

International Leadership of Texas

Supplemental Earning Guidebook



2025-2026 School Year

ILTexas Human Resources Department

International Leadership of Texas

Supplemental Earning Guidelines
2025-2026 School Year



CAMPUS

Line	Level	Description	Code	Type	Amount
1	ALL LEVELS	GT COORDINATOR	STPGT	XTRA DTY	\$1,000
2	ALL LEVELS	LPAC COORDINATOR	STLPC	XTRA DTY	\$1,000
3	ALL LEVELS	HARD TO FILL (LIBERTY COUNTY ONLY)	STPHD	STIPEND	\$5,000
4	ALL LEVELS	GENERAL EDUCATION TOILETING	S2BTH	STIPEND	\$3,000
5	GARLAND HS	RESIDENT ASSISTANT	STPRA	STIPEND	\$5,000
6	K-8 CAMPUS	EAGLE ACADEMY COORDINATOR	HMWK	STIPEND	\$7,000
7	K-8 CAMPUS	EAGLE ACADEMY CORE TEACHER	HMWK	STIPEND	\$5,000
8	LANCASTER HS	HIGH SCHOOL RETENTION*	RTNT	STIPEND	\$1,500
9	OREM K8	HIGH NEEDS HIRING	STPND	STIPEND	\$1,500 - \$10,000
10	OREM K8	HIGH NEEDS RETENTION	STPND	STIPEND	\$3,000 - \$5,000

*Paid out in two installments: \$750 in November and the remaining \$750 in June.

INSTRUCTIONAL

Line	Level	Description	Code	Type	Amount
11	ALL LEVELS	MATH STIPEND	STMTH	STIPEND	\$5,000
12	ALL LEVELS	SCIENCE STIPEND	STSCI	STIPEND	\$5,000
13	ALL LEVELS	BILINGUAL STIPEND	STBIL	STIPEND	\$5,000

CAMPUS LEADERSHIP

Line	Level	Description	Code	Type	Amount
14	ALL LEVELS	ASSOCIATE PRINCIPAL	STACP	STIPEND	\$8,800
15	ALL LEVELS	LEAD COUNSELOR	STPCN	STIPEND	\$5,000
16	ALL LEVELS	LEAD NURSE	STPNN	STIPEND	\$5,000
17	ALL LEVELS	GRADE LEVEL ADMINISTRATOR	STGLA	STIPEND	\$6,000 - \$10,000
18	ALL LEVELS	NEW CAMPUS GRADE LEVEL ADMINISTRATOR	STGLA	STIPEND	\$500
19	HIGH SCHOOL	LEAD LEADERSHIP	STGLA	STIPEND	\$6,000
20	HIGH SCHOOL	LEADERSHIP	STPCL	STIPEND	\$2,500
21	HIGH SCHOOL	MODEL UNITED NATIONS SPONSOR*	STMUN	STIPEND	\$2,000

*Paid out in two installments: \$1,000 in December and the remaining \$1,000 in May.

JUNIOR ROTC

Line	Level	Description	Code	Type	Amount
22	HIGH SCHOOL	JROTC	STPJR	STIPEND	\$10,000

POSITIONAL

Line	Level	Description	Code	Type	Amount
23	ALL LEVELS	STARR/EOC STIPEND	STPST	STIPEND	\$2,000
24	ALL LEVELS	PRINCIPAL SABBATICAL PROGRAM	XSABB	INCENTIVE	\$4,000
25	ELEMENTARY	K-2 TEACHER	STPK2	STIPEND	\$1,000

26	ELEMENTARY	3-5 ELAR/READING TEACHER*	TBD	STIPEND	\$2,500
27	ELEMENTARY	6-8 ELAR/READING TEACHER*	TBD	STIPEND	\$5,000
28	HIGH SCHOOL	HIGH SCHOOL TEACHER	STIPH	STIPEND	\$1,000
29	HIGH SCHOOL	CTE STIPEND	STROB	STIPEND	\$2,500
30	HEADQUARTERS	COLLEGE BOARD ADVANCED ACADEMICS	TBD	STIPEND	\$5,000

*New stipend for 2025-2026 school year.

FINE ARTS

	Level	Description	Code	Type	Amount
31	ALL LEVELS	FINE ARTS STIPEND	STIFA	STIPEND	\$2,000

SPECIAL EDUCATION

	Level	Description	Code	Type	Amount
32	ALL LEVELS	TEACHER - SPECIAL EDUCATION	STSPD	STIPEND	\$10,000
33	ALL LEVELS	TEACHER - LATE HIRE SPED	SLATE	STIPEND	\$6,000
34	ALL LEVELS	TEACHER - BEHAVIOR LEVEL 1	S1SPE	STIPEND	\$3,000
35	ALL LEVELS	TEACHER - BEHAVIOR LEVEL 2	S2SPE	STIPEND	\$5,000
36	ALL LEVELS	TEACHER - BEHAVIOR LEVEL 3	S3SPE	STIPEND	\$7,000
37	ALL LEVELS	SPECIAL EDUCATION - TOILETING	S2BTH	STIPEND	\$4,000
38	ALL LEVELS	INSTRUCTIONAL AIDE	N/A	ADD-ON	\$2,500
39	ALL LEVELS	INSTRUCTIONAL AIDE - BEHAVIOR LEVEL 1	N/A	ADD-ON	\$3,000
40	ALL LEVELS	INSTRUCTIONAL AIDE - BEHAVIOR LEVEL 2	N/A	ADD-ON	\$5,000
41	ALL LEVELS	INSTRUCTIONAL AIDE - BEHAVIOR LEVEL 3	N/A	ADD-ON	\$7,000
42	ALL LEVELS	INSTRUCTIONAL AIDE - SEVERE MEDICAL NEEDS	N/A	ADD-ON	\$3,500

ATHLETICS

Line	Level	Description	Code	Type	Amount
43	ALL LEVELS	ATHLETIC STIPENDS*	STATH	STIPEND	\$3,500
44	ALL LEVELS	CAMPUS COORDINATOR	STATH	STIPEND	\$5,000
45	ALL LEVELS	ATHLETIC DIVISION COORDINATOR	STATH	STIPEND	\$1,500 - \$5,000
46	ALL LEVELS	CHEER TEAM COACH**	TBD	STIPEND	\$1,000
47	ALL LEVELS	SPIRIT TEAM COACH**	TBD	STIPEND	\$500
48	HIGH SCHOOL	DRAGON BOAT***	TBD	STIPEND	\$1,000

*Refer to Area Athletic Chart for details per sport and campus level.

** Issued as a one-time payout on the coach's May paycheck.

*** Issued as a one-time payout on the coach's October paycheck.

UNDEFINED

Line	Level	Description	Code	Type	Amount
49	ALL LEVELS	CURRICULUM WRITING	STLPW	XTRA DUTY	TBD
50	ALL LEVELS	INTERNATIONAL TEACHER COORDINATOR*	STCOR	XTRA DTY	\$500
51	ALL LEVELS	INTERIM STIPEND PAY	S1STP	STIPEND	VARIES
52	ALL LEVELS	MENTORSHIP*	MENTR	STIPEND	\$600
53	ALL LEVELS	TEACHER OF THE YEAR	TOY	INCENTIVE	VARIES
54	ALL LEVELS	TEACHER INCENTIVE ALLOTMENT	TIA	INCENTIVE	VARIES
55	ALL LEVELS	MEDICAL INSTRUCTIONAL AIDE	AIDE	ADD-ON	\$1,000

*Paid out in two installments: \$250 in December and the remaining \$250 in May.

1 – GT Coordinator

Supplemental earning is designed to compensate teachers who serve as Gifted and Talented Coordinators. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the GT Coordinator in Skyward. The supplemental earning amount is \$1,000 per year, paid over 12 months.

2 – LPAC Coordinator

Supplemental earning is designed to compensate teachers who serve as the LPAC Coordinators. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the LPAC Coordinator in Skyward. The supplemental earning amount is \$1,000 per year, paid over 12 months.

3 – Hard to Fill for Liberty County Campuses

Supplemental earning is designed to compensate teachers and above who work at the following Liberty County campuses: BG Ramirez K8, MSG Ramirez K8, and Liberty High School. The supplemental earning amount is \$5,000 per year, paid over 12 months.

4 – General Education Toileting

Supplemental earning is designed to compensate Instructional Aides who assist students with toileting needs. To be considered for the supplemental earning, the campus must inform the Human Resources Department of the designation. The supplemental earning amount is \$3,000 per year, paid over 12 months.

5 – Resident Assistant

Supplemental earning is designed to compensate the Garland K8 campus Resident Assistant. The supplemental earning amount is \$5,000 per year, paid over 12 months.

6 – Eagle Academy Coordinator

Supplemental earning is designed to compensate teachers who serve as the Eagle Academy Coordinators. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the Eagle Academy Coordinator in Skyward. The supplemental earning amount is \$7,000 per year, paid over 12 months.

7 – Eagle Academy Core Teacher (Math/Science and English/Social Studies)

Supplemental earning is designed to compensate teachers who serve as the Eagle Academy Core Teachers. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the Eagle Academy Core Teacher in Skyward. Limit two core teachers per campus. The supplemental earning amount is \$5,000 per year, paid over 12 months.

~~8 – Lancaster High School Retention~~

~~Supplemental earning is designed to compensate teachers for their years of service at Lancaster-Desoto High School. Supplemental earning is contingent upon board approval and availability of funds. Not applicable for the 2024-2025 school year.~~

9 – High Needs Hiring for OREM K8

Supplemental earning is designed to help support the District's critical teacher shortage at the Orem K8 campus. This incentive is available to new ILTexas employees who are hired in a full-time classroom for the following assignments:

Special Education, Math, ELAR/Reading, Science and Instructional Aides. The supplemental earning amount ranges from \$1,500 - \$5,000 per year, paid out over a 12-month period if eligibility is maintained (employee does not transfer to another campus or resign before the end of their contract).

10 – High Needs Retention for OREM K8

Supplemental earning is designed to help retain the district's critical shortage for employees at the Orem K8 campus. This incentive is available to ILTexas employees who are returning to a full-time classroom assignment which includes, Principal, Assistant Principal, Counselor, Grade Level Administrator, Special Education, Math, ELAR/Reading, Science, and Social Studies. The supplemental earning amount is \$3,000 - \$5,000 per year, paid out over 12 months if eligibility is maintained (employee does not transfer to another campus or resign before the end of their contract).

INSTRUCTIONAL SUPPLEMENTAL EARNINGS: Line 11 - 13

11 – Math

Supplemental compensation is designed to compensate certified Math Teachers. The teacher must have a valid Math Certification or Permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment in Math or pass the Pearson corresponding curriculum exam. (https://www.tx.nesinc.com/PageView.aspx?f=GEN_Tests.html). This incentive is available to ILTexas employees who are hired into a full-time classroom instructional assignment in the area of Math after obtaining a teaching certification, as well as to any candidate or employee hired or transferring into Math areas. The supplemental earning amount is \$5,000 per year, paid over 12 months. Math - What I Need (WIN) teachers are eligible for a Math stipend if they have passed the Mathematics 4-8 or 7-12 examination or hold a valid teaching certificate.

12 – Science

Supplemental compensation is designed to compensate certified Science Teachers. The teacher must have a valid Science Certification or Permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment in Science or pass the Pearson corresponding curriculum exam. (https://www.tx.nesinc.com/PageView.aspx?f=GEN_Tests.html). This incentive is available to ILTexas employees who are hired into a full-time classroom instructional assignment in the area of Science after obtaining a teaching certification, as well as to any candidate or employee hired or transferring into Science areas. The supplemental earning amount is \$5,000 per year, paid over 12 months.

13 – Bilingual

Supplemental compensation is designed to compensate certified Bilingual Teachers. The teacher must have a valid Bilingual Certification or Permit recognized by The State Board for Educator Certification and be placed in a full-time classroom instructional assignment for bilingual education or pass the Pearson corresponding curriculum exam. (https://www.tx.nesinc.com/PageView.aspx?f=GEN_Tests.html). This incentive is available to ILTexas employees who are hired into a full-time, bilingual classroom instructional assignment after obtaining a teaching certification, as well as to any candidate or employee hired or transferring into Bilingual education. The supplemental earning amount is \$5,000 per year, paid over 12 months.

14 – Associate Principal

Supplemental earning is determined by the campus with a maximum of one Associate Principal per qualifying campus. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the Associate Principal designation in Skyward. The supplemental earning amount is \$8,800 per year, paid over 12 months.

15 – Lead Counselor

Supplemental earning is designed to compensate Counselors who serve as Lead Counselors on campus. To be considered for the supplemental earning, the Counseling Department must communicate the Lead Counselor designation to the Human Resources Compensation Department. The supplemental earning is \$5,000 per year, paid over 12 months.

16 – Lead Nurse

Supplemental earning is designed to compensate Nurses who serve as Lead Nurses on campus. To be considered for the supplemental earning, the Health Services Department must communicate the Lead Nurse designation to the Human Resources Compensation Department. The supplemental earning is \$5,000 per year, paid over 12 months.

17 – Grade Level Administrator (GLA)

Supplemental Earning is designed to compensate teachers who serve as the Grade Level Administrator (GLA) on campus. To be considered for the supplemental earning, the campus must submit a Stipend Request Form for the GLA designation to the Human Resources Compensation Department. The supplemental earning amount begins at \$6,000 per year, paid over 12 months. An additional \$1,000 will be added for each consecutive year that the teacher remains a GLA, up to a maximum of \$10,000.

18 – New Campus Grade Level Administrator (GLA)

Supplemental Earning is designed to compensate teachers that are supporting a new campus. The Grade Level Administrator (GLA) should be compensated by receiving an additional \$500 per month starting February 1 through the end of their current LOA.

19 – Lead Leadership

Supplemental earning is designed to compensate Leadership teachers who serve as the Lead Leadership teacher on campus. To be considered for the supplemental earning, the Leadership Department must communicate the Lead Leadership designation to the Human Resources Compensation Department. Supplemental earning amount is \$6,000 per year, paid over 12 months. This supplemental earning cannot be combined with CTE supplemental earnings.

20 – Leadership

Supplemental earning is designed to compensate Leadership teachers on campus. To be considered for the supplemental earning, Leadership designations must be communicated by the Leadership Department to the Human Resources Compensation. The supplemental earning amount is \$2,500 per year, paid over 12 months.

21 – Model United Nations Sponsor

Supplemental earning is designed to compensate employees who serve in the capacity of Model United Nations Sponsor. To be considered for the supplemental earning, the International Department must communicate the Model

United Nations Sponsor designations to the Payroll Department. The supplemental earning amount is \$2,000 per year, with \$1,000 distributed in December and the remaining \$1,000 distributed in May.

JUNIOR ROTC SUPPLEMENTAL EARNINGS: Line 22

22 – JROTC Instructor

Supplemental earning is designed to compensate employees who serve as JROTC Instructors for extracurricular activities that are required by their position. Extracurricular activities include (but are not limited to) the development of competitive teams, participation in team competitions, and other activities that require the instructor's presence after a regular duty day, as well as annual summer camp responsibilities. The supplemental earning amount is \$10,000 per year, paid over 12 months.

POSITIONAL SUPPLEMENTAL EARNINGS: Line 23 – 28

23 – STAAR/EOC

Supplemental earning is designed to compensate full-time, professional employees who are the teachers of record for a STAAR-tested course and grade level. Beginning the 2024-2025 school year, those who teach less than a full load, the stipend will be \$2,000/7 per class taught (as outlined in a Superintendent email from May 2022). This supplemental earning does not stack with other STAAR/EOC-tested courses. Accelerated Learning courses are not eligible for this supplemental earning.

24 – Principal Sabbatical Program

The Principal Sabbatical Program recognizes the incredible personal demand placed on anyone serving as an ILTexas Principal. After they have completed five consecutive years as an ILTexas Principal, they will be given the third week of November off, ten (10) additional personal days off, and a one-time \$4,000 payment as they enter their sixth year of service as an ILTexas Principal.

25 – Kindergarten through Second Grade

Supplemental earning is designed to compensate full-time, professional employees who are the teacher of record in a Kindergarten, First Grade, or Second Grade assignment.

26 – 3-5 ELAR/READING TEACHER

This supplemental earning is new for the 2025–2026 school year. It is intended to provide additional compensation to teachers who are either new to ILTexas or transferring into a 3–5 ELAR/Reading position for the 2025–2026 school year. This \$2,500 annual stipend will be paid out over 12 months and will stack with the existing \$2,000 STAAR/EOC stipend.

27 – 6-8 ELAR/READING TEACHER

This supplemental earning is new for the 2025–2026 school year. It is intended to provide additional compensation to teachers who are either new to ILTexas or transferring into a 6–8 ELAR/Reading position for the 2025–2026 school year. This \$5,000 annual stipend will be paid out over 12 months and will stack with the existing \$2,000 STAAR/EOC stipend.

28 – CTE Teachers

Supplemental earning is designed to compensate high school CTE teachers at ILTexas. CTE designations must be communicated by Executive Director of CTE and Enrichment and/or Headquarters' Designee to the Human Resources Compensation Department in order for the CTE Teacher to be considered for the supplemental earning. The supplemental earning amount is \$1,000 per year, paid over 12 months. This supplemental earning cannot be combined with Lead supplemental earnings. This supplemental earning is contingent upon approval and availability of funds.

29 – High School

Supplemental earning is designed to compensate high school teachers at ILTexas. The supplemental earning amount is \$1,000 per year, paid over 12 months.

30 – College Board of Academics

Supplemental earning is designed to compensate employees who participate in College Board of Advanced Academics. The Senior Executive Director of Special Programs will determine the duties and allocations. Supplemental earning amount is \$5,000 per year, paid over 12 months.

FINE ARTS SUPPLEMENTAL EARNINGS: Line 29

31 – Fine Arts

Supplemental earning is designed to compensate Fine Arts teachers at ILTexas. To be considered for the supplemental earning, the Executive Director of Fine Arts must communicate the Fine Arts designation to the Human Resources Compensation Department. The supplemental earning amount is \$2,000 per year, paid over 12 months. This supplemental earning is contingent upon approval and availability of funds.

SPECIAL EDUCATION SUPPLEMENTAL EARNINGS: Line 30 - 40

32 – Special Education Teachers

Supplemental earning is designed to compensate full-time, professional employees who serve in a Special Education Self-Contained Classroom or as a Special Education Resource Teacher. Self-Contained Classroom Teachers and Resource Teachers must have valid SpEd EC-12 certification, with content certification preferred. This incentive is applicable to new ILTexas employees who are hired full-time as a teacher of record, as well as any candidate or employee hired or transferred into the area of Self-Contained or Resource. The supplemental earning amount is \$10,000 per year, paid over 12 months.

33 – Late Hire Stipend for Campus Special Education Teachers

Supplemental earning is designed to compensate full-time, professional employees who serve in a Special Education Self-Contained Classroom or as a Special Education Resource Teacher that were hired on or after August 27, 2024. The supplemental earning amount is \$6,000, paid over the employee's remaining number of paychecks.

34 – SpEd Self-Contained; Behavior Level 1

This supplemental earning is case-dependent. The Special Education Area Director is responsible for signing off on each stipend and coordinating with Human Resources and Executive Director of Special Education. This supplemental earning is adjusted each semester based on student needs and finally recommendation by the Executive Director of Special Education. The supplemental earning stacks with the \$10,000 Special Education stipend, and amounts to \$3,000 per year, paid over 12 months.

35 – SpEd Self-Contained; Behavior Level 2

This supplemental earning is case-dependent. The Special Education Area Director is responsible for signing off on each stipend and coordinating with Human Resources and Executive Director of Special Education. This supplemental earning is adjusted each semester based on student needs and finally recommendation by the Executive Director of Special Education. The supplemental earning stacks with the \$10,000 Special Education stipend, and amounts to \$5,000 per year, paid over 12 months.

36 – SpEd Self-Contained; Behavior Level 3

This supplemental earning is case-dependent. The Special Education Area Director is responsible for signing off on each stipend and coordinating with Human Resources and Executive Director of Special Education. This supplemental earning is adjusted each semester based on student needs and finally recommendation by the Executive Director of Special Education. The supplemental earning stacks with the \$10,000 Special Education stipend, and amounts to \$7,000 per year, paid over 12 months.

37 – Special Education Toileting

Supplemental earning is designed to compensate Special Education Instructional Aides who assist students with toileting needs. To be considered for the supplemental earning, the Special Education Department must inform the Human Resources Department of the designation. The supplemental earning amount is \$4,000 per year, paid over 12 months.

38 – Special Education Instructional Aide

Supplemental earning is designed to compensate Instructional Aides serving in a Special Education classroom. The supplemental earning is \$2,500 per year, paid over 12 months.

39 – Instructional Aide Behavior Level 1 (Mild)

Supplemental earning is designed to compensate Instructional Aides serving in a Special Education classroom that are providing Level 1 support. Level 1 support involves minor incidents that are disruptive but not physically harmful, such as mild verbal outbursts, occasional throwing of classroom materials without intent to harm, or minor non-compliance. Level 1 designations must be communicated by the Special Education Department to the Human Resources Compensation Department in order for the Instructional Aide to be considered for the supplemental earning. The supplemental earning is \$3,500 per year, paid over 12 months.

40 – Instructional Aide Behavior Level 2 (Moderate)

Supplemental earning is designed to compensate Instructional Aides serving in a Special Education classroom that are providing Level 2 support. Level 2 support includes incidents that are more severe or frequent, potentially causing harm or significant disruption, including physical aggression like hitting, kicking, biting, or elopement. Level 2 designations must be communicated by the Special Education Department to the Human Resources Compensation Department in order for the Instructional Aide to be considered for the supplemental earning. The supplemental earning is \$5,000 per year, paid over 12 months.

41 – Instructional Aides Behavior Level 3 (Severe)

Supplemental earning is designed to compensate Instructional Aides serving in a Special Education classroom that are providing Level 3 support. Level 3 support includes Extreme or dangerous behaviors that pose a significant risk to self or others, such as throwing furniture, engaging in sustained aggressive behavior requiring restraints, or severe elopement. Level 3 designations must be communicated by the Special Education Department to the Human Resources Compensation Department in order for the Instructional Aide to be considered for the supplemental earning.

Supplemental earning is \$7,000 per year, paid over 12 months.

42 – Behavior Instructional Aide

Supplemental earning is designed to compensate Instructional Aides assisting students with severe medical needs. The Special Education Director is responsible for signing off on each stipend and coordinating with Human Resources and Executive Director of Special Education. This supplemental earning is adjusted each semester based on student needs and finally recommendation by the Executive Director of Special Education. The supplemental earning stacks with other Instructional Aide stipends, and amounts to \$3,500 per year, paid over 12 months.

ATHLETICS SUPPLEMENTAL EARNINGS: Line 41 - 44

43 – Athletic Stipends

Supplemental earning is designed to compensate athletic teachers who serve as coaches for athletic activities. The Athletic Department is responsible for appointing coaches based on athletic needs. To be considered for the supplemental earning, Coach designations must first be communicated by the school to the Athletic Department. The Athletic Department will then communicate coach designations to the Human Resources Compensation Department. Supplemental earning amounts are determined using the Department of Athletics Supplemental Earnings chart below and prorated over 12 months from September to August. If a coach is assigned to a sport after September 1, 2023, but before or during the season, the employee may be eligible for the full or prorated athletic stipend. Coaches assigned after the season begins may not be eligible for the full stipend. Coaches who leave the district, voluntarily stop coaching, or are removed from coaching may not be eligible for the full stipend, regardless of whether they are on a single or dual contract. This decision will be made in consultation with the campus principal, the Department of Athletics, and the Compensation Department.

Level	DESCRIPTION	Code	Type	Amount
HIGH SCHOOL VARSITY	STRENGTH & CONDITIONING COACH	STSPD	STIPEND	\$5,000
HIGH SCHOOL VARSITY	BASEBALL	STSPD	STIPEND	\$3,500
HIGH SCHOOL VARSITY	BOYS BASKETBALL	STSPD	STIPEND	\$4,000
HIGH SCHOOL VARSITY	GIRLS BASKETBALL	STSPD	STIPEND	\$4,000
HIGH SCHOOL VARSITY	CROSS COUNTRY	STSPD	STIPEND	\$3,000
HIGH SCHOOL VARSITY	FLAG FOOTBALL	STSPD	STIPEND	\$3,000
HIGH SCHOOL VARSITY	BOYS SOCCER	STSPD	STIPEND	\$4,000
HIGH SCHOOL VARSITY	GIRLS SOCCER	STSPD	STIPEND	\$4,000
HIGH SCHOOL VARSITY	SOFTBALL	STSPD	STIPEND	\$3,500
HIGH SCHOOL VARSITY	BOYS TRACK & FIELD	STSPD	STIPEND	\$2,500
HIGH SCHOOL VARSITY	GIRLS TRACK & FIELD	STSPD	STIPEND	\$2,500
HIGH SCHOOL VARSITY	VOLLEYBALL	STSPD	STIPEND	\$3,500

Level	DESCRIPTION	Code	Type	Amount
HS & JUNIOR VARSITY	BASEBALL	STSPD	STIPEND	\$2,000
HS & JUNIOR VARSITY	BOYS BASKETBALL	STSPD	STIPEND	\$2,700
HS & JUNIOR VARSITY	GIRLS BASKETBALL	STSPD	STIPEND	\$2,700
HS & JUNIOR VARSITY	CROSS COUNTRY	STSPD	STIPEND	\$1,500
HS & JUNIOR VARSITY	FLAG FOOTBALL	STSPD	STIPEND	\$2,000
HS & JUNIOR VARSITY	BOYS SOCCER	STSPD	STIPEND	\$2,500
HS & JUNIOR VARSITY	GIRLS SOCCER	STSPD	STIPEND	\$2,500
HS & JUNIOR VARSITY	SOFTBALL	STSPD	STIPEND	\$2,000
HS & JUNIOR VARSITY	VOLLEYBALL	STSPD	STIPEND	\$2,300

Level	DESCRIPTION	Code	Type	Amount
K-8	BASEBALL	STSPD	STIPEND	\$2,500
K-8	BOYS BASKETBALL	STSPD	STIPEND	\$2,500
K-8	GIRLS BASKETBALL	STSPD	STIPEND	\$2,500
K-8	CROSS COUNTRY	STSPD	STIPEND	\$1,800
K-8	FLAG FOOTBALL	STSPD	STIPEND	\$2,000
K-8	BOYS SOCCER	STSPD	STIPEND	\$2,000
K-8	GIRLS SOCCER	STSPD	STIPEND	\$2,000
K-8	SOFTBALL	STSPD	STIPEND	\$2,000
K-8	BOYS TRACK & FIELD	STSPD	STIPEND	\$1,500
K-8	GIRLS TRACK & FIELD	STSPD	STIPEND	\$1,500
K-8	VOLLEYBALL	STSPD	STIPEND	\$2,000

44 - Campus Coordinator

Supplemental earning is designed to compensate the Campus Athletic Coordinator for the Department of Athletics.

Level	DESCRIPTION	Code	Type	Amount
GARLAND MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
LANCASTER MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
ARLINGTON MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
GRAND PRAIRIE MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
SAGINAW MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
WOODHAVEN MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
KELLER MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
NORTH RICHLAND HILLS MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
KATY MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
WESTPARK MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
WINDMILL LAKES MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500
OREM MS	CAMPUS ATHLETIC COORDINATOR	STSPD	STIPEND	\$3,500

45 – Athletic Division Coordinator

Supplemental earning is designed to compensate the Division Athletic Coordinator for the Department of Athletics.

Level	DESCRIPTION	Code	Type	Amount
COLLEGE STATION MS & HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
GARLAND HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
LANCASTER-DESOTO HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
ARLINGTON-GRAND PRAIRIE HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
KELLER-SAGINAW HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
KATY-WESTPARK HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
WINDMILL LAKES HS	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000
MSG/LIBERTY	DIVISION ATHLETIC COORDINATOR	STSPD	STIPEND	\$5,000

46 – Cheer Team Coach

Supplemental earning is designed to compensate employees who serve as Cheer Team Coach. To be considered for supplemental earning, the Executive Director of Physical Fitness and Athletics must communicate the Cheer Team Coach designation to the Human Resources Compensation Department. The supplemental earning amount for the 2024-2025 academic year is a one-time payment of \$1,000, which will be distributed in May.

47 – Spirit Team Coach

Supplemental earning is designed to compensate employees who serve as Spirit Team Coach. To be considered for supplemental earning, the Executive Director of Physical Fitness and Athletics must communicate the Spirit Team Coach designation to the Human Resources Compensation Department. The supplemental earning amount for the 2024-2025 academic year is a one-time payment of \$1,000, which will be distributed in May.

48 – Dragon Boat

Supplemental earning is designed to compensate coaches who serve as Dragon Boat coaches. To be considered for supplemental earning, the Executive Director of Physical Fitness and Athletics must communicate the Dragon Boat Coach designation to the Human Resources Compensation Department. The supplemental earning amount for the 2023-2024 academic year is a one-time payment of \$1,000, which will be distributed in October.

UNDEFINED SUPPLEMENTAL EARNINGS: Line 47 - 53

49 – Curriculum Writing

Supplemental earning is designed to compensate employees that are involved in the process of developing educational materials and lesson plans that outline what students should learn in a particular subject or grade level. It involves creating detailed instructional guides, assessments, and resources to ensure that teaching aligns with academic standards and learning objectives. The supplemental earning amount is **\$0.00 (Verify amount)**.

50 – International Teacher Coordinator (J1 Coordinator)

Supplemental earning is designed to compensate employees who serve as International Teacher Coordinators. To be considered for supplemental earnings, the campus must communicate International Teacher Coordinator designations

to the Payroll Department. The supplemental earning amount is \$500 per year, with \$250 distributed in December and the remaining \$250 distributed in May.

51 – Interim

Interim pay is designed to compensate employees who, in addition to their regular duties, assume responsibilities outside of their normal scope of work in their current position. Interim pay is based on campus need and area approval. Employees will receive interim pay in place of their regular pay.

52 – Mentorship

Supplemental earning is designed to compensate a teacher who will serve as a mentor to a new teacher in the profession. The mentor will be assigned by the campus administrator and should have at least three years of teaching experience. The mentor will guide, assist, and support new teachers in areas such as planning, classroom management, classroom instruction, assessment, working with parents, and district policies. To be considered for the supplemental earning, Mentor designations must be communicated by the campus to the Payroll Department. The supplemental earning amount for this stipend is \$600 per year, with \$300 distributed in December and the remaining \$300 distributed in May.

53 – Teacher of the Year

Supplemental earning is designed to compensate outstanding educators who demonstrate exceptional dedication, leadership, and impact in the classroom and school community. Recipients of this award have gone above and beyond to inspire students, foster academic excellence, and contribute to a positive learning environment. (Amount varies.)

54 – Teacher Incentive Allotment

The Texas Teacher Incentive Allotment (TIA) is a state program designed to reward high-performing teachers with additional pay based on their effectiveness. Its main goal is to create pathways for teachers to earn six-figure salaries and to retain strong educators, especially in rural and high-need schools. Teachers can earn designations such as **Recognized, Exemplary, or Master**, with compensation varying by their designation and the needs of the school where they work. Evaluations for these designations are based on student growth, teacher appraisals, and other performance metrics. The Teacher Incentive Allotment is fully disbursed in the employee's September paycheck of the new school year.

55 – Medical Needs for Instructional Aides

Supplemental earning is designed to compensate Instructional Aides who work directly with students requiring specialized medical care or assistance. This stipend acknowledges the additional responsibilities and expertise needed to address the medical needs of these students, ensuring their safety and well-being in the educational environment. To be considered for the supplemental earning, Medical Needs designations must be communicated by the Health Services Department to the Human Resources Department via a Stipend Request Form in Skyward. The supplemental earning amount for this stipend is \$1,000 per year, paid over 12 months.