

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 |

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| | 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 |

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| | 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 |

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| | 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 | | |

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| | 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 |

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| | 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 | 5,500 | Session |
| | Pre-K and K Summer School Assistant | 4,200 | Session |
| | Elementary Summer School Coordinator | 6,000 | Session |
| | Middle School Summer School Coordinator | 7,000 | Session |
| | Middle School Assistant Summer School Coordinator | 5,500 | 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 |
| | Teacher and Registered Nurse | 30.00 | Per Hour |
| Temporary Worker | Assignment (Requires Timesheet) | Rate | Method |
| | Temporary Employee | 10.00 | Per Hour |

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| | 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 |
| | Tutor | 15.00 | Per Hour |
| | Tutor with Bachelor’s Degree | 20.00 | Per Hour |



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