

IRVING INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL DUTY AND STIPEND SCHEDULE

2003 - 2004

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 2003-2004 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
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 Lead Teacher	(PK-5 with at least 3 teachers 1 per campus)	\$600
ESL Lead Teacher		\$600
Special Education Lead Teacher		\$600
(1 per campus with at least 3 non-resource teachers)		
Lead Resource Teacher	(1 per campus)	\$600
Mentor Teacher (for permits)		\$500

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

Elementary Content Facilitators

Math (2 per campus)	\$400
Science (2 per campus)	\$400
Language Arts (2 per campus)	\$400
Social Studies (1 per campus)	\$400
EDC Language Arts/Social Studies (1)	\$400
EDC Math/Science (1)	\$400

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

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	(per campus)	\$8,800
State Meet	(per coach)	\$1,500
National Meet	(per coach)	\$1,500

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.

Future Educator Organization Sponsor \$1,000

Cheerleader Sponsor			
<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
High School Varsity	10 days	plus	\$1,000
High School JV			\$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	13 days	plus	\$6,000
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	\$3,000
Speech Therapists, Diagnosticians, Counselors, or Librarians with Bilingual Certification or Score of Advanced or Advanced High on TOPT (Final Passing Score of 6, 7, or 8)	\$3,000
Speech Therapists, Diagnosticians, Counselors, or Librarians with Score of Intermediate High on the TOPT (Final Score of 4)	\$1,500
ESL Endorsed Teacher Elementary pull-out program	\$1,000
Elementary inclusion program when at least 50% of the class is LEP or the class serves 100% of the LEP students in a grade at the campus	\$1,000
Secondary school based on percentage of total assignment	50% of \$1,000
Elementary Inclusion class with less than 50% LEP which serves less than 100% of the LEP students in the grade at the campus	\$500

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 \$22 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	\$25 per hour
Summer School Principal (200+ Students)	\$27 per hour
Summer School Teacher	\$22 per hour
Summer School Aide	\$8 per hour
Summer School Secretary	\$12.50 per hour
Extended Instruction Teacher	\$22 per hour
Extended Instruction Aide	\$8 per hour
Extended Instruction Summer Session Lead Teacher	\$500
Extended Instruction Secretary	\$12.50 per hour
Tutorials	\$22 per hour

SPECIAL EVENT STIPENDS:

Detention Hall Duty	\$15 per hour
Saturday School	\$15 per hour
Credit by Exam or Test Proctor	\$15 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:

Employees who are working toward certification in a field where there is a critical shortage of certified teachers may be reimbursed \$300 per course in any college semester in which they earn at least 3 semester hours of credit towards removing the deficiency in certification. For 2003 - 2004, those fields of critical shortage are bilingual elementary, English as a second language, gifted and talented education, special education, mathematics, and Spanish.

Employees who earn at least 3 hours for a course beyond their Master's degrees in any specific teaching field may be reimbursed \$300 per course.

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.

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

District Off-Set Benefit Supplement for Employees Excluded from HB3459 Benefit Supplement

Beginning September 1, 2003, full-time employees making contributions to TRS, but who have been excluded from the State HB 3459 Benefit Supplement, will receive a District Off-Set Benefit Supplement of \$41.66 per month.

SUPPLEMENTS TO SALARY FOR ATHLETIC ASSIGNMENTS

High School Campus Athletic Coordinator Salary \$86,250 (12 month contract)

Head Coaches

Assignment	Duty Days		Monetary Supplement
Basketball	7 days	plus	\$7,500
Baseball	5 days	plus	\$5,000 OR \$ for 2nd Sport + \$1,000
Softball	5 days	plus	\$5,000 OR \$ for 2nd Sport + \$1,000
Golf	0 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Gymnastics	3 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Soccer	5 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Swimming	0 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Tennis	5 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Track	5 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Volleyball	11 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000
Wrestling	3 days	plus	\$3,500 OR \$ for 2nd Sport + \$1,000

A second school in gymnastics or swimming Additional \$1,000

Football and Volleyball Assistants

Assignment	Duty Days		Monetary Supplement
Football Offensive Coordinator	12 days	plus	\$4,200
Football Defensive Coordinator	12 days	plus	\$4,200
Other Varsity	11 days	plus	\$4,000
JV	11 days	plus	\$3,200
9th	11 days	plus	\$3,200

Other Assistants

Assignment	Duty Days		Monetary Supplement
Baseball	5 days	plus	\$3,200
Basketball	5 days	plus	\$3,200
Softball	5 days	plus	\$3,200
Track	5 days	plus	\$3,200
Soccer	5 days	plus	\$3,200
Tennis	5 days	plus	\$3,200
Athletic Trainer	15 days	plus	\$5,200
Assistant Athletic Trainer	15 days	plus	\$4,200
Additional After-School Only	0 days	plus	\$800
Power Lift	5 days	plus	\$0
Off- Season	4 days	plus	\$0

Middle School

Assignment	Duty Days		Monetary Supplement
-------------------	------------------	--	----------------------------

Head Coach	10 days	plus	\$5,000
Assistant Coach with Football	5 days	plus	\$4,000
Other Assistant Coach	0 days	plus	\$4,000
Soccer Only	0 days	plus	\$1,000
Additional After-School Only	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.

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 +\$1,000, whichever is greater. They also receive the sum of days for each sport without exceeding 16 days.

Example: A Head Soccer Coach who also is the Football Defensive Coordinator

Head Soccer Coach	5 days	<i>plus</i>	\$3,500 OR \$4,200 + \$1,000
Football Defensive Coordinator	12 days	<i>plus</i>	\$4,200
Final Supplement for this Coach	16 days	<i>plus</i>	\$5,200 (take 2nd option for Head Coach)