

CANUTILLO INDEPENDENT SCHOOL DISTRICT

2008-09 Substitute and Temporary Rates

Approved By BOD – 7.29.08

Teacher/Librarian Non-Degreed	Hourly Rate	Daily Rate
Diploma/GED*		53.00
1-45 College Hours*		58.00
46-59 College Hours*		60.00
60+ College Hours*		63.00
Student Interns*		65.00

Food Service Substitute 7.25 Per hour
According to FLSA guidelines, substitutes may not work more than an 8 hour day. Prior authorization from Human Resources is needed if substitutes are required to work more than an 8 hour day.
*Extra 10 per day after the tenth consecutive day in a continuous assignment

	Hourly Rate	Daily Rate
Degreed		
Non-Certified		65.00
TX Certified for absent teacher		70.00*
TX Certified for vacant position	15.00 Per hour**	
*Extra \$10 per day after the tenth consecutive day in a continuous assignment		
**Must be certified in the specific content area of vacancy		

Substitute Nurse		140.00
Substitute Summer School Nurse		177.00*
*Amount includes travel		

Certified Counselor		180.00
TX Certified Principal Sub		225.00

**Summer School Employment for TEKS-Based Instruction-
Certified Teachers**

	Hourly Rate
K-8 TEKS-Based Instruction	25.00 per hour
9-12 TEKS-Based Instruction	35.00 per hour

Other Summer School Work

	Hourly Rate
Summer School Work/ Preparation	23.50 per hour
Day	
Extra duty assignments	23.50 per hour

Temporary Part-time Personnel (Less than 19 hours per week)

	Hourly Rate
Paraprofessional/Clerical	8.60 per hour
Day Care Workers for vacant positions	8.60 per hour
Custodial/Maintenance	8.12 per hour
*Extra \$.50 per day after the tenth consecutive day in a continuous assignment	

Part-time Academic Tutor

	Hourly Rate
1-45 College Hours	7.25
46-59 College Hours	8.57
60-89 College Hours	12.00
90+ College Hours	20.00
Bachelor's Degree	22.00
Master's Degree	23.50
Certified Teacher	25.00

CANUTILLO INDEPENDENT SCHOOL DISTRICT

EXTRA DUTY PAY

	Hourly Rate	Daily Rate
Professional	23.50	
Paraprofessional	8.50	
Inservice full day		80.00 minimum (as per grant/contract)
Inservice half day		40.00 minimum (as per grant/contract)

Neither past nor future compensation can be calculated or predicted from this pay schedule.

CANUTILLO INDEPENDENT SCHOOL DISTRICT

2008-09 EXTRA DUTY STIPEND/SUPPLEMENTAL PAY AMOUNTS

MOTHER DAUGHTER/FATHER SON PROGRAM
 (STATE COMP FUNDS or Title III Funds, as applicable)

CAMPUS			AMOUNT
*Canutillo Elementary	M/D	(1)	1,000.00 each
	F/S	(1)	1,000.00 each
*Davenport Elementary	M/D	(1)	1,000.00 each
	F/S	(1)	1,000.00 each
*Damian Elementary	M/D	(1)	1,000.00 each
	F/S	(1)	1,000.00 each
*Childress Elementary	M/D	(1)	1,000.00 each
	F/S	(1)	1,000.00 each
Garcia Elementary	M/S	(1)	1,000.00 each
	F/S	(1)	1,000.00 each
*Canutillo Middle School	F/S	(1)	1,000.00 each
*Alderete Middle School	F/S	(1)	1,000.00 each
*CMS Alum Program	M/D	(2)	1,000.00 each
*AMS Alum Program	M/D	(2)	1,000.00 each
*CHS Alum Program	M/D	(2)	1,000.00 each

For 08-09, Student Support Division will assign hourly employees to perform these duties as extra compensation up to the listed amount.

SPECIAL PROGRAM STIPENDS

Under DEA Local, only exempt (contractual) employees are authorized non-contractual, extra-duty assignments. In those assignments annotated with an asterisk (), non-exempt employees may be eligible to receive the \$8.50 flat hourly rate (in lieu of the stipend), but not to exceed the entire stipend amount. However, the extra-duties for these programs must fall outside their regular employment duties, and be occasional and sporadic in nature.

		AMOUNT
*Wellness Coordinator	(2 per campus 1 @ Central Office)	500.00
ATOD (Alcohol Tobacco and Other Drugs)	(1 per campus) total of 8	1,000.00
Violence Free Program	(1 per campus)	1,000.00
Service Learning Facilitator (From Grant)	(1 position)	1,000.00

CANUTILLO INDEPENDENT SCHOOL DISTRICT

ELEMENTARY EXTRA-CURRICULAR ACTIVITIES

CATEGORY/SPONSORSHIP	AMOUNT
U.I.L. Coordinator (Total Elem.Coordinators=4)	(Each Campus) 900.00
U.I.L. Coaches (Total Coaches per campus=25)	(per event) 250.00
Spelling Bee Coach (2 per campus English/Spanish)	175.00
Yearbook Sponsor (1 per campus)	300.00
Campus Science Fair Coordinator (1 per campus)	175.00
Elementary Science Fair Coordinator	350.00

MIDDLE SCHOOL EXTRA-CURRICULAR ACTIVITIES

CATEGORY/SPONSORSHIP	AMOUNT
All UIL Stipends will be paid after Spring competition.	
U.I.L. Coordinator	900.00
U.I.L. Coach (Per event)	300.00
Campus Science Fair Coordinator	300.00 Each
Student Council	700.00
Honor Society	700.00
Cheerleader Sponsor	1,000.00
Yearbook Sponsor*	1,000.00
Department Heads (8) (Math, Science, English, Social Studies, ESOL, Special Ed, 6 th Grade, and Fine Arts)	600.00
Middle School Science Fair Coordinator	350.00
Student Wellness Club (paid out of grant)	200.00
7 School-Based Clubs at each middle school	200.00 Each
*If produced outside of the classroom	

CANUTILLO INDEPENDENT SCHOOL DISTRICT

CANUTILLO HIGH SCHOOL EXTRA-CURRICULAR ACTIVITIES

UIL CATEGORY	AMOUNT
All UIL Stipends will be paid after Spring competition.	
U.I.L. Coordinator	900.00
Informative Speaking	450.00
Persuasive Speaking	450.00
Prose Interpretation	450.00
Poetry Interpretation	450.00
Speech Debate Advisor	1,000.00
Current Events	450.00
Drama Advisor	2,000.00
Ready Writing	450.00
Spelling & Plain Writing	450.00
Journalism-News Story	450.00
Headline Writing	450.00
Editorial Writing	450.00
Calculator Applications	450.00
Literary Criticism	450.00
Number Sense	450.00
Computer Application	450.00
Computer Science	450.00
Feature Writing	450.00
Social Studies	450.00
Accounting	450.00
Science	450.00
Mathematics	450.00
High-Q	450.00
Academic Decathlon	1,000.00

CANUTILLO HIGH SCHOOL EXTRA-CURRICULAR ACTIVITIES

HIGH SCHOOL SPONSORSHIPS/STUDENT ORGANIZATIONS	AMOUNT
Department Heads (8) (No prep period) (Math, Science, English, Social Studies, Sp.Ed., Fine Arts, ESOL, and Foreign Languages)	1,000.00
Dance Sponsor	1,500.00
Varsity Cheerleader Sponsor	3,000.00
Assistant Varsity Cheerleader Sponsor	1,500.00
Newspaper Sponsor*	1,000.00
Yearbook Sponsor	2,000.00
Freshman Class Sponsor	200.00
Sophomore Class Sponsor	200.00
Junior Class Sponsor	1,000.00
Senior Class Sponsor	500.00
Student Council Sponsor	1,000.00
Spanish Club	200.00
French Club	200.00
Art Club	200.00
International Friendship Club	200.00
Mock Trial	300.00
National Honor Society	1,000.00

*If produced outside the classroom

DATE STIPEND LIST APPROVED BY BOARD OF DIRECTORS: 12.11.08
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CANUTILLO INDEPENDENT SCHOOL DISTRICT

CANUTILLO HIGH SCHOOL EXTRA-CURRICULAR ACTIVITIES

CAREER AND TECHNOLOGY EDUCATION	AMOUNT
STUDENT ORGANIZATION	
Stipends to Be Paid at End of the Year.	
FFA (Ag. Science)	1,250.00
FFA "	1,250.00
FFA "	1,250.00
HOSA (Health Occupations Students of America)	1,250.00
HOSA (Health Occupations Students of America)	1,250.00
FCCLA (Family, Career and Community Leaders)	750.00
BPA (Business Professionals of America)	750.00
BPA (Business Professionals of America)	750.00
FBLA (Future Business Leaders of America)	750.00
FBLA (Future Business Leaders of America)	750.00
Texas Skills USA-VICA (Trades & Industry Ed.)	750.00
TSA (Technology Students of America)	750.00

*If produced outside the classroom

CISD COACHING AMOUNTS

ASSIGNMENT	AMOUNT
Mid. School Athletic Coordinator	3,000.00
Mid. School Certified Athletic Trainer	3,400.00

(Supporting two (2) middle school campuses)
 High School Certified Athletic Trainer 13,500.00

FOOTBALL	AMOUNT
Head Varsity Football Coach	15,000.00
Asst.V. Football Coordinator (offense)	9,750.00
Asst.V. Football Coordinator (defense)	9,750.00
Asst. Varsity Coach	8,000.00
Asst. Varsity Coach	8,000.00
Head JV Football	8,000.00
Asst. JV Football	8,000.00
*Head 9 TH Football	7,000.00
*Asst. 9 TH Football	7,000.00
2nd Asst. 9 th Football	3,000.00

*If these positions are not filled, remaining coaches will share the \$11,400 stipends equally.

Head 8 TH Football	3,000.00
Asst. 8 TH Football	2,250.00
Head 7 TH Football	2,250.00
Asst. 7 TH Football	2,000.00
Assistant Football	2,000.00

VOLLEYBALL	AMOUNT
Head Varsity Volleyball	5,500.00
JV Volleyball	3,500.00
9 TH Volleyball	3,000.00
8 TH Volleyball	2,200.00
7 TH Volleyball	2,000.00

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CANUTILLO INDEPENDENT SCHOOL DISTRICT

CISD COACHING AMOUNTS

BASKETBALL	AMOUNT
Head Boys Varsity	6,500.00
Head Girls Varsity	6,500.00
Head Boys JV	3,500.00
Head Girls JV	3,500.00
Boys 9 TH	3,200.00
Girls 9 TH	3,200.00
Boys 8 TH	2,000.00
Girls 8 TH	2,000.00
Boys 7 TH	1,600.00
Girls 7 TH	1,600.00

SOCCER	AMOUNT
Boys Varsity	5,000.00
Girls Varsity	5,000.00
Boys JV	3,000.00
Girls JV	3,000.00
Boys 8 th	750.00
Girls 8 th	750.00
Boys 7 th	650.00
Girls 7 th	650.00

TENNIS	AMOUNT
Head Boys Tennis Coach	6,000.00
JV Tennis Coach*	3,700.00

* To be added in 08-09

TRACK	AMOUNT
Head Boys Varsity	5,000.00
Head Girls Varsity	5,000.00
Varsity Ass't. (3)	3,000.00 each
Boys 8 TH	1,500.00
Girls 8 TH	1,500.00
Boys 7 TH	1,250.00
Girls 7 TH	1,250.00

CROSS-COUNTRY	AMOUNT
Varsity Coach	5,000.00
Boys 7 th and 8 th	1,500.00
Girls 7 th and 8 th	1,500.00

BASEBALL	AMOUNT
Boys Varsity Baseball	5,000.00
Girls Varsity Softball	5,000.00
Boys JV Baseball	3,000.00
Girls JV Softball	3,000.00
Baseball Developmental Team Coach	2,500.00
Softball Developmental Team Coach	2,500.00

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**CANUTILLO INDEPENDENT SCHOOL DISTRICT
CISD COACHING AMOUNTS**

GOLF	AMOUNT
Assistant Varsity	4,500.00
Boys/Girls Varsity	1,800.00
WRESTLING	AMOUNT
Head Boys Wrestling Coach	4,000.00
Head Girls Wrestling Coach	4,000.00
Assistant	2,500.00
BAND/CHORAL MUSIC	AMOUNT
*High School Band	10,000.00
*Middle School Band	3,000.00
Flags Sponsor (contracted services)	800.00
District Music Coordinator	1,500.00
*High School Choir (full-time only)	3,000.00
*Middle School Choir (full-time only)	2,000.00
* Stipend paid for competing in UIL and other meets and competitions	

MISCELLANEOUS AND EXTRA DUTY PAY AMOUNTS

ASSIGNMENT	AMOUNT
Athletic Events Workers/Ticket Sellers (per event)	7.50/hr
Umpires (per game)	24.00
Track Sports event for Professional Staff (approximately 40) per day	50.00
Summer Athletic Program (1 Coordinator)	1,500.00
Summer Kiddie Camp at CHS (2)	320.00 each
Summer Strengthening Program (2)	1,200.00
Summer Open Gym (1)	1,200.00 each

SUPPLEMENTARY PAY AMOUNTS

ASSIGNMENT	AMOUNT
Sign-on bonus *	
Fully content certified ESOL secondary teachers	2,500.00
Fully certified secondary math teacher	2,000.00
Fully certified science composite secondary teacher	2,000.00
Fully certified librarian	1,500.00
Licensed registered nurse	1,500.00
*To receive sign up bonus, you must be assigned to the position or specific class; bonus is prorated over 187 days	
Mentor Teachers (approximately 40)	600.00 each
BILINGUAL EDUCATION STIPENDS	
Bilingual Teachers (fully certified serving EL students)	1,500.00 each
ESL Teachers (fully certified bilingual teachers assigned to bilingual classes only) (Maximum of \$1,500.00)	350.00/class

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SUPPLEMENTARY PAY AMOUNTS

ASSIGNMENT	AMOUNT
SUPPLEMENTARY PAY AMOUNTS	
Secondary Advanced Academics Teacher/Convener (3, 1 at each school)	500.00 each
Lead Educational Diagnostician	3,000.00
Supervising Occupational Therapist (State Special Ed. Funds)	3,000.00
Behavior Specialist Interventionist	2,500.00
District Autism Specialist	3000.00
District Elementary and Secondary Teacher of the Year	500.00
CISD Region XIX Elementary or Secondary Teacher of the Year	500.00
Special Olympics Coordinator	500.00

***INFORMATION TECHNOLOGY DEPT.
SPECIFIC CERTIFICATION STIPENDS**

Cisco Certified Network Associate	Cost of exam
Microsoft Certified System Administrator	Cost of exam
Cisco Certified Network Professional	Cost of exam
Microsoft Certified System Engineer Network+	Cost of exam
Server +	Cost of exam
Microsoft Certified Professional	Cost of exam

***CHILD NUTRITION PROGRAM
ALLOWANCES**

Accident Free Work Year Award	150.00 each
Uniform Allowance	200.00 yearly
Child Nutrition Certifications	
Level 1	50.00 Convert to hourly rate
Level 2	100.00 Convert to hourly rate
Level 3	150.00 Convert to hourly rate
Level 4	200.00 Convert to hourly rate
Level 5	250.00 Convert to hourly rate

*These stipends/allowances are awarded as the employee completes the certifications and are paid at the end of the fiscal year. Employee must submit to the Human Resources Department the original certificate with a written request to be paid the stipend.

MAINTENANCE, FACILITIES, AND CONSTRUCTION SERVICES STIPENDS – Absorb \$1500 into salary in compliance with FLSA (\$.72 per hour for team leader assignment)

BIG BROTHER/BIG SISTER STIPENDS **AMOUNT**

*One professional per campus (see job description) (Grant funded) (*Pending Grant Renewal)	4,500.00 each
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OTHER STIPENDS	AMOUNT
Bilingual Speech Language	1,500.00 each
Pathologist/Diagnostician/Occupational Therapist (Must pass the L.A.S. test through Bilingual Dept.)	1,000.00 each
Fully certified Special Education Teachers assigned to special education classes	1,000.00 1,500.00
National Board Certified Teacher	2,400.00

In addition, District will pay test fee for first time teacher challenges certifying exam provided the teacher has successfully passed the preparation course offered at UTEP.

Masters Degree in teaching field or area of responsibility
Doctorate in the teaching field or area of responsibility
The Doctorate stipend for employees on the AP scale will have stipend absorbed into salary effective 9/1/07.
Effective 2008-09 this stipend will be eliminated.