



Employee Compensation Plan 2019-20

New Teacher Hiring Schedule

Stipends

General Overview

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Monthly Stipends - Miscellaneous \$1,000+

Bi-Annual Stipends \$400-\$750 Substitutes Rates

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Auxiliary

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Form - Student Clubs

Empowering lifelong learners to be engaged citizens
who positively impact their local and global community.

Denton ISD

2019-20 HR Hiring Schedule for New to Denton ISD Teachers/Librarians/Nurses (RNs)

HR Alert: This is a working document subject to revisions as needed by the HR division.

YEARS EXP	DAILY RATE	NEW HIRE SALARY	YEARS EXP	DAILY RATE	NEW HIRE SALARY
0	\$290.37	\$54,300	13	\$320.11	\$59,860
1	\$291.98	\$54,600	14	\$321.71	\$60,160
2	\$293.45	\$54,875	15	\$323.32	\$60,460
3	\$294.79	\$55,125	16	\$324.92	\$60,760
4	\$295.86	\$55,325	17	\$326.52	\$61,060
5	\$296.93	\$55,525	18	\$328.66	\$61,460
6	\$305.67	\$57,160	19	\$330.80	\$61,860
7	\$309.95	\$57,960	20	\$332.94	\$62,260
8	\$312.09	\$58,360	21	\$335.08	\$62,660
9	\$313.69	\$58,660	22	\$337.22	\$63,060
10	\$315.29	\$58,960	23	\$338.82	\$63,360
11	\$316.90	\$59,260	24	\$340.96	\$63,760
12	\$318.50	\$59,560	25+ Years (Max Starting Salary Allowed)	\$343.10	\$64,160

New to DISD Hiring Schedule Clarifications:

Salary plan is for one year only and used ONLY for the placement of **new hires**.

Salary steps DO NOT represent future salaries for returning teacher/librarians/nurses.

Salaries listed above are based on 10-month employment.

New Hires are responsible to provide original service records from previous districts to verify years.

Masters & Doctorate Degrees:

New hires holding a Masters from a TEA recognized accredited college or university will receive an additional **\$1,750** to amounts listed above.

New hires holding a Doctorate from a TEA recognized accredited college or university will receive an additional **\$3,500** to amounts listed above.

TEA Policy Clarification: DEA (LEGAL)

A district shall pay each classroom teacher, full-time librarian, fulltime school counselor, or full-time nurse not less than the minimum monthly salary, based on the employee’s level of experience, specified in Education Code 21.402 and 19 Administrative Code 153.1021.

Denton ISD (LOCAL) policies may EXCEED state law. The above New Hire schedule far exceeds the TEA's 2018-19 Minimum Salary Schedule. Example Below: DISD & TEA Starting/Max salaries.

DISD Salary	DAILY RATE	NEW HIRE SALARY	TEA Salary	DAILY RATE	NEW HIRE SALARY
0	\$290.37	\$54,300	0	\$180.00	\$33,660
25+ Years	\$343.10	\$64,160	20+ Years	\$291.66	\$54,540

Denton ISD

2019–20 Payroll Adjustment Schedule for Current Teachers/Librarians/Nurses (RNs)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Employee Notice: This schedule is **NOT** for general reference. It's sole purpose it to assist the Payroll Department with any possible raise adjustments based on current year's Board approved budget.

YEARS EXP	DAILY RATE	SALARY	YEARS EXP	DAILY RATE	SALARY	HIRE W/MAX ALLOWED SALARY
0	\$290.37	\$54,300	22	\$337.22	\$63,060	N/A
1	\$291.98	\$54,600	23	\$338.82	\$63,360	N/A
2	\$293.45	\$54,875	24	\$340.96	\$63,760	N/A
3	\$294.79	\$55,125	25	\$343.10	\$64,160	Effective 2013-14 Hired in at Max
4	\$295.86	\$55,325	26	\$345.45	\$64,600	25+ 1 DISD Year (13-14)
5	\$296.93	\$55,525	27	\$352.01	\$65,825	25+ 2 DISD Years (14-15)
6	\$305.67	\$57,160	28	\$358.66	\$67,070	25+ 3 DISD Years (15-16)
7	\$309.95	\$57,960	29	\$364.92	\$68,240	25+ 4 DISD Years (16-17)
8	\$312.09	\$58,360	30	\$371.34	\$69,440	25+ 5 DISD Years (17-18)
9	\$313.69	\$58,660	31	\$374.97	\$70,120	25+ 6 DISD Years (18-19)
10	\$315.29	\$58,960	32	\$380.00	\$71,060	25+ 7 DISD Years (19-20)
11	\$316.90	\$59,260	33	\$385.13	\$72,020	
12	\$318.50	\$59,560	34	\$390.32	\$72,990	
13	\$320.11	\$59,860	35	\$396.47	\$74,140	
14	\$321.71	\$60,160	36	\$397.75	\$74,380	
15	\$323.32	\$60,460	37	\$399.30	\$74,670	
16	\$324.92	\$60,760	38	\$403.58	\$75,470	
17	\$326.52	\$61,060	39	\$404.97	\$75,730	
18	\$328.66	\$61,460	40	\$405.94	\$75,910	
19	\$330.80	\$61,860	41	\$409.89	\$76,650	
20	\$332.94	\$62,260	42	\$412.30	\$77,100	
21	\$335.08	\$62,660	43+	\$414.71	\$77,550	

Payroll Adjustment Schedule Clarifications:

This schedule is for one year only and used ONLY for the annual adjustments of current/existing employees. This schedule does **NOT** represent future salaries for returning teacher/librarians/nurses. Salaries listed above are based on 10-month employment.

Masters & Doctorate Degrees:

Employees holding a Masters from a TEA recognized accredited college or university will receive an additional **\$1,750** to amounts listed above. Employees holding a Doctorate from a TEA recognized accredited college or university will receive an additional **\$3,500** to amounts listed above.

TEA Policy Clarification: DEA (LEGAL)

A district shall pay each classroom teacher, full-time librarian, fulltime school counselor, or full-time nurse not less than the minimum monthly salary, based on the employee’s level of experience, specified in Education Code 21.402 and 19 Administrative Code 153.1021.

Denton ISD (LOCAL) policies may EXCEED state law. The above payroll adjustment schedule far exceeds the TEA's 2017-18 Minimum Salary Schedule. Example Below: DISD & TEA Starting/Max salaries.

DISD Salary	DAILY RATE	DISD PAYROLL ADJ. SCHEDULE	TEA Salary	DAILY RATE	STATE MIN SALARY
0	\$290.37	\$54,300	0	\$180.00	\$33,660
42+ Years	\$412.30	\$77,100	20+ Years	\$291.66	\$54,540

Denton ISD

Stipends General Overview

HR Alert: This is a working document subject to revisions as needed by the HR division.

Supplemental Pay Duties & Terms:

- 1--Assignment to any supplemental duty and receipt of compensation is separate from your employment contract and from any compensation for which you may earn under your employment contract with Denton ISD.
- 2--Any supplemental duty assigned or volunteered for does not create a property right in the duty or in the compensation for the duty.
- 3--Any supplemental duty assignment does not create any future right to assignment of any supplemental duty.
- 4--Assignment of any supplemental duty for any school year will not guarantee that any supplemental duties will be assigned in subsequent school years.
- 5--You or the District may change the supplemental duty at any time.
- 6--If a supplemental duty is changed by you or the District, you will receive compensation for only the actual supplemental duties performed.
- 7--Any supplemental pay received will be treated this way now and for future school years unless and until the employee is notified otherwise.

Stipend Types:

- Monthly (Over \$1,000, Athletics & Fine Arts) - Paid monthly in paycheck (listed in EAC).
- Bi-Annual (Less than \$1,000) - Paid twice a year in November & May as extra line items on paycheck (not in EAC).
Exception: Fine Arts events, clubs & special district assignments will be paid in full in May (post activities).

Available Stipends:

Only stipends listed in the ECP are eligible for issuance. No other stipends may be created or offered to staff.

Maximum Number of Stipends per Professional Employee:

5 Total (Includes Monthly & Bi-Annual)

Maximum Split is Between 2 Employees (100% or 50% each employee)

Effective 2018-19, stipends will only be split between a maximum of two (2) staff members.

Prorated Stipends:

Stipends are prorated and paid 'as earned' relative to days of duty.

Hourly Staff Are Ineligible for Stipends

Due to Federal Labor Laws, hourly employees are **NOT** eligible to receive stipends since you must be clocked in and earning either comp time or overtime.

Denton ISD

How to Verify a Stipend

HR Alert: This is a working document subject to revisions as needed by the HR division.

EMPLOYEE INSTRUCTIONS: DO NOT CONTACT HR/PAYROLL - YOU MUST GO THRU YOUR DIRECTOR OR PRINCIPAL

MONTHLY STIPENDS (\$1,000+, ATHLETICS, FINE ARTS):

Step 1--Do **NOT** contact HR or Payroll.

Step 2--Review your salary information in the Employee Access Center (EAC) after September 20th.

Step 3--If you feel a stipend is 'missing' please contact your **Director/Principal** to verify your supervisor submitted to HR on their 'MONTHLY' stipend template in August.

BI-ANNUAL STIPENDS (LESS THAN \$1,000):

Step 1--Do **NOT** contact HR or Payroll.

Step 2--Employee must compare their deposit (Nov/May) to the amounts of the previous month's paycheck (Oct/Apr) to confirm an increase on your check. REMINDER: Many employees who split a stipend with another employee, tend to think they did not get paid their stipend. EXAMPLE: \$400 Stipend is split two ways (\$200 each) - then you get your half payment each semester (\$100) after taxes you may not see a big increase on your check.

Step 3--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their 'BI-ANNUAL' Stipend template.

EMPLOYEES ARE RESPONSIBLE FOR VERIFICATION ON CURRENT SALARY/STIPENDS/PAYMENTS

ALERT--Employees must verify paychecks via the EAC/comparison with checkstubs. If any overpayment occurs to an employee, the District will immediately proceed to secure the collection public funds from the employee.

DIRECTORS & PRINCIPAL INSTRUCTIONS:

Step 1--After the employee has researched their check (INSTRUCTIONS ABOVE), please verify you submitted the stipend on your Stipend Report (Monthly or Bi-Annual) to HR.

Step 2--Send an email to Kim Kirby with the entire line item from your stipend report is in the email body.

ALERT--Please review submitted Stipends carefully, effective 2019-20 any omitted stipends requiring payment to employees will be paid from campus or departmental funds after District reports are finalized.

Denton ISD

2019–20 MONTHLY Stipends (Visible in EAC)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Limit: 5 Stipends/Employee

Maximum Split: 2 Employees

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.

Athletics Dept	Athletics Dept	Athletics Dept	Bilingual Dept	Fine Arts Dept	Grants Dept	SPED Dept
Athletic Facilities \$10,655	Golf HS Asst \$4,035	Soccer HS Asst \$4,776	Bilingual (Cert or Non-Cert) in a Teaching Assignment \$3,500	Acad UIL MS District Wide Event Coord (Limit 1/District) \$1,000	Bilingual (Cert or Non-Cert) in a Teaching Assignment \$3,500	Bilingual (Cert or Non-Cert) in a Teaching Assignment \$3,500
Athletic Grounds / MS (1/District) \$5,000	Golf HS Head \$6,100	Soccer HS Head \$6,100		Band HS Assistant Director \$9,600		SPED Bilingual - District Level \$3,500
Athletic Trainer \$9,200	HS Additional Sport \$1,000	Softball HS Asst \$5,270		Band MS Asst. Director \$5,000		SPED Parent/Infant Supplemental Duties \$3,500
Baseball HS Asst \$5,270	HS Additional Sport - HEAD \$2,000	Softball HS Head \$8,000		Band MS Director \$8,500		SPED Building Manager \$2,000
Baseball HS Head \$8,000	HS Girls Coordinator \$5,000	Swimming HS Asst \$3,800		Choir HS Assistant Director \$5,500		SPED CPI \$1,000
Basketball HS Asst \$5,270	HS Huddle \$3,000	Swimming HS Head (One HS) \$4,776		Choir HS Head Director \$8,500		SPED District-Wide Inst Tech Support \$3,000
Basketball HS Head \$8,700	MS Boys Coach \$6,000	Swimming Natatorium Coord \$6,100		Choir MS Asst. Director \$2,500		SPED Interpreter Coordinator \$1,500
Coaching During Conference Period \$750	MS Boys Coordinator \$7,000	Tennis HS Asst \$4,835		Choir MS Director \$3,500		SPED Lead Diag \$1,000
Conditioning & Wellness (1/HS) \$8,000	MS Coach Coaching Also @ HS Level \$2,550	Tennis HS Head \$7,100		Dance Assistant Drill Team \$1,500		SPED LSSP BCBA Certified \$2,500
Conditioning & Wellness (1/District) \$5,000	MS Girls Coach \$6,000	Track HS Asst \$5,270		Dance Drill Team \$7,500		SPED LSSP Clinical Supervisor \$1,000
Cross Country Asst \$3,000	MS Girls Coordinator \$7,000	Track HS Head \$6,470		Fine Arts Head HS \$1,700		SPED LSSP Family Counseling Ctr (T nights) \$3,000
Cross Country HS Head \$5,500	Natatorium Supervisor \$500	UIL 8-5A Secretary (Elected Bd Position) \$3,000		Fine Arts Head MS \$1,200		SPED LSSP Lead \$1,000
Football HS Asst Coach \$6,970	PE Lead (1/District) Elem \$4,000	Volleyball HS Asst \$5,270		Orchestra HS Assistant Director \$5,500		SPED SEM Support \$1,000
Football HS Coord / 1st Asst \$8,800	PE Lead (1/District) Sec \$4,000	Volleyball HS Head \$6,600		Orchestra HS Head Director \$8,500		SPED SLP Clinical Supervisor \$1,000
		NOT ALLOWED HS Boys Coordinator		Orchestra MS Asst. Director \$2,500		SPED SLP Lead \$1,000
				Orchestra MS Director \$4,500		SPED Technology Support \$1,000
				Theater Arts HS Assistant Director \$4,000		
				Theater Arts HS Head Director \$8,500		
				Theater Arts MS Director \$3,000		
				Theater Arts MS Asst Director \$2,100		

Denton ISD

2019–20 MONTHLY Stipends (Visible in EAC)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Limit: 5 Stipends/Employee

Maximum Split: 2 Employees

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.

District Level Position	Campus Specific ATC	Campus Specific Sparks	Campus Specific High School	Campus Specific High School	Campus Specific Middle School	Campus Specific Webmasters
Acad Prog-Dyslexia Leader-Braswell Zone \$5,000	Critical Need - \$5,000	Campus Instr Lead \$1,750	Acad UIL HS Campus Coord \$1,000	Sponsor-Cheer Asst (2/Campus) \$1,500	Dept Chair-English \$1,200	Webmasters (EC, EL, ATC, Davis, FMHS or Sparks ONLY) \$1,000
Acad Prog-Dyslexia Leader-Denton Zone \$5,000	Food Truck Class @ ATC (1/2 Block) \$2,500		Auditorium Mgr HS \$1,000	Sponsor-Cheer Varsity \$4,500	Dept Chair-Math \$1,200	NOT ALLOWED Web Manager for campuses with ITS
Acad Prog-Dyslexia Leader-Guyer Zone \$5,000		Counseling Lead \$3,500 (1/HS)	Sponsor-Honor Guard (Spirit Flags 1/Campus) \$1,000	Dept Chair-Science \$1,200		
Acad Prog-Dyslexia Leader-Ryan Zone \$5,000		Dept Chair-English \$1,700	Sponsor-Newspaper \$1,400	Dept Chair-Social Studies \$1,200		
Teach Denton-Special Project (1/District) \$3,500		Dept Chair-Math \$1,700	Sponsor-PALS \$2,000	Sponsor-Cheer 8th Gr (1/Campus) \$1,500		
		Dept Chair-Science \$1,700	Sponsor-ROTC Colorguard (2/HS) \$1,000	Sponsor-Yearbook \$1,000		
		Dept Chair-Social Studies \$1,700	Sponsor-STUCO \$4,470			
		Dept Chair-World Lang \$1,700	Sponsor-STUCO / Renaissance \$2,000			
		District Level MS Geometry @ HS in Zero Hour (1/HS) \$5,000	Sponsor-Yearbook \$1,800			

Denton ISD

2019–20 BI-ANNUAL Stipends (Paid Nov & May--NOT in the EAC)

HR Alert: This is a working document subject to revisions as needed by the HR division.

Limit: 5 Stipends/Employee

Maximum Split: 2 Employees

STIPENDS IF APPROVED/ISSUED ARE FOR 1 YEAR ONLY AND ARE NOT PART OF YOUR SALARY.						
Fine Arts Dept	Campus Specific ATC	Campus Specific Davis & Sparks	Campus Specific High School	Campus Specific Middle School	Campus Specific Elementary	Campus Specific Early Childhood
Art-4 Non School Events (Any Level) \$500	Student Club (Min. 10 students) (Must identify club) \$400	Team Lead (Davis) HS Only \$700	Academic UIL-Students Competing (Identify Contest) \$500	Academic UIL Campus Coord \$700	Student Club (Min. 10 students) (Must identify club) \$400	Team Lead-Bilingual \$700
Art-TAEA Jr. VASE (MS) \$500	Team Lead-Cosmo \$700	Team Lead (Sparks) CTC/Post \$700	Sponsor-Honor Society (English) \$600	Academic-Students Competing (Identify Contest) \$500	Team Lead-PreK \$700	Team Lead-ESL \$700
Art-TAEA VASE (HS) \$500	Team Lead-Engineering \$700	Team Lead (Sparks) Detention \$700	Sponsor-Honor Society (French) \$600	Auditorium Mgr \$500	Team Lead-1st Grade \$700	Team Lead-Head Start \$700
Art-TAEA/TEAM Event (Elem) \$500	Team Lead-Health Sciences \$700		Sponsor-Honor Society (German) \$600	Sponsor-Cheer 7th Grade Team \$800	Team Lead-2nd Grade \$700	Team Lead-PPCD \$700
Dance-TDEA Event (Secondary) \$500	Team Lead-Law Enforcement \$700		Sponsor-Honor Society (Spanish) \$600	Sponsor-Honor Society (Junior) \$600	Team Lead-3rd Grade \$700	Team Lead-Pre-K \$700
District-5th Gr Honor Choir Organizer \$400			Sponsor-Honor Society (Traditional) \$600	Sponsor-Newspaper \$500	Team Lead-4th Grade \$700	Team Lead-SPED \$700
District-6th Gr Honor Choir Organizer \$400			Student Club (Min 10 students) (Must identify club) \$400	Sponsor-STUCO \$750	Team Lead-5th Grade \$700	Yearbook (Ann Windle Only) \$400
District-DISD Art Show Organizer \$400			Team Lead-CTE \$700	Student Club (Min. 10 students) (Must identify club) \$400	Team Lead-ESL \$700	
District-GDAC/MS Art Show Organizer \$400			Team Lead-ESL \$700	Team Lead-CTE \$700	Team Lead-Kindergarten \$700	
District-GDAC/YAM Show Organizer \$400			Team Lead-PE/Health/Phy Tests \$700	Team Lead-ESL \$700	Team Lead-Special Area (Art/Lib/Music/PE) \$700	
District-MS UIL 1 Act Play Organizer \$400			Team Lead-SPED \$700	Team Lead-Foreign Lang (IB Only) \$700	Team Lead-SPED \$700	
District-UNT on the Square Art Show Organizer \$400				Team Lead-Grade Level \$700		
Music-4 Non School Performances (Elem) \$500				Team Lead-PE \$700		
Music-5th Grade Honor Choir \$500				Team Lead-SPED \$700		
Theater-UIL Acad Theatrical Design (HS Only)						

Note 1: All Stipends for Fine Arts employee must be submitted by FA Director (not principal)

Note 2: Fine Arts events & club stipends will be paid in May only per request of the Fine Arts Director.

2019-20 Professional/Administrators - Compensation Plan

PAY GRADE 01				Minimum	Midpoint	Maximum	3% Raise
		# Days		\$205.62	\$251.00	\$296.38	\$ 7.53
Asst Coordinator, AEL	230	187	Days	38,451	46,937	55,423	1408
Asst Coordinator, CDC	230	196	Days	40,302	49,196	58,090	1476
Attendance Officer	196	230	Days	47,293	57,730	68,167	1732
Career Navigator, AEL	230						
Instructional Coach, AEL	230						
Manager, AEL	230						
Manager, Athletic Bus	230						
Manager, Env Safety	230						
Manager, HR	230						
Physical Therapy Asst	187						
Specialist, AEL Fiscal	230						
Supervisor, Child Nutr (Free & Reduced)	230						
Supervisor, Custodial Svc	230						
Supervisor, Grounds	230						
Supervisor, Warehouse	230						
Tech Design Strategist (HR)	230						

PAY GRADE 02				Minimum	Midpoint	Maximum	3% Raise
		# Days		\$259.33	\$316.26	\$373.19	\$ 9.49
Admin Asst to Super	230	197	Days	51,088	62,303	73,518	1869
Coordinator, AEL	230	202	Days	52,385	63,885	75,384	1917
Coordinator, CDC	230	210	Days	54,459	66,415	78,370	1992
Coordinator, ESD	230	230	Days	59,646	72,740	85,834	2182
Coordinator, Publications	230						
Senior Buyer	230						
Social Worker, Campus	202						
Specialist, Child Nutr	230						
Specialist, Comm Engage	230						
Specialist, CTE PEIMS	210						
Specialist, Family/Comm	197						
Specialist, Library Svc	230						
Specialist, SPED Autism	210						
Specialist, SPED Behavior	197						
Specialist, Video	230						
Specialist, Web Manager	230						
Supervisor, Child Nutr F	197						
Supervisor, Fleet Transp	230						
Supervisor, Maintenance	230						

2019-20 Professional/Administrators - Compensation Plan

PAY GRADE 03	# Days				Minimum	Midpoint	Maximum	3% Raise	
					\$310.82	\$370.02	\$429.22	\$	11.10
Accountant	230	187	Days	58,123	69,194	80,264		2076	
Admin Assoc Secondary	206	197	Days	61,232	72,894	84,556		2187	
Coach, El Acad Trans/DLE	187	202	Days	62,786	74,744	86,702		2242	
Coordinator, AEL Lead	230	206	Days	64,029	76,224	88,419		2287	
Coordinator, Child Nutr	210	210	Days	65,272	77,704	90,136		2331	
Coordinator, DLL	220	220	Days	68,380	81,404	94,428		2442	
Coordinator, Dyslexia/504	210	230	Days	71,489	85,105	98,721		2553	
Coordinator, Emp Supp	230								
Coordinator, Health Svc	230								
Coordinator, Payroll	230								
Coordinator, PK	206								
Coordinator, Safety/Secur	230								
Coordinator, Social Svc	220								
Counselor, Elem	187								
Counselor, Lead @ HS	210								
Counselor, PG/Career/Sec	206								
Counselor, SPED	197								
Counselor, Student A/EI	187								
Counselor, Student A/Sec	197								
Diagnostician, Dyslexia	197								
Diagnostician, SPED	197								
Facilitator, DLE/ESL	202								
LSSP Intern, SPED	197								
LSSP, SPED	197								
School Psychologist (Doc. & Lic)	197								
Specialist, Compliance/QA	230								
Specialist, Online/Blend	230								
Specialist, Prof Develop	202								
Specialist, SPED Ast Tech	220								
Specialist, SPED O&M	187								
Speech Path, SPED	187								
Supervisor, Acct Payable	230								
Therapist, SPED Music	197								
Therapist, SPED Occup	197								
Therapist, SPED Physical	197								

NOTE: LSSP Interns = paid 50% & 1 yr appointments only.

2019-20 Professional/Administrators - Compensation Plan

PAY GRADE 04			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$336.53	\$395.92	\$455.31	\$ 11.88
Asst Director, AEL	230	202 Days	67,979	79,976	91,973	2399
Asst Director, Child Nutr	230	210 Days	70,671	83,143	95,615	2494
Asst Principal, EI	202	215 Days	72,354	85,123	97,892	2554
Asst Principal, MS	210	220 Days	74,037	87,102	100,168	2613
Band Director, Head	215	230 Days	77,402	91,062	104,721	2732
Coordinator, Bil/ESL	220					
Coordinator, Counsel	220					
Coordinator, Dig Learn	230					
Coordinator, GT/EXPO	220					
Coordinator, Instruction	220					
Coordinator, Intervention	220					
Coordinator, Library Svc	230					
Coordinator, Online/Blend	230					
Coordinator, PEIMS	220					
Coordinator, Sch Imp/Supp	230					
Coordinator, SEL	220					
Coordinator, SPED Deaf Ed	210					
Coordinator, Testing	230					
Ex Director, Foundation	230					
Financial Sys Architect	230					
Manager, Payroll	230					
Supervisor, SPED	210					

PAY GRADE 05			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$387.01	\$455.31	\$523.61	\$ 13.66
Associate Principal, HS	225	210 Days	81,272	95,615	109,958	2868
Asst Director, Athletics	230	215 Days	83,207	97,892	112,576	3073
Asst Director, Comm Dept	230	225 Days	87,077	102,445	117,812	3073
Asst Director, Fine Arts	230	230 Days	89,012	104,721	120,430	3142
Asst Director, Stu/Campus	215					
Asst Director, Trans	230					
Asst Principal, HS	210					
Athletic Coordinator	230					
Director, Advanced Acad	230					
Director, AEL	230					
Director, Assess Data PEI	230					
Director, ESD	230					
Director, Finance	230					
Director, Purchasing	230					
Director, SPED	230					
House Prin @ 9th Gr Ctr	225					

PAY GRADE 06			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$413.05	\$491.73	\$570.41	\$ 14.75
Director, Bil/ESL Prog	230	230 Days	95,002	113,098	131,194	3393
Director, Budget	230					
Director, Child Nutrition	230					
Director, Counseling	230					
Director, Digital Learn	230					
Director, HR	230					
Director, Transportation	230					
Manager, Constr Plan Grow	230					
Principal, Alt Ed Prog	230					

2019-20 Professional/Administrators - Compensation Plan

PAY GRADE 07			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$437.83	\$521.23	\$604.63	\$ 15.64
Director, Career/Tech Ed	230	215 Days	94,133	112,064	129,995	3362
Director, Communications	230	230 Days	100,701	119,883	139,065	3596
Director, Student/Campus	230					
Principal, ATC	230					
Principal, Elementary	215					
Principal, Middle School	230					
Principal, Sparks	230					
Principal/Dir @ Head St	230					

PAY GRADE 08			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$472.86	\$562.93	\$653.00	\$ 16.89
Director, Athletics	230	230 Days	108,758	129,474	150,190	3884
Director, Curriculum	230					
Director, Fine Arts	230					

PAY GRADE 09			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$522.85	\$607.96	\$693.07	\$ 18.24
Area Supt, Academic Prog	230	230 Days	120,256	139,831	159,406	4195
Ex Director, Business Op	230					
Ex Director, CN/Benefits	230					
Ex Director, Curriculum	230					
Ex Director, HR	230					
Ex Director, Operations	230					
Ex Director, SPED	230					
Ex Mgr, Constr Plan Grow	230					
Principal, High School	230					

PAY GRADE 10			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$653.56	\$759.95	\$866.34	\$ 22.80
Asst Supt, Curriculum	230	230 Days	150,319	174,789	199,258	5244
Asst Supt, Human Resource	230					
Chief Financial Officer	230					
Technology Info Officer	230					

PAY GRADE 11			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$686.24	\$797.95	\$909.66	\$ 23.94
Associate Superintendent	230	230 Days	157,835	183,529	209,222	5506
General Counsel	230					

PAY GRADE 12			Minimum	Midpoint	Maximum	3% Raise
	# Days		\$718.92	\$835.95	\$952.98	\$ 25.08
Deputy Superintendent	230	230 Days	165,352	192,269	219,185	5768

RAISE DISCLAIMER: Employees in each pay grade received the same Pending, amounts that appear higher is based on the number of days worked.

2019–20 Information Technology - Compensation Plan

PAY GRADE 01			Min-Hourly	Mid-Hourly	Max-Hourly	4% Raise
	# Days		\$20.26	\$24.69	\$29.12	\$ 0.99
Specialist, Ship/Rec	230	197 Days	31,930	38,911	45,893	1556
Tech, Campus Support	202	202 Days	32,740	39,899	47,058	1596
Tech, Central Support	230	230 Days	37,278	45,430	53,581	1817
Tech, Child Nutr Support	197					

PAY GRADE 02			Min-Hourly	Mid-Hourly	Max-Hourly	4% Raise
	# Days		\$23.87	\$29.12	\$34.37	\$ 1.16
Specialist, Central Supp	230	230 Days	43,921	53,581	63,241	2143
Specialist, EIS Support	230					
Specialist, Hardware	230					
Specialist, Service Desk	230					

PAY GRADE 03			Min-Hourly	Mid-Hourly	Max-Hourly	4% Raise
	# Days		\$26.27	\$32.03	\$37.79	\$ 1.28
Sr Specialist, Assets	230	220 Days	46,235	56,373	66,510	2255
Sr Specialist, Collab Inf	230	230 Days	48,337	58,935	69,534	2357
Sr Specialist, EIS Supp	230					
Sr Specialist, Hardware	230					
Sr Specialist, Rec Mgmt	230					
Sr Specialist, Svc Desk	230					
Sr Zone Support Coord	220					

↑ Non-Exempt (Hourly Rate) ↓ Exempt (Daily Rate)

PAY GRADE 04			Min-Daily	Min-Daily	Min-Daily	3% Raise
	# Days		\$238.19	\$287.01	\$335.83	\$ 8.61
Analyst, A/V Infr	230	230 Days	54,784	66,012	77,241	1980
Analyst, Informatics	230					
Analyst, Network Infr	230					
Analyst, Platforms	230					

PAY GRADE 05			Min-Daily	Mid-Daily	Max-Daily	3% Raise
	# Days		\$285.79	\$344.33	\$402.87	\$ 10.33
Sr Analyst, Cybersecurity	230	230 Days	65,732	79,196	92,660	2376
Sr Analyst, Project	230					
Sr Analyst, Systems	230					
Sr Supervisor, Tech Svc	230					

PAY GRADE 06			Min-Daily	Mid-Daily	Max-Daily	3% Raise
	# Days		\$302.94	\$364.99	\$427.04	\$ 10.95
EIS Solutions Lead	230	230 Days	69,676	83,948	98,219	2518

PAY GRADE 07			Min-Daily	Mid-Daily	Max-Daily	3% Raise
	# Days		\$330.21	\$397.84	\$465.47	\$ 11.94
Architect, Collab Infras	230	230 Days	75,948	91,503	107,058	2745
Architect, Cybersecurity	230					
Architect, Net Infr	230					
Architect, Platforms	230					
Architect, Systems	230					
Sr Manager, Tech Svc	230					

PAY GRADE 08			Min-Daily	Mid-Daily	Max-Daily	3% Raise
	# Days		\$379.74	\$457.52	\$535.30	\$ 13.73
Sr Architect, EIS	230	230 Days	87,340	105,230	123,119	3157

Denton ISD

HR Alert: Subject to Revisions as Needed

2019–20 Information Technology - Compensation Plan

Sr Architect, Informatics 230

PAY GRADE 09			Min-Daily	Mid-Daily	Max-Daily	3% Raise
	# Days		\$423.18	\$516.45	\$609.72	\$ 15.49
Officer, Information Sys	230	230 Days	97,331	118,784	140,236	3564

RAISE DISCLAIMER: Employees in each pay grade received the same Pending, amounts that appear higher is based on the number of days worked.

2019-20 Clerical/Paraprofessional - Compensation Plan

PAY GRADE 01		Minimum	Midpoint	Maximum	4% Raise	
	# Days	\$12.37	\$14.90	\$17.43	\$ 0.60	
Aide, AU/In-Home/Parent	210	174 Days	4,305	5,185	6,066	835
Aide, Fine Arts	187	187 Days	18,506	22,290	26,075	898
Aide, General	187	192 Days	19,000	22,886	26,772	922
Aide, Head Start	192	197 Days	19,495	23,482	27,470	946
Aide, Office @ Elem	198	198 Days	19,594	23,602	27,609	950
Aide, Office @ MS or HS	187	210 Days	20,782	25,032	29,282	1008
Aide, PK	187	230 Days	22,761	27,416	32,071	1104
Clerk, Diagnostician	197					
Clerk, ESD	230					
Clerk, Mail @ CS	230					
Clerk, Support Services	187					
Copy Tech @ Publications	230					
Job Coach, SPED Student	174					
PCA, SPED	187					

PAY GRADE 02		Minimum	Midpoint	Maximum	4% Raise	
	# Days	\$13.23	\$15.94	\$18.65	\$ 0.64	
Aide, AEL	230	187 Days	19,792	23,846	27,900	957
Aide, Bilingual	187	192 Days	20,321	24,484	28,646	983
Aide, Bilingual Head St	192	198 Days	20,956	25,249	29,542	1014
Aide, Bilingual/LPAC	187	202 Days	21,380	25,759	30,138	1034
Aide, ISS	187	230 Days	24,343	29,330	34,316	1178
Aide, Library	187					
Aide, PE	187					
Aide, PEIMS/LPAC	187					
Aide, Reading 180 @ MS	187					
Aide, SPED AFS (EI Only)	187					
Aide, SPED AVLS (Sec Only)	187					
Aide, SPED Comm	187					
Aide, SPED Deaf Ed	187					
Aide, SPED FLS	187					
Aide, SPED General	187					
Aide, SPED PABS	187					
Aide, SPED PK	187					
Clerk, Attendance @ Elem	198					
Interpreter, SPED Spanish	187					
Receptionist @ AEL	230					
Receptionist @ EC/EL	198					
Receptionist @ HS	202					
Receptionist @ MS	192					

2019-20 Clerical/Paraprofessional - Compensation Plan

PAY GRADE 03			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$14.37	\$17.53	\$20.69	\$ 0.70
Brailist, SPED	187	187 Days	21,498	26,225	30,952	1047
Campus Security	187	192 Days	22,072	26,926	31,780	1075
Cataloger, Library Svc	230	196 Days	22,532	27,487	32,442	1098
Clerk, Adult/Comm Ed	230	197 Days	22,647	27,627	32,607	1103
Clerk, Attendance @ Sec	196	202 Days	23,222	28,328	33,435	1131
Clerk, Child Nutr Payroll	192	210 Days	24,142	29,450	34,759	1176
Clerk, SPED	210	230 Days	26,441	32,255	38,070	1288
Facilitator, SPED Comm	187					
Intervener, SPED Df/Blind	187					
Mentor, Campus	230					
PCA, SPED Deaf	187					
Recept/Attend 9th Gr Ctr	202					
Receptionist, 230 Days	230					
Registrar @ MS	202					
Registrar, Asst @ HS	196					
Specialist, AEL & HR	230					
Specialist, Family/Comm	197					
Specialist, Teams Data	230					

PAY GRADE 04			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$16.53	\$20.16	\$23.79	\$ 0.81
Interpretor/Translator	220	187 Days	24,729	30,159	35,590	1212
Parent Liaison, BE/ESL	187	202 Days	26,712	32,579	38,445	1309
Registrar @ HS	220	220 Days	29,093	35,482	41,870	1426
Secretary, @ 9th Gr Ctr	220	230 Days	30,415	37,094	43,774	1490
Secretary, AP @ HS	202					
Secretary, Athletics	202					
Secretary, Coord/Superv	220					
Secretary, Coord/Superv	230					
Secretary, Counselor @ HS	202					
Secretary, Foundation	230					
Secretary, General	230					
Secretary, Prin @ Davis	202					
Secretary, Prin @ EC/EL	202					
Tester, BIL ESL PEIMS	230					

PAY GRADE 05			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$18.51	\$22.57	\$26.63	\$ 0.90
Admin Asst, Director	230	196 Days	29,024	35,390	41,756	1411
Attendance Liaison/Court	196	206 Days	30,504	37,195	43,886	1483
Bookkeeper, Business Off	230	220 Days	32,578	39,723	46,869	1584
Bookkeeper, Cash Receipt	230	230 Days	34,058	41,529	48,999	1656
Bookkeeper, High School	206					
Bookkeeper, ATC	220					
Clerk, Payroll 1	230					
Graphic Designer	230					
Secretary, Prin @ MS	230					
Secretary, Sup's Office	230					
Specialist, AP/Purch	230					
Specialist, CN Procure	230					
Support Staff, HR Fingerp	230					

2019-20 Clerical/Paraprofessional - Compensation Plan

PAY GRADE 06			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$19.99	\$24.38	\$28.77	\$ 0.98
Clerk, Payroll 2	230	210 Days	33,583	40,958	48,334	1646
Secretary, Prin @ HS	230	230 Days	36,782	44,859	52,937	1803
Secretary, Prin @ Sparks	210					
Specialist, HR Background	230					
Specialist, HR Data Entry	230					
Specialist, HR Records	230					

PAY GRADE 07			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$21.20	\$25.85	\$30.50	\$ 1.03
Deaf Ed Inter 1 (Cert)	187	187 Days	31,715	38,672	45,628	1541
Licensed Vocational Nurse	187	230 Days	39,008	47,564	56,120	1895
Specialist, Accounting	230					
Specialist, Bil/ESL Comm	230					
Specialist, HR	230					
Specialist, Insurance	230					
Specialist, Library	230					
Specialist, Payroll	230					
Specialist, Textbooks	230					
Specialist, Travel	230					
Specialist, Utilities	230					
Specialist, WC & Leaves	230					

PAY GRADE 08			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$22.90	\$27.94	\$32.98	\$ 1.12
Admin Asst, Area Super	230	187 Days	34,258	41,798	49,338	1676
Admin Asst, Ex Director	230	230 Days	42,136	51,410	60,683	2061
Admin Asst, IS Officer	230					
Deaf Ed Inter 2 (Cert)	187					

PAY GRADE 09			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$24.28	\$29.62	\$34.96	\$ 1.18
Admin Asst, Asst Super	230	187 Days	36,323	44,312	52,300	1765
Admin Asst, Gen Counsel	230	230 Days	44,675	54,501	64,326	2171
Admin Asst, IT Officer	230					
Deaf Ed Inter (AA Degree)	187					

PAY GRADE 10			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$26.73	\$32.58	\$38.43	\$ 1.30
Admin Asst, Deputy Super	230	230 Days	49,183	59,947	70,711	2392

Note 1: Jan 2017 - Old Para Paygrade 20 (183 day employees) are included in the Aux Paygrade 1 category. Old Para Paygrade 21 (is now Aux 2) to match the appropriate payroll system those employees are paid within. All paygrade adjustments resulted in all information pertaining to their job titles moved accordingly with their new reference code/paygrade (no budget impact).

2019–20 Auxiliary - Compensation Plan

PAY GRADE 01			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$10.51	\$12.82	\$15.13	\$0.51
Bus Assistant	179	177 Days	14,882	18,153	21,424	722
Child Nutrition Floater	177	179 Days	15,050	18,358	21,666	730
Child Nutrition Worker	177	180 Days	6,621	8,077	9,532	734
Custodian	262	262 Days	22,029	26,871	31,712	1069

PAY GRADE 02			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$11.24	\$13.72	\$16.20	\$0.55
Child Devel Aide, PT	200	180 Days	7,081	8,644	10,439	792
Child Devel Assistant, FT	200	200 Days	17,984	21,952	25,920	880
Child Devel Floater	200	262 Days	23,559	28,757	33,955	1153
Custodian, Night Lead	262					

PAY GRADE 03			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$12.72	\$15.51	\$18.30	\$0.62
Child Devel Lead Teacher	200	200 Days	20,352	24,816	29,280	992
Groundskeeper	262	262 Days	26,661	32,509	38,357	1300
Mail Courier Publications	262					
Warehouse Driver	262					

PAY GRADE 04			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$14.61	\$17.83	\$21.05	\$0.71
Custodian, Head @ EI/MS	262	262 Days	30,623	37,372	44,121	1488
Foreman, Warehouse/Ground	262					

PAY GRADE 05			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$15.34	\$18.72	\$22.10	\$0.75
Asst Manager, Child Nutr	177	177 Days	21,721	26,508	31,294	1062
Mechanic Helper	262	262 Days	32,153	39,237	46,322	1572
Parts Specialist, Transp	262					

PAY GRADE 06			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$16.67	\$19.66	\$23.20	\$0.79
Bus Driver	179	177 Days	23,605	27,839	32,851	1119
Bus Driver Floater	179	179 Days	23,871	28,153	33,222	1131
Custodian, Head @ HS	262	230 Days	30,673	36,174	42,688	1454
Manager, Child Nutr @ EI	177	262 Days	34,940	41,207	48,627	1656
Specialist, Fleet Oper	262					
Specialist, Routing Tran	230					
Specialist, Security	262					
Specialist, Training Tran	230					

PAY GRADE 07			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$17.10	\$20.84	\$24.58	\$0.83
Asst Dispatcher, Full	230	177 Days	24,214	29,509	34,805	1175
Asst Dispatcher, Partial	210	210 Days	28,728	35,011	41,294	1394
Heavy Equip/Small Engine	262	230 Days	31,464	38,346	45,227	1527
Maintenance, General	262	262 Days	35,842	43,681	51,520	1740
Manager, Child Nutr @ MS	177					

PAY GRADE 08			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$18.80	\$22.93	\$27.06	\$0.92
District Chef	177	177 Days	26,621	32,469	38,317	1303
Heavy Equip/Sm Eng Lead	262	262 Days	39,405	48,061	56,718	1928
Locksmith	262					
Maintenance, General Lead	262					
Manager, Child Nutr @ HS	177					
Mechanic	262					

PAY GRADE 09			Minimum	Midpoint	Maximum	4% Raise
	# Days		\$21.93	\$26.75	\$31.57	\$1.07
Coordinator, Student Safe	230	230 Days	40,351	49,220	58,089	1969
Foreman, Transportation	262	262 Days	45,965	56,068	66,171	2243
Journeyman Electrician	262					
Supervisor, Dispatch/Oper	230					
Supervisor, Navo/Trans	230					
Supervisor, Routing	230					
Supervisor, Special Needs	230					
Supervisor, Training	230					

Denton ISD

HR Alert: Subject to Revisions as Needed

2019–20 Auxiliary (Part Time Only) - Compensation Plan

PAY GRADE 01		POS DAYS	Minimum	Midpoint	Maximum	4% Raise
			\$10.51	\$12.82	\$15.13	\$ 0.51
ESD Floater		180	180 Days 6,621	8,077	9,532	734
Extended Day Instr 1 (3.5 hr/day)		180				
PAY GRADE 02		POS DAYS	Minimum	Midpoint	Maximum	4% Raise
			\$11.24	\$13.72	\$16.20	\$ 0.55
Extended Day Instr 2 Lead (3.5 hr/day)		180	174 Days 6,845	8,355	10,091	766
Lunchroom Monitor (2 hrs/day)		174	180 Days 7,081	8,644	10,439	792

Denton ISD

2019–20 Extra Duty Pay Rates (Requires Timesheet)

HR Alert: This is a working document subject to revisions as needed by the HR division.

EXTRA DUTY ASSIGNMENTS	RATE	METHOD	FUNDING SOURCE
Academic Programs - Credit By Exam (Set Up, Monitoring, Proctoring & Clean Up)	\$20	Per Hour	Counseling Dept.
Academic Programs - Bridge Builders Assignment at Newton Rayzor Elementary	\$1,900	3 Day Assignment	Adult/Community ED & ESD
Academic Programs - Leadership Academy Assignment at Calhoun Middle School	\$600 \$1,000 \$2,000	1 Day Assignment 2 Day Assignment 3 Day Assignment	Adult/Community ED & ESD
Athletics Dept. - Baseball - Administrator	\$40	1 Game	Athletics Dept.
Athletics Dept. - Baseball - Announcer	\$25 \$45	1 Game 2 Games	Athletics Dept.
Athletics Dept. - Baseball - Coordinator/Administrator	\$10	Per Hour	Athletics Dept.
Athletics Dept. - Baseball - Gate	\$20	Per Game	Athletics Dept.
Athletics Dept. - Baseball - Scorekeeper	\$25 \$45	1 Game 2 Games	Athletics Dept.
Athletics Dept. - Basketball - HS - Administrator	\$40	1 game	Athletics Dept.
Athletics Dept. - Basketball - HS - Administrator	\$55	3+ Games	Athletics Dept.
Athletics Dept. - Basketball - HS - Door	\$15	Per Game	Athletics Dept.
Athletics Dept. - Basketball - HS - Score	\$15	Per Game	Athletics Dept.
Athletics Dept. - Basketball - HS - Security/Police	\$35	Per Hour	Athletics Dept.
Athletics Dept. - Basketball - HS - Ticket Seller	\$15	Per Game	Athletics Dept.
Athletics Dept. - Basketball - HS - Tournament	\$10	Per Game	Athletics Dept.
Athletics Dept. - Basketball - MS - Administrator	\$50	Per Game	Athletics Dept.
Athletics Dept. - Basketball - MS - Door	\$15	Per Game	Athletics Dept.
Athletics Dept. - Basketball - MS - Score	\$15	Per Game	Athletics Dept.
Athletics Dept. - Basketball - MS - Security/Police	35	Per Hour	Athletics Dept.
Athletics Dept. - Basketball - MS - Ticket Seller	\$15	Per Game	Athletics Dept.
Athletics Dept. - Bus Drivers/Coaches Their Team - Out of Town Their Team - In Town Not Their Team - In Town / Out of Town (after 4pm)	\$50 \$30 \$13.30	Per Trip	Athletics Dept.
Athletics Dept - CH Collins Clean Up Crew	120	Per Night	Athletics Dept.
Athletics Dept. - Football - 7th/8th Grade - Extra Quarters - Announcer (i.e. C teams)	\$5	Per Quarter	Athletics Dept.
Athletics Dept. - Football - 7th/8th Grade - Extra Quarters - Score (i.e. C teams)	\$5	Per Quarter	Athletics Dept.
Athletics Dept. - Football - Administrator (Sub Varsity)	\$65	Per Game	Athletics Dept.
Athletics Dept. - Football - Administrator (Varsity)	\$150	Per Game	Athletics Dept.
Athletics Dept. - Football - Announcer (Sub Varsity)	\$26 \$45 \$58	1 Game 2 Games 3 Games	Athletics Dept.
Athletics Dept. - Football - Announcer (Varsity)	\$60	Per Game	Athletics Dept.
Athletics Dept. - Football - Asst. Administrators (Varsity)	\$100	Per Game	Athletics Dept.
Athletics Dept. - Football - Clock (Varsity)	\$70	Per Game	Athletics Dept.
Athletics Dept. - Football - Elevator (Varsity)	\$55	Per Game	Athletics Dept.

EXTRA DUTY ASSIGNMENTS	RATE	METHOD	FUNDING SOURCE
Athletics Dept. - Football - Gate (Sub Varsity)	\$39	2 Games	Athletics Dept.
Athletics Dept. - Football - Gate Band/Bus (Varsity)	\$65	Per Game	Athletics Dept.
Athletics Dept. - Football - Press Box (Varsity)	\$80	Per Game	Athletics Dept.
Athletics Dept. - Football - Pro Star Operator (Varsity)	\$80	Per Game	Athletics Dept.
Athletics Dept. - Football - Reserved Seat (Varsity)	\$45	Per Game	Athletics Dept.
	\$26	1 Game	
	\$45	2 Games	
Athletics Dept. - Football - Score (Sub Varsity)	\$58	3 Games	Athletics Dept.
Athletics Dept. - Football - Security/Police (Sub Varsity)	35	Per Hour	Athletics Dept.
	\$26	1 Game	
	\$39	2 Games	
Athletics Dept. - Football - Seller (Sub Varsity)	\$52	3 Games	Athletics Dept.
Athletics Dept. - Football - Spotter (Varsity)	\$60	Per Game	Athletics Dept.
Athletics Dept. - Football - Stairs (Varsity)	\$85	Per Game	Athletics Dept.
Athletics Dept. - Football - Ticket Sales (Varsity)	\$45	Per Game	Athletics Dept.
Athletics Dept. - Football - Ticket Taker (Varsity)	\$45	Per Game	Athletics Dept.
Athletics Dept. - Football - VIP Parking (Varsity)	\$85	Per Game	Athletics Dept.
	\$65	1 Game	
	\$78	2 Games	
Athletics Dept. - Soccer - Administrator	\$100	3 Games	Athletics Dept.
	\$26	1 Game	
	\$45	2 Games	
Athletics Dept. - Soccer - Clock	\$58	3 Games	Athletics Dept.
	\$26	1 Game	
	\$39	2 Games	
Athletics Dept. - Soccer - Gate	\$52	3 Games	Athletics Dept.
Athletics Dept. - Softball - Administrator	\$10	Per Hour	Athletics Dept.
	\$25	1 Game	
Athletics Dept. - Softball - Scoreboard	\$45	2 Games	Athletics Dept.
Athletics Dept. - Softball - Workers (Sales/Gate)	\$20	Per Game	Athletics Dept.
Athletics Dept. - Volleyball - Door	\$15	Per Match	Athletics Dept.
	\$50	3 Matches	
Athletics Dept. - Volleyball - Facility Manager	\$15	Additional Match	Athletics Dept.
Athletics Dept. - Volleyball - Facility Manager - Tournament	\$15	Per Match	Athletics Dept.
Athletics Dept. - Volleyball - Liberto Tracker	\$15	Per Match	Athletics Dept.
Athletics Dept. - Volleyball - Line (Varsity)	\$25	Per Match	Athletics Dept.
Athletics Dept. - Volleyball - Score	\$15	Per Match	Athletics Dept.
Athletics Dept. - Volleyball - Seller	\$15	Per Match	Athletics Dept.
Extended School Day (ESD) - 6 am to 8 am ONLY	\$17	Per Hour	ESD Dept.
Instruction - AP Practice Exam Proctors (Evenings or Saturdays)	\$30	Per Hour	Instruction
Instruction - AP Practice Test	\$30	Per Hour	Instruction
Instruction - Assessment Development	\$30	Per Hour	Dept.. Title II
Instruction - Curriculum Writing	\$30	Per Hour	Instruction Dept.
Instruction - Detentions (After School)	\$30	Per Hour	Instruction Dept.
Instruction - First Year Teacher Academy Trainers	\$30	Per Hour	Instruction Dept.
Instruction - Saturday School	\$30	Per Hour	Campus Budget
Instruction - Saturday School (Bilingual/ESL)	\$30	Per Hour	Instruction Dept.

EXTRA DUTY ASSIGNMENTS	RATE	METHOD	FUNDING SOURCE
Instruction - Staff Development Attendees (Evenings or Saturdays)	\$30	Per Hour	Instruction Dept. Title II
Instruction - Staff Development Trainers	\$30	Per Hour	Instruction Dept.
Instruction - Study Sessions (After School)	\$30	Per Hour	Lantana Grant / Campus Budget
Instruction - Study Sessions (Saturday)	\$30	Per Hour	Lantana Grant / Campus Budget
Instruction - Summer School - Admin - El Principal - Pre-K Bilingual	\$5,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - El Principal - SSI	\$5,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - El Principal - ESY	\$40	Per Hour	Instruction Dept.
Instruction - Summer School - Admin - MS Principal	\$5,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - MS Assist. Principal	\$3,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - MS Assist. Principal - SPED	\$3,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - MS Curriculum Instructional Support	\$3,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - HS Principal	\$5,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - HS Principal - ESY	\$4,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Admin - HS Principal - Bilingual/SPED	\$4,000	Per Assignment	Instruction Dept.
Instruction - Summer School - Prof/Certified - Certified Tutor	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Prof/Certified - Diagnosticians	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Prof/Certified - LSSP	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Prof/Certified - Nurse	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Prof/Certified - SLP	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Classified/Tech - Aide/Classroom	\$12	Per Hour	Instruction Dept.
Instruction - Summer School - Classified/Tech - Campus Techs	\$15	Per Hour	Technology Dept.
Instruction - Summer School - Classified/Tech - Facilitators	\$12	Per Hour	Instruction Dept.
Instruction - Summer School - Classified/Tech - IST/Technology	\$30	Per Hour	Instruction Dept.
Instruction - Summer School - Classified/Tech - Secretary	\$15	Per Hour	Instruction Dept.
Instruction - Summer School - Prof/Certified - Teachers	\$30	Per Hour	SSI Funds AK Funds
Instruction - Summer School - Substitutes Covering For Absent Summer School Teacher	\$0	N/A - DISD certified staff must be utilized.	
Instruction - Testing (STAAR & TAKS)	\$30	Per Hour	SCE
Instruction - Tutor (DISD Employees)	\$30	Per Hour	Title 1
Instruction - Tutor (Non-DISD Employees/Subs)	*	* Sub Rates Apply	Title 1
Operations - Cafeteria Monitors	\$9	Per Hour	Campus Budget
Other - Data Input and Analysis (Max \$1k/yr)	\$50	Per Hour	Campus Budget
Technology - Long Star TIA - Hardware Support Technician	\$30	Per Hour	Lone Star TIA Budget
Technology - Long Star TIA - Instructional Technology Specialist	\$30	Per Hour	Lone Star TIA Budget
Transportation - On Call Emergencies	\$100	Per Week	Transp. Budget
Student Technical Theater - set jobs/approved in advance	\$8.50	Per Hour	Campus Budget

EXTRA DUTY ASSIGNMENTS	RATE	METHOD	FUNDING SOURCE
Student VOE - 1st Year	\$8.50	Per Hour	General Budget/Payroll
Student VOE - 2nd Year	\$9.00	Per Hour	General Budget/Payroll

2019–20 **Academic UIL Contests** Bi-Annual Stipend Employee Request Form ♦

Name: _____ Employee ID#: _____

Position: _____ Campus/Location: _____

Academic UIL Event Name	Frequency of Meetings Weekly Bi-Monthly Monthly	Date	Date	Date	Date	Co-Sponsor Name (if any) Listed Here - To Split Stipend
		Round #1	Round #2	Round #3	Round #4	
_____	_____					_____
_____	_____					_____
_____	_____					_____
_____	_____					_____
_____	_____					_____

UIL Academic Contests: <http://www.uiltexas.org/academics>

DIRECTIONS: Employees must complete this form if you qualify to receive a stipend for any Academic UIL Events (Not Fine Arts). Submit completed form to principal/supervisor for approval. Once approved, the stipends must be included in the principal's Bi-Annual Stipend Report to HR (**do NOT send to HR**). Request forms are retained by the Campus Principal for their records only.

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS BI-ANNUAL STIPENDS:

1st--Employee must compare their deposit (Nov or May) to the amounts of the previous month's paycheck (Oct/Apr) to confirm payment.

2nd--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their 'BI-ANNUAL' stipend template.

3rd--If confirmed submitted, then complete the Online Salary Review Form on the HR website for investigation.

Employee's Signature _____ Date _____

Principal's Signature _____ Date _____

2019–20 Fine Arts Events Stipend Employee Request Form ♦

Name: _____

Employee ID#: _____

Position: _____

Campus/Location: _____

Supplemental Fine Arts Events

- Art Shows - **4+ Approved Events** (Any Level)
- Art - TAEA Jr. VASE Event (MS)
- Art - TAEA VASE Event (HS)
- Art - TAEA / TEAM Event (Elem)
- Music - 5th Grade Honor Choir
- Music - **4+ Approved Performances** (Elem)
- Theatre - UIL Acad Theatrical Design (HS Only)

Staff will be required to provide artifacts to the Director of Fine Arts.

- | | |
|---|--|
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |
| <input type="checkbox"/> \$500 (Artifacts/documentation required) | <input type="checkbox"/> Not Participating |

Fine Arts Student Club Requested

Club Name
(Must be after school not a class)

Club \$

Students
(Requires 10+)

Requires 15+ Meetings
(Documentation Req.)

Officers Elected
Y / N

<input type="checkbox"/> Art Club (Any Level)	\$400	_____	_____	_____
<input type="checkbox"/> Dance Club (Elem Only)	\$400	_____	_____	_____
<input type="checkbox"/> Drum Club (Elem Only)	\$400	_____	_____	_____
<input type="checkbox"/> Fiddle Club (Middle School Only)	\$400	_____	_____	_____
<input type="checkbox"/> Jazz Band Club (Middle School Only)	\$400	_____	_____	_____
<input type="checkbox"/> Mariachi Club (Middle School Only)	\$400	_____	_____	_____
<input type="checkbox"/> Show Choir (Middle School Only)	\$400	_____	_____	_____
<input type="checkbox"/> Theater Club (Elem Only)	\$400	_____	_____	_____
<input type="checkbox"/> Woodwind Club (Elem Only)	\$400	_____	_____	_____

Assigned District Level Representative

Rep \$

- Art Event - Greater Denton (Elem Only 1 DISD Rep) \$400
- Art Event - Greater Denton (Sec Only 1 DISD Rep) \$400
- Art Event - Denton on the Square (1 DISD Rep) \$400
- Music Event -5th Grade Honor Choir (1 DISD Rep) \$400
- Music Event - 6th Grade Honor Choir (1 DISD Rep) \$400
- Theater Event - MS One Act Play (1 DISD Rep) \$400

Only select if Fine Arts Director has assigned you to one of these positions.

DIRECTIONS: Fine Arts employees must complete this form and submit completed form to the Fine Arts Director for approval. Once approved, the stipends must be included in the Director of Fine Art's HR Stipend Database (**do NOT send to HR**). Request forms are retained by the Fine Arts Director.

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS BI-ANNUAL STIPENDS:

1st--Employee must compare their deposit (May) to the amounts of the previous month's paycheck (Apr) to confirm payment.

2nd--If you feel a stipend is 'missing' please contact your Director of Fine Arts to verify it was submitted to HR on their 'BI-ANNUAL' stipend template.

Employee's Signature _____

Date _____

Director of Fine Arts' Signature _____

Date _____

Limit: 5 Stipends Per Employee
Maximum Split: 2 Employees
Club Requirement: 10+ Students
Excludes: Fine Arts Employees

2019–20 Student Clubs Bi-Annual Stipend Employee Request Form ♦

Name: _____ Employee ID#: _____

Position: _____ Campus/Location: _____

Student Clubs, Groups & Organizations	Officers Elected Y / N	Frequency of Meetings Weekly, Bi-Monthly, Monthly	Co-Sponsor Name (if any) Listed Here - To Split Stipend
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

DIRECTIONS: Employees must complete this form if you qualify to receive a stipend for Student Clubs, Groups or Organizations. Submit completed form to principal for approval. Once approved, the stipends must be included in principal's HR Bi-Annual Stipend Template (**do NOT send to HR**). Request forms are retained by the Campus Principal for their records only.

ALERT: Stipends may be approved, paid and/or deleted when necessary during the school year.

EMPLOYEE REVIEW STEPS BI-ANNUAL STIPENDS:

1st--Employee must compare their deposit (Nov/May) to the amounts of the previous month's paycheck (Oct/Apr) to confirm payment.

2nd--If you feel a stipend is 'missing' please contact your Director/Principal to verify it was submitted to HR on their 'BI-ANNUAL' stipend template.

3rd--If confirmed submitted, then complete the Online Salary Review Form on the HR website for investigation.

Employee's Signature _____ Date _____

Principal's Signature _____ Date _____