

Supplemental Compensation Plan



2024-2025
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.*

Dear Current and Future EMS ISD Employees,

Welcome to the 2024-2025 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.



Jim F. Chadwell, Ed. D.

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 2027 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		Duty Period
	Assignment	Stipend 24-25	
	District		
	AP Teacher (1,000 per section; max of 4,000 per year)	1,000	Annual
	AVID Teacher	730	Annual
	Bilingual Teacher	3,870	Annual
	Bilingual Diagnostician	3,870	Annual
	Bilingual Dyslexia	5,010	Annual
	Bilingual PACE	3,870	Annual
	Bilingual SLP	3,870	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
	German American Partnership Program Assistant (every other year)	2,190	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 Mentoring	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
	Lead Behavior Support	2,170	Annual
	Program Lead DHH / VI / O&M	670	Annual

	Program Lead Instructional Support	670	Annual
	Program Lead Licensed Specialist School Psychology	670	Annual
	Program Lead Special Education Counseling	670	Annual
	Program Lead Transition and Career Readiness	670	Annual
	Special Olympics Coach	3,250	Annual
	Special Olympics Head of Delegation	6,500	Annual
	Teacher of the Deaf / Hard of Hearing	3,250	Annual
	Teacher of the Visually Impaired	3,250	Annual
	Teacher Special Education Self-Contained	4,500	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	2,000	Annual
	Theatre Sponsor Assistant	1,815	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	6,750	Annual
	Drama Advisor Assistant	5,500	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 Lead Athletic Trainer – Middle School	14,420	Annual

	Lead Athletic Trainer – High School	16,480	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 (Secondary - Middle & High Schools)	Amount	Duty Period
	Secondary Math (no experience)	2,000	2 yr. split
	Secondary Math (experienced)	3,000	2 yr. split
	Secondary Science (any valid Science certification; no experience)	2,000	2 yr. split
	Secondary Science (any valid Science certification; 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 Staff (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
	Assignment (Requires Timesheet)	Rate	Method
	EMS ISD Teacher	30.00	Per Hour
	Homebound Teacher	30.00	Per Hour
	In-Home Training Teacher	30.00	Per Hour
	EMS ISD Nurse	30.00	Per Hour
Special Programs	Assignment (Requires Timesheet)	Rate	Method
	Job Coach	18.00	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
	Valid Texas Teacher Certification (Tuesday – Thursday)	110.00	Per Day
	Valid Texas Teacher Certification (Monday and Friday)	130.00	Per Day
	60+ Hours College Credit (Tuesday - Thursday)	100.00	Per Day
	60+ Hours College Credit (Monday and Friday)	120.00	Per Day
	High School Diploma (Tuesday - Thursday)	90.00	Per Day
	High School Diploma (Monday and Friday)	110.00	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

	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
	LONG-TERM SUBSTITUTE PAY RATES FOR CLASSROOM TEACHER POSITIONS <ul style="list-style-type: none"> Starting Day 21 (Same Teacher in Same Position) 	175.00	Per Day
Summer School	Assignment (Requires Timesheet)	Rate	Method
	Pre-K and K Summer School Coordinator	7,000	Session
	Pre-K and K Summer School Assistant	4,500	Session
	Elementary Summer School Coordinator	6,000	Session
	Middle School Summer School Coordinator	6,000	Session
	Middle School Assistant Summer School Coordinator	3,500	Session
	High School Summer School Program Coordinator	8,500	Session
	High School Assistant Summer School Coordinator	6,000	Session
	Pre-K and K Summer School Counselor	4,500	Session
	Elementary and Middle School Summer School Counselor	3,000	Session
	High School Summer School Counselor	4,500	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
	ESY Teacher	40.00	Per Hour
	ESY Paraprofessional	15.00	Per Hour
	ESY Clerk	15.00	Per Hour
	ESY TEAMS Teacher	45.00	Per Hour
	ESY TEAMS Paraprofessional	20.00	Per Hour
	ESY TEAMS Nurse	30.00	Per Hour
	ESY Speech-Language Pathologist	Market Rate	Per Hour
	ESY Special Programs – Contracted Services	Market Rate	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
	Tutor	15.00	Per Hour
	Tutor with Bachelor's Degree	20.00	Per Hour
	Tutor Certified Teacher (Texas Certification)	30.00	Per Hour
Police	Assignment	Rate	Method
	Education Incentive – Associate's Degree or 60 accredited college hours *Rate based on highest level achieved	60.00	Per Month
	Education Incentive – Bachelor's Degree *Rate based on highest level achieved	100.00	Per Month
	Education Incentive – Master's Degree *Rate based on highest level achieved	125.00	Per Month
	Education Incentive – Doctorate Degree or higher *Rate based on highest level achieved	160.00	Per Month
	TCOLE Intermediate Proficiency Certificate	30.00	Per Month
	TCOLE Advanced Proficiency Certificate	60.00	Per Month
	TCOLE Master Proficiency Certificate	90.00	Per Month

	Texas School Safety Center SBLE Training – Intermediary (41502)	30.00	Per Month
	Texas School Safety Center SBLE Training – Advanced (41504)	60.00	Per Month
	Texas School Safety Center SBLE Training – Master (41505)	90.00	Per Month
	Uniform Allowance	125.00	Annual
	SBLE Longevity Pay	5.00 – 125.00	Per Month

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