

Supplemental Compensation Plan



2022-2023
Stipends
Extra Duty Pay Rates

*The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion for a lifetime of continuous achievement** in every student.*



Jim F. Chadwell, Ed. D.

Dear Current and Future EMS ISD Employees,

Welcome to the 2022-2023 school year in Eagle Mountain-Saginaw ISD! Whether you have officially joined the EMS Family or are still considering your options, your journey as a public education employee has brought you to a very special destination. Currently the fifth fastest-growing school district in the Fort Worth/Dallas Metroplex, Eagle Mountain-Saginaw ISD offers the best of both worlds – easy access to big-city amenities within a community that prides itself on its friendly, hometown feel. The famous movie quote, “There’s no place like home,” may sound a bit cliché, but I have found it truly describes the essence of being part of EMS ISD.

If you are a current employee, you know first-hand the intangible effect I am describing. If you are new to the district, welcome! You are joining a well-connected, fast-growth community that prioritizes the education of its children and supports the local public schools that have been a foundation of this area dating back to the late 19th century. EMS ISD is a district grounded in rich tradition, with its focus on the future. We seek to recruit and retain staff members who are committed to our district mission, philosophies, and expectations, which set the foundation of fostering a culture of excellence in all we do.

In EMS ISD, we intentionally celebrate the fact that we have “world-class educators” teaching and serving our students, from our pre-kindergarten classes to our senior-level advanced courses. In fact, recruiting, retaining, and supporting “world-class educators” in all roles and responsibilities is a key piece of our Aspire 2025 Strategic Plan. This focus is further reflected in the philosophy of our annual compensation plan, which sets the following objectives:

1. Provide competitive pay to attract and retain highly qualified personnel, aligning compensation with strategic district goals.
2. Conduct salary studies annually to objectively examine pay equity for employees to determine both internal fairness and external competitiveness.
3. Identify and address any existing pay inequities.
4. Reward continued service to the district.

These objectives provide the roadmap by which we build our annual compensation plan, represented in the following pages of this manual. They serve as the foundation in our personal relationship with each individual employee and begin what we hope will be a long journey together. If you have any questions, please be sure to reach out to us.

It’s going to be a great year for the EMS ISD community, and we look forward to all we will accomplish. Please let me be the first person this year to welcome you home in Eagle Mountain-Saginaw ISD.

Sincerely,

Jim F. Chadwell, Ed.D.

Supplemental Compensation

EMS ISD is committed to creating a culture of excellence in the design and development of a competitive and cost-effective compensation package. Supplemental pay, which includes stipends and extra duty pay, represent an important component of the compensation package. Supplemental pay represents an amount added to base pay to compensate employees for extra duties or special credentials. Supplemental duties and compensation are assigned and approved on a year-to-year basis. Assignment in any school year does not guarantee duties and compensation will be assigned in subsequent years. The District may change duties and compensation at any time, as supplemental pay is separate from an employment contract and does not represent a property right in duty or compensation. Non-exempt (hourly) employees are not eligible to receive supplemental pay due to Federal Labor Laws because these employees must be clocked in and earn overtime or comp time.

Designation	STIPENDS		
	Assignment	Stipend 22-23	Duty Period
	District		
	AP Teacher (up to 2 sections)	3,300	Annual
	AP Teacher (3 or more sections)	4,380	Annual
	Auditory Impaired	3,250	Annual
	AVID Teacher	730	Annual
	Bilingual Teacher	3,870	Annual
	Bilingual Diagnostician	1,140	Annual
	Bilingual Dyslexia	5,010	Annual
	Bilingual PACE	3,870	Annual
	Bilingual SLP	1,140	Annual
	Bilingual Social Worker	1,140	Annual
	Dyslexia Therapist CALT Certification	3,870	Annual
	Feeder Lead Diagnostician	670	Annual
	Feeder Lead Dyslexia Therapist	670	Annual
	Feeder Lead Speech/Language Pathologist	670	Annual
	German American Partnership Program	4,380	Annual
	Lead Counselor Elementary	1,960	Annual
	Lead Counselor Intervention	1,960	Annual
	Lead Counselor Middle School	1,960	Annual
	Lead Campus Technology Integrator	1,090	Annual
	Lead Diagnostician	1,290	Annual
	Lead Diagnostician Mentor	1,290	Annual
	Lead Dyslexia Therapist	1,290	Annual
	Lead Librarian	2,170	Annual
	Lead Nurse	1,090	Annual
	Lead Physical Education	3,300	Annual
	Lead Related Services	1,290	Annual
	Lead Speech/Language Pathologist	1,290	Annual
	Lead TEAMS Program Site Supervisor	1,290	Annual
	Mentor Teacher	520	Annual
	Orientation and Mobility Specialist	3,250	Annual
	Program Lead Behavior Support	670	Annual
	Program Lead Instructional Support	670	Annual
	Program Lead Licensed Specialist School Psychology	670	Annual
	Program Lead Transition	670	Annual
	Special Olympics Head Coach	3,250	Annual

	Special Olympics Assistant Coach	3,250	Annual
	Visually Impaired Teachers	3,250	Annual
	Elementary School		
	Academic/Grade Level Chair (K)	1,030	Annual
	Academic/Grade Level Chair (1 st)	1,030	Annual
	Academic/Grade Level Chair (2 nd)	1,030	Annual
	Academic/Grade Level Chair (3 rd)	1,030	Annual
	Academic/Grade Level Chair (4 th)	1,030	Annual
	Academic/Grade Level Chair (5 th)	1,030	Annual
	Academic/Grade Level Chair (Special Education)	1,030	Annual
	Academic/Grade Level Chair (Specials)	1,030	Annual
	Student Activity Sponsor – Choir	550	Annual
	Student Activity Sponsor – UIL Contest Sponsor	420	Annual
	Middle School		
	Department Chair (ELA)	1,190	Annual
	Department Chair (Math)	1,190	Annual
	Department Chair (Social Studies)	1,190	Annual
	Department Chair (Science)	1,190	Annual
	Department Chair (Special Education)	1,190	Annual
	Department Chair (Fine Arts)	1,190	Annual
	AVID Coordinator	1,140	Annual
	Band Director Head	8,760	Annual
	Band Director Assistant	7,420	Annual
	Cheerleader Sponsor	2,370	Annual
	Choir Director	3,610	Annual
	Choir Director Assistant	2,730	Annual
	National Honor Society	470	Annual
	Student Activity Sponsor – Camp Goddard	470	Annual
	Student Activity Sponsor – Student Council	1,500	Annual
	Student Activity Sponsor – UIL Coordinator	780	Annual
	Student Activity Sponsor – UIL Contest Sponsor	470	Annual
	Student Activity Sponsor – UIL One Act Play	830	Annual
	Student Activity Sponsor – Whiz Kids	470	Annual
	Student Activity Sponsor – Youth and Government	570	Annual
	Theatre Sponsor	1,910	Annual
	Yearbook Advisor	1,240	Annual
	Middle School Athletics		
	Middle School Coordinator	11,330	Annual
	Middle School Coach	8,760	Annual
	Middle School Cross Country/Soccer	7,210	Annual
	Middle School Tennis	6,180	Annual
	High School		
	Department Chair (English)	2,060	Annual
	Department Chair (Math)	2,060	Annual
	Department Chair (Science)	2,060	Annual
	Department Chair (Social Studies)	2,060	Annual
	Department Chair (Special Education)	2,060	Annual

Department Chair (Foreign Languages)	2,060	Annual
Department Chair (Fine Arts)	2,060	Annual
Department Chair (Career Technology)	2,060	Annual
Agriculture	2,790	Annual
AVID Coordinator	2,220	Annual
Band Director Assistant	10,050	Annual
Cheerleader One Sport Head	13,810	Annual
Cheerleader One Sport Assistant	7,940	Annual
Choir Director	7,830	Annual
Choir Director Assistant	5,620	Annual
Cosmetology HCTC	7,110	Annual
CTSO Sponsor	1,140	Annual
Dance Team Director	8,400	Annual
Dance Team Director Assistant	7,830	Annual
Drama Advisor	6,240	Annual
Drama Advisor Assistant	2,990	Annual
Gold Standard	930	Annual
Mock Trial HCTC	1,000	Annual
National Honor Society	930	Annual
Newspaper	1,910	Annual
Percussion	3,250	Annual
Senior Class Sponsor	1,090	Annual
Speech/Debate	4,180	Annual
Spirit Teams	2,270	Annual
Stellar Explorer HCTC	1,000	Annual
Step Team	2,530	Annual
Student Ambassador Advisor	1,140	Annual
Student Council Advisor	3,510	Annual
Testing Coordinator WHS	3,400	Annual
UIL Event Coordinator	2,790	Annual
UIL Contest Sponsor	880	Annual
Yearbook	2,170	Annual
Youth and Government	1,090	Annual
High School Athletics		
Assistant Athletic Coordinator	6,700	Annual
Assistant Coach One Sport	7,940	Annual
Assistant Coach Two Sports	12,360	Annual
Assistant Coach Three Sports	17,510	Annual
Assistant Athletic Trainer	14,420	Annual
Head Athletic Trainer	16,480	Annual
Head Coach One Sport Tennis/Golf (2 UIL Seasons)	16,480	Annual
Head Coach or Football Coordinator One Sport	13,810	Annual
Head Coach or Football Coordinator w/ one additional sport	16,480	Annual
Head Coach or Football Coordinator w/ two additional sports	19,570	Annual
Districtwide Assistant Coach One Sport	7,940	Annual
Districtwide Facilitator One Sport	9,890	Annual

Signing Bonus	Assignment	Amount	Duty Period
	Secondary Math (no experience)	2,000	2 yr. split
	Secondary Math (experienced)	3,000	2 yr. split
	Secondary Science (no experience)	2,000	2 yr. split
	Secondary Science (experienced)	3,000	2 yr. split
	Special Education (no experience)	2,000	2 yr. split
	Special Education (experience)	3,000	2 yr. split
	EMS ISD Graduate (eligibility criteria)	5,000	2 yr. split
	ASL/French/German (no experience)	2,000	2 yr. split
	ASL/French/German (experienced)	3,000	2 yr. split
Athletic Event Workers	Assignment (Requires Timesheet)	Rate	Method
	Football		
	Varsity Football – All workers	85.00	Per Game
	Press Box Hostess (pick up food +\$25)	100.00	Per Game
	Replay/Jumbotron (Score/Video Board)	125.00	Per Game
	Announcer, Clock & Spotter	65.00	Per Game
	Junior Varsity and Ninth Grade	30.00	Per Game
	Junior Varsity and Ninth Grade Clock or Announcer	40.00	Per Game
	Middle School – All workers	25.00	Per Game
	Sub-Varsity Chains	10.00	Per Game
	Volleyball/Basketball/Soccer/Baseball/Softball		
	Varsity Volleyball (Book, Clock, Libero, Tracker, Announcer)	40.00	Per Game
	Junior Varsity/Ninth (Book/Clock)	30.00	Per Game
	Gate and All Other Duties (lines, crowd control, stamp check)	30.00	Per Game

	Middle School Volleyball – All workers	25.00	Per Game
	Middle School Basketball – All workers	25.00	Per Game
	Volleyball, Gymnastics, Soccer administrator– One Game	60.00	Per Game
	Volleyball, Gymnastics, Soccer administrator – More than one game	100.00	Per Day
	Play-Off		
	Play-Off administrator– Any sport	100.00	Per Day
	Play-Off workers – any sport	+10.00	Per Game
	Photographer (ALL except varsity football) +\$20.00 away game	65.00	Per Game
Extra Duty	Assignment (Requires Timesheet)	Rate	Method
	EMS ISD Teacher	30.00	Per Hour
	EMS ISD Nurse	30.00	Per Hour
Lunch Monitors	Assignment	Rate	Method
	Lunch Duty Monitors	10.00	Per Hour
Special Programs	Assignment	Rate	Method
	Job Coach 0 years experience	11.50	Per Hour
	Job Coach 1-5 years experience	12.00	Per Hour
	Job Coach 6-10 years experience	12.50	Per Hour
	Job Coach 11+ years experience	12.75	Per Hour
Substitutes	Assignment	Rate	Method
	EMS ISD Retired Teachers (Tuesday-Thursday)	120.00	Per Day
	EMS ISD Retired Teachers (Monday and Friday)	140.00	Per Day
	EMS ISD Retired Teachers 11+ days same position and same teacher	145.00	Per Day
	Degreed Certified Teacher (Tuesday – Thursday)	110.00	Per Day
	Degreed Certified Teacher (Monday and Friday)	130.00	Per Day
	Degreed Certified Teacher 11+ days same position and same teacher	135.00	Per Day

	60 Hours College Credit (Tuesday-Wednesday)	100.00	Per Day
	60 Hours College Credit (Monday and Friday)	120.00	Per Day
	60 Hours College Credit 11+ days same position and same teacher	125.00	Per Day
	High School Diploma (Tuesday-Thursday)	90.00	Per Day
	High School Diploma (Monday and Friday)	110.00	Per Day
	High School Diploma 11+ days same position and same teacher	115.00	Per Day
	Self-Contained Classroom Teachers (Tuesday –Thursday)	110.00	Per Day
	Self-Contained Classroom Teachers (Monday and Friday)	130.00	Per Day
	Certified Self-Contained Classroom Teachers (Tuesday-Thursday)	120.00	Per Day
	Certified Self-Contained Classroom Teachers (Monday and Friday)	140.00	Per Day
	Long Term Teacher starting day 11	125.00	Per Day
	Long-Term Self-Contained Teacher starting day 11	135.00	Per Day
	Certified Long Term Teacher starting day 11	135.00	Per Day
	Certified Long-Term Self-Contained Teacher starting day 11	145.00	Per Day
	Long Term Teacher starting day 31	175.00	Per Day
	Paraprofessional	75.00	Per Day
	Paraprofessional – SPED Aide III	90.00	Per Day
	Registered Nurse (Tuesday-Thursday)	110.00	Per Day
	Registered Nurse (Monday and Friday)	130.00	Per Day
	Counselor	175.00	Per Day
Summer School	Assignment (Requires Timesheet)	Rate	Method
	District Summer School Coordinator	9,400	Annual
	Pre-K and K Summer School Coordinator	7,000	Session
	Pre-K and K Summer School Assistant	4,500	Session
	Elementary Summer School Coordinator	7,000	Session
	Middle School Summer School Coordinator	7,000	Session
	Middle School Assistant Summer School Coordinator	4,500	Session

	High School Summer School Program Coordinator	8,500	Session
	High School Assistant Summer School Coordinator	6,000	Session
	Summer School Counselor	3,000	Session
	Paraprofessional and Receptionist	15.00	Per Hour
	Secretary	20.00	Per Hour
	Registered Nurse	30.00	Per Hour
	Teacher	40.00	Per Hour
	BCBA Coordinator	50.00	Per Hour
Temporary Worker	Assignment (Requires Timesheet)	Rate	Method
	Temporary Employee	10.00	Per Hour
	Temporary Employee – Special Programs	10.00	Per Hour
	Summer Employee - Athletics	10.00	Per Hour
	Summer Employee – Business Office	10.00	Per Hour
	Summer Employee – Campus/Clerical	10.00	Per Hour
	Summer Employee – Central Office	10.00	Per Hour
	Summer Employee – Educational Services	10.00	Per Hour
	Summer Employee – Fine Arts	10.00	Per Hour
	Summer Employee – Human Resources/Student Services	10.00	Per Hour
	Summer Employee – Maintenance/Warehouse	10.00	Per Hour
	Summer Employee – Technology	10.00	Per Hour
	Summer Employee – Textbooks	10.00	Per Hour
Tutors	Assignment (Requires Timesheet)	Rate	Method
	AVID Tutor Training	10.00	Per Hour
	AVID Tutor (current college students and/or college hours)	15.00	Per Hour
	AVID Tutor with Bachelor’s Degree	20.00	Per Hour
	AVID Tutor Certified Teacher (Texas Certification)	30.00	Per Hour

	Tutor	15.00	Per Hour
	Tutor with Bachelor's Degree	20.00	Per Hour
	Tutor Certified Teacher (Texas Certification)	30.00	Per Hour

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