anyone assigned before the 2022-2023 school year > > > > > > > > > > > > > >	\$1,000
Secondary English Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
Secondary Social Studies Must teach a minimum of 3 of 7 sections or 4 of 8 sections.	\$1,000
English I & II (EOC)	\$250
	Per Section
Algebra I (EOC)	\$250
	Per Section
Biology (EOC)	\$250
	Per Section
US History (EOC)	\$250
	Per Section
Literacy Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Content Instructional Coach	\$2,000 (plus \$2,500 per semester based on performance)
Vocational (CTE)	\$500
LSSP Bilingual Assessment	\$1,500
LSSP Supervision	\$1,000
Speech Therapist Supervision	\$2,000

Speech Therapist Bilingual	\$1,500
Assistant Speech Therapist Bilingual	\$650
Occupational Therapist	\$1,500
Special Education (Inclusion/Content Mastery/Facilitator)	\$1,500
Special Education (B.D. & Life Skills Only) <i>(Anyone assigned before 2017-2018 school year \$4,500)</i>	\$3,000
Special Education (Assistive Technology and Disability Issues)	\$1,000
ELAR Lead Teacher/Dept. Chair (One per campus)	\$500
Math Lead Teacher/Dept. Chair (One per campus)	\$500
Science Lead Teacher/Dept. Chair (One per campus)	\$500
Social Studies Lead Teacher/Dept. Chair (One per campus)	\$500
Fine Arts Lead Teacher/Dept. Chair (One per campus)	\$500
High School Lead Counselor	\$1,500
Lead Library Media – (2-Elem.) (1-Secondary)	\$1,500
ROTC Instructor	\$800
Director of Army Instruction (DAI) - ROTC	\$1,500
GEAR-UP Club Sponsor (one per campus)	\$2,000
Mentor Teacher (<i>one per new teacher</i>) (<i>Amount pending due to HB3</i>)	TBD per HB3
Mentor – Teacher Leader Grant (<i>Grant funded – 6 units</i>)	\$5,000
Social Worker (District Lead)	\$1,500

Coaching Stipends

HIGH SCHOOL

ASSIGNMENT	STIPEND AMOUNT
Campus Athletic Coordinator (two per campus)	\$8,000
Athletic Trainer	\$12,000
FOOTBALL	
Head Coach	\$14,500
Offensive Coordinator	\$8,500
Defensive Coordinator	\$8,500
Varsity Assistant	\$6,000
JV Coach	\$4,700
9th Grade Coach	\$4,700
VOLLEYBALL	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
BASKETBALL	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
BASEBALL	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9TH Grade Coach	\$3,000
SOFTBALL	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
TRACK	
Head Coach	\$6,500
Varsity Assistant	\$4,000
JV Coach	\$3,500
9th Grade Coach	\$3,000
SOCCER	
Head Coach	\$6,500

Varsity Assistant	\$4,000
JV Coach	\$3,500
TENNIS (Team & Spring)	
Head Coach	\$8,500
GOLF	
Head Coach	\$6,500
POWER LIFTING	
Head Coach	\$6,500
Assistant	\$3,000
CROSS COUNTRY	
Head Coach	\$6,500
MIDDLE SCHOOL	
ASSIGNMENT	STIPEND AMOUNT
Campus Athletic Coordinator (two per campus)	\$1,500
Football	\$3,000
Volleyball	\$2,200
Basketball	\$2,000
Soccer	\$2,000
Track	\$2,000
Tennis	\$2,000
Golf	\$2,000
Cross Country	\$2,000

UIL Stipends

ELEMENTARY SCHOOL

SUBJECT	STIPEND AMOUNT
Creative Writing 2nd	\$100
Story Telling 2nd-3rd	\$200
Spelling 2nd-5th	\$400
Ready Writing 3rd-5th	\$300
Ready Writing Spanish 3rd-5th	\$300
Oral Reading 3rd-5th	\$300
Oral Reading Spanish 3rd-5th	\$300
Number Sense 4th-5th	\$200
Dictionary Skills 5th	\$100
Listening Skills 5th	\$100
Social Studies 5th	\$100
Maps, Charts & Graphs 5th	\$100
Chess Club (2@500)	\$500
Robotics (2@500)	\$500
UIL Building Coordinator	\$500
Chess Elementary Program (two per campus)	\$500

MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
UIL Building/Eligibility Coordinator	\$500
Calculator Applications (7-8)	\$300
Dictionary Skills (7-8)	\$300
Impromptu Speaking	\$300
Impromptu Speaking Spanish	\$300
Listening Skills(7-8)	\$300
Maps, Graphs and Charts (7-8)	\$300
Mathematics (7-8)	\$300
Modern Oratory (7-8)	\$300
Modern Oratory Spanish	\$300
Number Sense (7-8)	\$300
CTSO – Career & Technical Student Org. (\$400 per Secondary Teacher participating & competing)	\$400
One Act Play	\$500
Oral Reading - English (7-8)	\$300
Oral Reading - Spanish	\$300
Cheerleader	\$750
Robotics (2 @ \$500)	\$500
Chess Club (2 @\$500)	\$500
Ready Writing-English (7-8)	\$300

Science I (7) and II (8)	\$300
Social Studies (7-8)	\$300
Spelling (7-8)-English	\$300
Algebra (8)	\$150
Oral Reading-Spanish (7-8)	\$300
Reading Writing	\$300
Ready Writing-Spanish (7-8)	\$300
Spanish (7-8)	\$300
Spelling (7-8)	\$300
Jr VASE Art Teachers	\$300
Yearbook Sponsor	\$500
HIGH SCHOOL	
SUBJECT	STIPEND AMOUNT
UIL Campus Coordinator	\$800
UIL Assistant Eligibility Coordinator	\$750
Invitational Meet \$50.00 per coach (not to exceed 5 meets)	\$50
Accounting	\$400
Computer Applications	\$400
Computer Science	\$400
Current Issues and Events	\$400
Journalism	\$1,000
Literary Criticism	\$400
Mathematics	\$400
Number Sense	\$400
Ready Writing	\$400
Science	\$400
Social Studies	\$400
Spelling & Vocabulary	\$400
Student Congress	\$400
Cross-Examination (CX) Debate	\$400
Lincoln-Douglas (LD) Debate	\$400
Informative Speaking	\$400
Persuasive Speaking	\$400
Poetry Interpretation	\$400
Prose Interpretation	\$400
One Act Play Coach	\$1,500
One Act Play Assistant Coach	\$500
Foreign Language Coach (Spanish/French)	\$400
Robotics Coach (2 @ \$500)	\$500
Academic Decathlon	\$1,500
Class Sponsors-Freshman, Sophomore, Junior (3 @ \$250)	\$250
Senior Class Sponsor	\$500

CTSO – Career & Technical Student Org. <i>(\$400 per Secondary Teacher participating & competing)</i>	\$400
Animation Coach - 1 for District	\$400
Dance Team Sponsor	\$3,000
Honor Society Sponsors (3 @ \$500)	\$500
Cheerleader Sponsor	\$3,500
Pep Squad Sponsor	\$750
Yearbook Sponsor	\$1,200
VASE Art Teacher (Fine Arts Academy)	\$500
UIL DISTRICT LEVEL	
SUBJECT	STIPEND AMOUNT
UIL Director	\$2,500
UIL District Elementary Coordinator	\$1,000
UIL District Middle School Coordinator	\$1,000
UIL District Middle School One-Act Play Coordinator	\$500
Chess Club District Coordinator	\$500

Fine Arts Stipends

ELEMENTARY

SUBJECT	STIPEND AMOUNT
Music Teacher (Magnet)	\$1,500
Music Teacher (Non-Magnet)	\$1,000

MIDDLE SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$6,000
Choir	\$1,500
Orchestra	\$1,500
Mariachi	\$1,500

HIGH SCHOOL

SUBJECT	STIPEND AMOUNT
Band Director	\$10,000
Assistant Band Director	\$8,000
Choir	\$3,500
Orchestra	\$3,500
Mariachi - Fine Arts Academy (High School)	\$3,500
Dance	\$3,000
Fine Arts Academy - Theater Production	\$7,500

ACE Stipends

A. PERALES ELEMENTARY

CATEGORY	STIPEND AMOUNT
Principal	\$12,000
Assistant Principal	\$11,000
Counselor	\$4,000
Social Worker	\$2,000
Teacher	\$10,000

GUS GARCIA UNIVERSITY SCHOOL

CATEGORY	STIPEND AMOUNT
Principal	\$12,000
Assistant Principal	\$11,000
Counselor	\$4,000
Teacher	\$10,000

TCIS Stipends

CISNEROS LEADERSHIP SCHOOL FOR BOYS

CATEGORY	STIPEND AMOUNT
Assistant Principal	\$11,800

LAS PALMAS LEADERSHIP SCHOOL FOR GIRLS

CATEGORY	STIPEND AMOUNT
Assistant Principal	\$11,800
Teacher Leader	\$10,000

Police Certification Stipends

CERTIFICATION	STIPEND AMOUNT
TCOLE Master Peace Officer <i>(5 units each at \$3,000)</i>	\$3,000
TCOLE Advanced Peace Officer <i>(7 units each at \$2,000)</i>	\$2,000
TCOLE Intermediate Peace Officer <i>(2 units each at \$1,000)</i>	\$1,000
TCOLE Master Comm. Officer <i>(0 unit each at \$1,000)</i>	\$1,000
TCOLE Advanced Comm. Officer <i>(2 unit each at \$500)</i>	\$500
TCOLE Intermediate Comm. Officer <i>(1 unit each at \$250)</i>	\$250

SUPPLEMENTAL/EXTRA DUTY PAY RATES

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are

Supplemental Duty	Rate
Professional Duties (i.e.; tutoring, Saturday School, curriculum writing, master scheduling, professional development, intersession, homebound, GPC, ARD, virtual support, etc.)	Up to \$50.00/hr
Administrator Duties: (i.e.; facility administrator, summer school administrator, intersession administrator)	Up to \$60.00/hr
Teachers who accompany students to out of town events and who are not sponsors (i.e. receive a stipend/days) will receive \$100/day during employment days.	\$100/day

SUMMER SCHOOL:

Summer school assignments are considered to be optional assignments performed after completion of the regular contract work schedule and are not classified as extended time assignments.

Extra Duty Pay Salary Scale	Rate
All paraprofessional classification and pay grades (i.e.; Saturday School, Summer School, registration, intersession, etc.)	\$20.00/hr
Bus Drivers, Child Nutrition Workers (Summer School)	* Normal Hourly Rate

EXTRA DUTY PAY:

Extra duty rates are dependent upon the duties performed. The rates apply to full-time permanent NON-EXEMPT employees.

*Hourly transportation and child nutrition workers are to be paid based on the type of work performed. The rates of pay are the same as used during normal school year based on the job and employee's rate of pay.

HIGH SCHOOL ATHLETIC EVENTS PAY SCALES

FOOTBALL

POSITION	WAGE	START TIME
Ticket Sellers	\$10.00 per hour	1.5 hours before game
Ticket Takers	\$10.00 per hour	1.5 hours before game
Pass Gate	\$12.00 per hour	2 hours before game
Announcer	\$12.00 per hour	1.5 hours before game
Press Box Supervisor	\$12.00 per hour	1.5 hours before game
Game Filming	\$12.00 per hour	1.5 hours before game
Timer (2) + Chain Crew	\$12.00 per hour	1.5 hours before game
Timer	\$12.00 per hour	30 minutes before game
Runner	\$12.00 per hour	1.5 hours before game
Scorekeeper	\$12.00 per hour	1.5 hours before game
Counter	\$10.00 per hour	1.5 hours before game
Video (Professional)	\$150.00 per game	30 minutes before game
Video (Students)	\$50.00 per game	30 minutes before game

VOLLEYBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper/Timer	\$10.00 per hour	30 minutes before game
Libero Tracker	\$10.00 per hour	30 minutes before game

BASKETBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorekeeper	\$10.00 per hour	30 minutes before game
Timer	\$10.00 per hour	30 minutes before game

SOCCER (Varsity Only)

POSITION	WAGE	START TIME
Ticket Seller/Taker	\$10.00 per hour	1 hour before game
Timer	\$10.00 per hour	30 minutes before game

BASEBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

SOFTBALL

POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game
CROSS COUNTRY/POWERLIFTING		
POSITION	WAGE	START TIME
Ticket Sellers/Taker	\$10.00 per hour	1 hour before game
Scorer/Announcer	\$12.00 per hour	30 minutes before game

SUBSTITUTE/PART-TIME PAY RATES

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days or an extended period of time. Substitute assignments are determined by the Human Resources Department. Substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

Substitute Teacher Pay				
Substitute Category	Elementary Daily Rate	*Elementary Long Term Daily Rate	Secondary Daily Rate	*Secondary Long Term Daily Rate
High School & Non-Degreed	\$120.00	\$140.00	\$135.00	\$155.00
Associates Degree	\$135.00	\$155.00	\$150.00	\$170.00
Degreed (Bachelors/Masters)	\$150.00	\$170.00	\$165.00	\$185.00
Degreed - Certified (Valid Texas Certification)	\$165.00	\$185.00	\$180.00	\$200.00

**Long term assignment rate beginning on 11th day of same assignment.*

Professional Administrative & Administrative Support Substitutes	
Type of Substitute	Starting Pay
Principal, Assistant Principal, Counselor, Social Worker, Secretary, Clerical, Bookkeeper, etc	Entry Rate of Assignment

Auxiliary Substitutes	
Type of Substitute	Starting Pay
All	Entry Rate of Assignment

**Must be pre-approved through the Human Resources Department.*

Part-Time Hourly Rates	
Non-Degreed Tutor	\$15.00/hour
Degreed Tutor	\$25.00/hour
Degreed-Certified Tutor	\$30.00/hour
Mobility Teacher	\$65.00/hour
Non-Administrator Positions	\$35.00/hour
Administrator Positions	\$45.00/hour

INTERIM ASSIGNMENT PAY RATES

The interim assignment rates are listed below, any deviation from these rates must be pre-approved by the Human Resources Department before the rate of pay is communicated.

Professional Administration & Administrative Support Assignments	
Interim Assignment	Starting Pay
All	Entry Rate of Assignment

** Interim assignment will begin on the 11th day*

Differential Pay

Differential pay will apply to current employees that may be asked to assume the role and/or responsibilities of another position for an intermittent period of time due to a vacancy or an extended absence of an existing employee. Typically, the responsibilities are in addition to his/her current assignment.

The rate of differential pay will be calculated by determining the pay had the employee been assigned the position and subtracting his/her current pay rate. The net amount is the differential pay rate. For a position that is three or more job groups above his/her current position, the employee shall receive a differential rate of a minimum of 25% of the pay rate calculated had the employee been regularly assigned to the positions.

EMPLOYEE PROGRAMS & INCENTIVES

LONGEVITY PAY

As Edgewood ISD continues to stay competitive in the Bexar County area, longevity pay is being extended to full-time employees as a means of gratitude and to incentivize them for their loyalty amid these difficult times.

Retention Stipend Payment Table

TIER 1	0-5	\$100
TIER 2	6-10	\$200
TIER 3	11-15	\$300
TIER 4	16-20	\$400
TIER 5	21-25	\$500
TIER 6	26-30	\$600
TIER 7	31+	\$750

Payout Provisions:

Longevity pay is broken down by tier based on the employee's years of service with Edgewood ISD. This stipend will be paid out in the month of December and in the month of June and will be in addition to the employee's base salary.

Eligibility:

To be eligible for retention stipend, an employee must be a full-time employee and must be in paid status on the first workday of the month.

DUAL CREDIT

Compensation

Dual Credit teachers must go through the Alamo Colleges District application process to teach dual credit classes.

Teachers meeting the Alamo College District requirements to teach dual credit classes and assigned a dual credit class are eligible to receive a \$5,000 stipend.

Dual credit teachers who teach a dual credit class will receive \$600 for each course section that contains at least 15 students at the course sections' census date. Payment will be paid in January for Fall semester classes and in June for Spring semester classes. For example, a dual credit teacher who teaches a two-semester class that contains at least 15 students at the course sections' census date in the fall and spring, may earn up to \$1,200.

EISD offers a \$1,523 stipend to teachers who possess a master's degree.

The district dual credit passing rate expectation of a 90%.

EMPLOYEE PROGRAMS & INCENTIVES CON'T

BUY BACK PROGRAM

Payment for Accumulated Leave Upon Retirement

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program while employed with the District.

An employee who retires from the District under the Texas Teacher Retirement System shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee provides 30-day advance written notice of intent to retire.
3. The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 30 days, at the rate established in the District's compensation plan. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

Death of Employee

Upon the death of a District employee who is eligible for payment of accumulated leave, the District shall make payment to the employee's designated beneficiary as determined in accordance with administrative regulations.

EISD Years of Service	Employee Category	Buy-Back Rate
0 to 4	Professional	60% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	60% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	60% of the minimum hourly rate
5 to 9	Professional	70% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	70% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	70% of the minimum hourly rate
10 to 14	Professional	80% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	80% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	80% of the minimum hourly rate
15 to 19	Professional	90% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	90% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	90% of the minimum hourly rate
20+	Professional	100% of the minimum daily substitute certified teacher pay rate
	Paraprofessional	100% of the minimum daily substitute paraprofessional pay rate
	Auxiliary	100% of the minimum hourly rate

ATTENDANCE PROGRAM

Eligibility: All Edgewood full-time staff
The stipend is contingent upon completing the semester/contract year.
No more than "0", "1", or "2" absences in a school year.

Excused absences include: Professional Development
Jury Duty or Compliance with a Subpoena
School Business
Non-Duty Days as Described in DEC Local

Employees who separate before the end of their work calendar shall be ineligible.

Perfect Attendance Stipend:

After the end of the Spring semester, all employees with "0" absences will receive their stipend (see table below) on their July paycheck.

"Near" Perfect Attendance Stipend:

After the end of the Spring Semester, all employees with "1 or 2" absences will receive a stipend (see table below) on their July paycheck.

ATTENDANCE INCENTIVE STIPEND		
Number of Absences	Spring Semester	Total Payout
0 days	\$500	\$500
1 day	\$300	\$300
2 days	\$100	\$100