

2025-2026 STIPENDS

Unless noted, all stipends are paid semi-monthly. For all athletic stipends, the following up-to-date certification/training and documentation is required for receipt of stipends: First Aid, CPR/AED, other required health-related training, UIL Rules and Compliance Program (RCP), UIL Concussion Training, UIL Professional Acknowledgement of Rules, National Federation of High School Coaches Fundamentals of Coaching Training (first year coaches only), and Valid Texas commercial driver's license with Passenger (P) and School Bus (S) endorsements. (Must be presented at the time of hire or to be completed no later than 30 school days after the first day of instruction for the current school year. All current coaches will obtain certification within the current school year).

Certification and training requirements will be updated as needed in compliance with state, federal and UIL guidelines. Non-exempt employees are not eligible to coach

DISTRICT STIPENDS

DISTRICT WIDE STIPENDS

Attendance Officer Liaison	\$3,000.00 (Paid Semi-Annually Dec/May)
CBPL Lead Stipend	\$1,500.00
Cooperating Teacher	\$250.00
District Coach	\$7,500.00
Lead Counselor	\$1,000.00
Mentor Teacher (per teacher that is mentored)	\$600.00 (Paid Semi-Annually Dec/May)
RTI Lead - Literacy	\$1,000.00
RTI Lead - Math	\$1,000.00
Social Worker Liaison	\$3,000.00 (Paid Semi-Annually Dec/May)
Social Worker Mentor	\$1,200.00 (Paid Semi-Annually Dec/May)
Student Activity Coordinator - Campus Based (Submitted by Community Education)	\$1,000.00

ELEMENTARY STIPENDS

Communications Liaison	\$1,000.00
Team Leader	\$500.00
UIL Coach	\$500.00 (Paid Annually, Post Event)

MIDDLE SCHOOL STIPENDS

Department Head	\$750.00
National Junior Honor Society	\$1,000.00
Communications Liaison	\$1,500.00
Stuco Assistant	\$500.00
Stuco Sponsor	\$1,000.00
UIL Coordinator	\$750.00
UIL/TMSCA Coach	\$300.00 (Paid Annually, Post Event)
Yearbook Sponsor	\$1,000.00

HIGH SCHOOL STIPENDS

Associate Principal (Comprehensive HS Only)	\$5,000.00
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Assistant Principal (Comprehensive HS Only)	\$2,500.00
Bootcamp Teacher	\$2,000.00
Broadcast Journalism Sponsor	\$2,750.00
Debate Sponsor	\$1,250.00
Department Head	\$1,000.00
Gateway Teacher	\$2,000.00
National Honor Society	\$1,000.00
Newspaper Sponsor	\$1,000.00
Communications Liaison	\$1,500.00
Speech Sponsor	\$1,250.00
Student Council Sponsor	\$1,950.00
UIL Coach	\$550.00 <i>(Paid Annually, Post Event)</i>
UIL Coordinator	\$1,750.00
Yearbook Sponsor	\$1,450.00

NOTE: The Chief Financial Officer (CFO) is authorized to approve additional stipends ranging from \$500 to \$5,000 on an as-needed basis to address staffing needs and other critical operational considerations. All such stipends will be documented and reported to the Superintendent.

2025-2026 STIPENDS

ATHLETIC STIPENDS

ATHLETICS MIDDLE SCHOOL		
	With CDL	Without CDL
Athletic Coordinator	\$1,250.00	\$1,250.00
Basketball	\$2,365.00	\$1,660.00
Cheerleader/Pep Squad Sponsor	\$1,840.00	\$1,290.00
Cross Country	\$1,575.00	\$1,105.00
Football	\$3,150.00	\$2,205.00
Golf	\$1,575.00	\$1,105.00
Soccer	\$1,575.00	\$1,105.00
Tennis	\$1,575.00	\$1,105.00
Track	\$2,365.00	\$1,660.00
Volleyball	\$2,365.00	\$1,660.00

ATHLETICS HIGH SCHOOL		
	With CDL	Without CDL
Athletic Trainer	\$12,750.00	\$12,750.00
Baseball Coach Assistant	\$3,940.00	\$2,760.00
Baseball Coach Head	\$7,245.00	\$5,075.00
Basketball Coach Assistant	\$3,940.00	\$2,760.00
Basketball Coach Head	\$7,245.00	\$5,075.00
Cheerleader Sponsor JV	\$2,365.00	\$1,655.00
Cheerleader Sponsor Varsity	\$3,940.00	\$2,760.00
Cross Country Coach Assistant	\$2,625.00	\$1,840.00
Cross Country Coach Head	\$4,990.00	\$3,495.00
Football Coach Assistant 9th Grade	\$4,465.00	\$3,125.00
Football Coach Varsity Assistant	\$6,565.00	\$4,595.00
Football Coordinator	\$8,400.00	\$5,880.00
Golf Coach Assistant (Fall Semester)	\$2,625.00	\$1,840.00
Golf Coach Assistant (Spring Semester)	\$2,625.00	\$1,840.00
Golf Coach Head (Fall Semester)	\$5,500.00	\$3,850.00
Golf Coach Head (Spring Semester)	\$5,500.00	\$3,850.00
Powerlifting Coach Head	\$4,000.00	\$2,800.00
Soccer Coach Assistant	\$3,940.00	\$2,760.00
Soccer Coach Head	\$7,245.00	\$5,075.00
Softball Coach Assistant	\$3,940.00	\$2,760.00
Softball Coach Head	\$7,245.00	\$5,075.00
Tennis Coach Assistant (Fall Semester)	\$3,150.00	\$2,205.00
Tennis Coach Assistant (Spring Semester)	\$3,150.00	\$2,205.00
Tennis Coach Head (Fall Semester)	\$5,500.00	\$3,850.00
Tennis Coach Head (Spring Semester)	\$5,500.00	\$3,850.00

2025-2026 STIPENDS

ATHLETIC STIPENDS

Track Coach Assistant	\$3,940.00	\$2,760.00
Track Coach Head	\$7,245.00	\$5,075.00
Video	\$1,000.00	\$1,000.00
Video Tech Memorial Stadium - Sponsor for video tech class	\$1,000.00 <i>(Paid in December)</i>	\$1,000.00 <i>(Paid in December)</i>
Volleyball Coach Assistant	\$4,465.00	\$3,125.00
Volleyball Coach Head	\$8,140.00	\$5,700.00

2025-2026 STIPENDS

CAREER & TECHNOLOGY STIPENDS

CAREER & TECHNOLOGY EDUCATION HIGH SCHOOL	
Agriculture Teacher (6 sections) and FFA Sponsor	\$8,250.00
Auto Tech Teacher	\$3,650.00
HSTE Teacher & HOSA Sponsor	\$3,750.00
Robotics	\$4,250.00
Robotics Assistant	\$2,250.00
Student Organization Sponsor (SkillsUSA, BPS, FCCLA, TSA, TAFE)	\$2,250.00

2025-2026 STIPENDS

FINE ARTS STIPENDS

FINE ARTS ELEMENTARY	
Music	\$1,000.00 <i>(Paid in May)</i>

FINE ARTS MIDDLE SCHOOL	
Band Director Assistant	\$5,950.00
Band Director	\$8,000.00
Choir	\$2,000.00
Dance	\$1,250.00
Drama	\$1,250.00

FINE ARTS HIGH SCHOOL	
Assistant Ballet Folklorico	\$1,250.00
Assistant Band Director	\$8,250.00
Assistant Choir/Piano Accompaniment	\$1,000.00
Assistant Drill Team	\$1,250.00
Ballet Folklorico	\$4,750.00
Band Director	\$14,450.00
Choir	\$5,750.00
Color Guard	\$5,500.00
Drill Team Director	\$5,500.00
Musical Production Director	\$1,250.00
One-Act Play/Theater	\$5,000.00
Winter Drumline	\$2,250.00

2025-2026 STIPENDS

BILINGUAL STIPENDS

Multilingual Stipends	
Dual Language ESL Partner Stipend	\$4,000.00
Bilingual Classroom Certified Teacher (PK - 5)	\$8,000.00
Bilingual Dyslexia Certified Teacher (PK - 5)	\$8,000.00
Bilingual Emergency Permitted Teacher	\$4,000.00
Bilingual Exception Teacher	\$1,200.00
Bilingual Intern Certificate Teacher	\$4,000.00
Bilingual Resource Certified Teacher	\$8,000.00
Campus/Building Translator (one per campus/building)	\$500.00
ESL Endorsement - PK - 12 (Elementary - All Core Content) (Secondary All ELA Teachers Only)	\$600.00 (Paid Semi-Annually Dec/May)
Newcomer Teachers (Full-time ESL Teacher of Record) (Middle & High School)	\$1200.00 (Paid Semi-Annually Dec/May)
Returning Bilingual Teacher Stipend	\$500.00 (Paid in December)

2025-2026 STIPENDS

SECURITY STIPENDS

SECURITY HIGH SCHOOL	
Security - Bilingual	\$3,000.00
Security - Canine	\$4,800.00
Security - EMT	\$1,800.00
Security - Investigator	\$3,000.00

SECURITY CERTIFICATIONS	
Intermediate Peace Officer Certification	\$600.00
Advanced Peace Officer Certification	\$1,200.00
Masters Peace Officer Certification	\$1,800.00

SECURITY COLLEGE DEGREES	
Associates Degree	\$600.00
Bachelors Degree	\$850.00
Masters Degree	\$1,100.00

**All hires prior to 2022-2023 will be grandfathered in for stipends.*

2025-2026 STIPENDS

SPECIAL PROGRAMS & SERVICES

SPECIAL PROGRAMS & SERVICES DISTRICT WIDE	
Bilingual Dyslexia	\$8,000.00
Bilingual Educational Diagnosticians	\$9,000.00
Bilingual Licensed Specialist in School Psychology (LSSP)	\$14,000.00
Bilingual LSSP Intern	\$3,000.00
Bilingual Speech Language Pathologist (SLP)	\$14,000.00
Bilingual Speech Language Assistants	\$600.00
Bilingual Teacher	\$8,000.00
Case Management (Behavior/Life Skills)	\$3,000.00
Case Management (Resource/Inclusion)	\$2,400.00
Co-Teacher Co-hort (extra training required)	\$2,400.00
Deaf Education Interpreter	\$3,000.00
Deaf Education Teacher	\$3,000.00
Department Chairs - All Levels	\$1,000.00
Department Leads (OT Speech, Eval, ARD, Assistive Technology)	\$3,000.00
Dyslexia CALP Certification	\$500.00
Dyslexia CALT/LDT Certification	\$1,500.00
Early Childhood Teacher (ECSE)	\$3,000.00
Educational Diagnosticians	\$8,500.00
Intern and SLP-A Supervisor	\$1,000.00
Lead for Occupational Therapists	\$3,000.00
Licensed Professional Counselor	\$3,000.00
Licensed Specialist in School Psychology (LSSP)	\$10,000.00
Occupational / Physical Therapist	\$6,000.00
Professional Critical Shortage	\$8,000.00
Special Olympics	\$500.00
Special Olympics Coordinator	\$3,000.00
Speech Language Pathologist (SLP)	\$10,500.00
Teaching Assistant Behavior Class & Life Skills, Job Coach, 1:1	\$750.00
Teaching Assistant Inclusion Support	\$600.00
Teaching Assistant Inclusion Support & Bilingual	\$1,200.00
Visual Impairments Teacher	\$3,000.00

2025-2026 STIPENDS

TECHNOLOGY STIPENDS

UNIFIED COMMUNICATIONS TECHNICIAN

Cisco Certified Network Associate (CCNA; 200-301)	\$1,000.00
Cisco Certified Network Professional (CCNP) Collaboration (350-801 CLCOR, 300-815 CLACCM)	\$1,000.00
Cisco Certified Network Professional (CCNP) Collaboration (350-810 CLICA, 300-813 CLAUTO)	\$3,000.00

NETWORK INFRASTRUCTURE SPECIALIST

Security +	\$1,000.00
Cisco Certified Network Professional (CCNP) Enterprise (300-420 ENSLD, 300-425 ENWLSLSD)	\$3,000.00
Cisco Certified Network Professional (CCNP) Enterprise (350-401 ENCOR, 300-410 ENARSI)	\$1,000.00

SERVER INFRASTRUCTURE SPECIALIST

VMware Certified Professional (VCP-DCV) VMware Certified Advanced Professional (VCAP-DCV)	\$1,000.00
VMware Certified Design Expert (VCDX)	\$3,000.00
VMware Certified Professional Digital Workspace (VCP-DW) VMware Certified Professional Desktop Management (VDP-DTM)	\$1,000.00

Systems Support Technician II (Infrastructure)

CCNA (\$1,000)	\$1,000.00
CCNP/ENCOR/ENARSI (\$1,000)	\$1,000.00
CCNP/ENSLD/ENWLSLSD (\$3,000)	\$3,000.00