

**Waco Independent School District  
2020-2021 Stipend Schedule**

A stipend form must be completed and submitted to Human Resources by the appropriate principal and/or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Most annual stipends are paid over 24 paychecks for the year, unless otherwise noted.

Stipend Description	Stipend Amount
<b>High School - Content/Critical Shortage</b>	
Math/Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
<b>High School - Special Programs</b>	
Certified Nurse Assistant (CNA) Teacher - Requires RN designation and Texas Department of Aging and Disability Services approval	\$8,000
Advanced Certified Nurse Assistant (CNA) Teacher - Requires RN designation	\$8,000
Certified Nurse Assistant (CNA) Teacher - Requires LVN designation and Texas Department of Aging and Disability Services approval	\$4,000
Welding	\$4,500
Dual Credit Stipends - MCC Only (per class, per semester as determined by MCC)	
4 Hour Dual Credit Class (Science)	\$4,175
3 Hour Dual Credit Class (Non-Science)	\$2,505
3 Hour Science Dual Credit Class	\$3,051
Science Lab	\$2,034
Each class must have a minimum of 15 students enrolled. If the class does not have at least 15 students the approved compensation/stipend will be prorated based on the number students enrolled. NOTE: TSTC pays dual credit teachers directly.	
<b>High School - Fine Arts</b>	
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$15,500
High School Assistant Band Director (207 Day Calendar)	\$5,500
High School Mariachi Band Director	\$2,000
Color Guard/Flag Corps	\$2,000
Jazz/Stage Band	\$2,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$6,000
High School Assistant Choir Director	\$4,000
High School Show Choir Director	\$1,000
Multi Campus Orchestra Director	\$6,500
High School Theater Arts Director	\$6,000
High School Assistant Theater Arts Director	\$4,000
Performing Arts Facility Manager	\$3,000
<b>High School Extracurricular, UIL &amp; Other Academic Activities/Programs</b>	
Varsity Cheerleader Sponsor	\$5,000
Junior Varsity Cheerleader Sponsor	\$3,000
9th Grade Cheerleader Sponsor	\$2,500
Varsity Drill Team Sponsor	\$4,500

Assistant Varsity Drill Team Sponsor	\$2,000
High School Yearbook Sponsor	\$2,300
High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Speech/Debate Sponsor	\$2,600
High School UIL Academic Contest Sponsor (per event)	\$400
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000
<b>Middle School - Content/Critical Shortage</b>	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFIED) - Stipend amount will be prorated based on the number of sections taught in the content area	50% of the content stipend, maximum of \$3,000
<b>Middle School - Fine Arts</b>	
Middle School Band Director	\$5,000
Middle School Assistant Band Director	\$2,500
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Middle School Theater Arts Director	\$3,000
<b>Middle School Extracurricular, UIL &amp; Other Academic Activities/Programs</b>	
Middle School Cheerleader Sponsor	\$1,500
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$200
<b>Elementary - Content/Critical Shortage, Special Programs &amp; Other Academics/UIL</b>	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$5,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to Teacher	\$2,000
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
<b>Campus - Various Levels - Academics, Special Programs &amp; Other Extracurriculars/Academic Activities/UIL</b>	
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
ESL - Secondary (CERTIFIED ONLY)	
1% to 25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% to 75% Students Served	\$1,500
76% to 100% Students Served	\$2,000
New Teacher Campus Coordinator (1 per campus, paid annually in June)	\$1,000
Safe School Student Coordinator (Must be paid by campus budget and duties performed outside of work hours)	\$1,150
Special Olympics Coach	\$3,900
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500

Special Education Program Areas	
Special Education SAIL (Formerly BASE) Teacher	\$4,000
Special Education Self-Contained ECSE, Achieve & Aspire (Formerly PPCD and Functional Academics) Teacher	\$3,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Education Aide – SAIL, Achieve, Aspire & ECSE	\$500
Deaf Ed Interpreter – Cert. Levels I,II,III	\$2,000
Sign Language Interpreter - BEI Advanced Certification	\$3,000
Bilingual Diagnostician*	\$3,000
Bilingual Speech Language Pathologist*	\$3,000
Bilingual Speech Language Pathologist Assistant*	\$3,000
Bilingual LSSP*	\$3,000
Bilingual ARD Facilitator*	\$3,000
Bilingual Dyslexia Specialist*	\$3,000
<p>*Must possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate Special Education related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.</p>	
District - Various Levels - Academics & Special Programs	
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Lead Secondary Counselor	\$1,000
Lead Elementary Counselor	\$1,000
Lead Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Parent as Teacher (PAT Program)	\$2,000
Suspend Kids to School/Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - paid bi-annually in December and May	Various Amounts - Assigned by Baylor School of Education
New Teacher Mentor Stipend - paid annually in June	\$500 per assigned mentee
Blended Learning	\$1,000
Athletic Stipends	
Note: Any Head/J.V./9 <sup>th</sup> grade coach will have a second assignment	
<b>*Sector Coordinator (WHS and UHS)</b>	\$7,000
<b>Head Varsity Coach</b>	
Baseball/Softball	\$8,000
Basketball	\$9,000
Golf	\$6,000
Soccer	\$8,000
Tennis	\$6,100
Track/Cross Country	\$7,000
Volleyball	\$8,000
<b>Football Offensive/Defensive Coordinator*</b>	\$8,500
<b>Assistant Varsity Coach</b>	
Baseball/Softball	\$5,000

Basketball	\$5,000
Football*	\$6,500
Golf	\$3,000
Soccer	\$4,500
Tennis	\$3,000
Volleyball	\$5,000
<b>*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).</b>	
<b>Sub Varsity Coach</b>	
Baseball/Softball	\$4,200
Basketball	\$4,200
Football**	\$5,500
Soccer	\$4,200
Volleyball	\$4,200
<b>**Includes \$500 for football related responsibilities: 15 days early report (if applicable)</b>	
<b>Assistant Coach – second sport (all sports except football)</b>	\$3,000
<b>Single Sport (after school)</b>	\$2,000
<b>Middle School Athletics</b>	
Middle School Coordinators	\$1,000
Middle School Coach (3 sports)	\$5,100
Middle School Single Sport (after school)	\$1,200
Middle School 4th Sport	\$1,500
<b>Miscellaneous Athletic Stipends</b>	
Tournament Coordination	\$700