

Subject:	STIPEND LIST AND ELIGIBILITY	Regulation Identifier:	BUS-08
Office:	BUSINESS		
Reference:			
To:	All Exempt Staff		
Date:	August 2026	Reissued By:	Megan Bradley

A stipend is a form of monetary compensation for the performance of extra duties and responsibilities or as a necessity for the position according to the district approved pay schedules. A stipend or supplement is not a property right to continued employment in any supplemental duty. Such assignments may be terminated for any reason or no reason at the discretion of the district. Stipends are evaluated on an annual basis and modified dependent upon available resources or existing employment situations. Final review and approval are provided by the Superintendent and Board.

Stipends are provided for extra duty work performed for most extra-curricular and co-curricular activities. In addition, stipends are provided in accordance with the Division of Instruction for staff who are in critical needs areas, such as speech therapists and bilingual teachers, as well as campus team leaders, department coordinators and special program facilitators.

Stipends are considered as extra duty/supplemental. They are not calculated in the base pay. Full time employees who do not perform extracurricular or non-extra-curricular duties on a full-time basis must receive a prorated stipend. Stipend requests must be submitted by Principals and Department Heads for authorization and processing by the Compensation Director and Authorized Reviewers.

Stipend assignments are primarily designated for professional “exempt” employees only. If a stipend is to be assigned to an Auxiliary/Classified employee, then the request must be approved by the Superintendent or Assistant Superintendent for Human Resources. It is the responsibility of the Principal or program Department official to verify that the employee fulfills all the requirements for the stipend. Any changes affecting a stipend must be immediately reported to the HR Department for pay adjustment.

Notice to Employees with Stipends: Starting in July through September, the Compensation Department issues to all employees a Summary of Compensation that identifies the employee’s new base pay in addition to the new stipends assigned.

Overpayment/Underpayment of Stipends: Through the course of the employment year, if a stipend discrepancy is discovered, the District is obligated to make adjustments and recover the full amount that was inadvertently overpaid to an employee.

Stipends are categorized as assignment stipends, extra duty stipends or specialty stipends. Specific eligibility requirements for each of these are provided below. The following are the eligibility requirements for stipends.

ASSIGNMENT STIPENDS provided for providing additional management, organizational or supervisory responsibility.

Academic Facilitator

Stipend paid to all teachers at the Holmgreen campus.

Counselor Stipends:

Counselor Cluster Lead ES

The elementary school cluster lead is determined by interviews of current elementary school counselors. This stipend is paid on top of the regular counselor allotment stipend.

Current Acute Teacher Shortage Stipend

This stipend is paid at year end in a lump sum payment for employees teaching in the following areas: Special Education, Bilingual Education, Computer Science, Calculus, Health Science Technology, Technology Education and certain hard-to-fill languages other than English. These payments are paid to teachers at the end of the year for employees who fulfilled an entire school year. Human Resources reviews and updates the approved list each summer. Employees who receive a grandfathered Critical Needs Stipend are not eligible for this stipend.

Department Coordinator and Core Coordinator Stipends

Department Coordinators are secondary classroom teachers assigned by the principal to perform extra duties including (but not limited to): developing and conducting staff development, preparing and reviewing teacher lesson plans, master schedule work, attending District level department coordinator meetings, and chairing department meetings.

Enrichment Academy Stipends

Employees assigned to work at a designated enrichment academy work additional days based on the enrichment academy work calendar and are paid for these days based on their daily rate. Enrichment academy employees also receive a stipend or increased hourly rate for working at the enrichment academy.

Positions that receive additional pay include: Principal, Associate Principal, Professional Support Staff, Instructional Aides & Clerks, Secretaries, Tech Support Specialist, Food Service Worker, Food Service Manager, Custodian, Head and Assistant Head Custodian.

Environmental Education Teacher

Stipend paid for 6 extra days from a teacher pay scale. *This stipend will be discontinued for SY 27-28.*

Extra Class

High school teachers can agree in writing through the human resources department to teach an extra class each day as needed until a vacancy is filled

Field Maintenance Assistant HS

One per traditional high school campus. Maintains athletic grass fields at the HS Campus throughout the school year and summer. Includes mowing, trimming, painting and working with the maintenance department the watering schedule. Ensures the athletic fields are safe and in playing condition. The campus athletic coordinator determines which coach or teacher on campus performs these duties. This stipend is given in lieu of a class period off to perform this work.

Gifted and Talented Enrichment Stipends

These stipends are paid to one high school teacher at each traditional high school campus with an expectation that they work 3 extra days. *This stipend will be discontinued for SY 27-28.*

Grade Level Team Leader Stipends

These stipends are paid to elementary teacher team leaders (including discovery/specialist team) based on the number of teachers on the team. Principals determine who receives these stipends. Team Leaders are expected to attend Leadership Institute at the campus prior to contract start including a full day of leadership planning to work on the Campus Improvement Plan, determine campus goals for the year, review data, and plan for instruction. Team Leaders are responsible for attending all campus leadership team meetings

throughout the year in accordance with the principal's directives. Team Leaders plan for and lead weekly grade level PLC meetings and oversee all grade level requirements as required by the principal.

Instructional Coach

This stipend will be discontinued for SY 27-28.

JROTC Minimum Instructor Pay

JROTC teachers may receive a stipend based on the monthly minimum instructor pay (MIP) provided by the military branch based on that individual's rank and years of service. The MIP stipend is reevaluated annually and may be offset by pay raises provided by the District. If the teacher pay including stipends exceeds the MIP amount provided by the military branch the instructor does not receive an MIP stipend.

Language Support Teacher Stipend

Elementary school teachers, are not the classroom teacher of record, are paid this stipend to develop a schedule for providing small group intervention. These employees qualify for Teacher Retention Allotment and also receive the bilingual or ESL stipend.

Lead Agriculture Stipend I & II

These stipends are provided to the site manager of the ASTA program who is on a 226-day calendar.

Social Emotional Behavior Facilitator

Paid at the elementary and middle school level. *This stipend will be discontinued for SY 27-28.*

Special Education Department Coordinator

Paid for 81+ PRDS

Special Program Team Lead

These are for the elementary level and Holmgreen. Similar to grade level team leads other than this stipend is provided for leading the Art, PE, Library, Music, Reading, Math, STEM, GT, Counselor areas. This stipend is sometimes split and shared based on principal discretion and is sometimes given to specialists over academics rather than a teacher.

Subject Facilitator Stipends

These stipends are paid to elementary, NAMS and NAHS teacher team leaders based on the number of teachers on the team. Principals determine who receives these stipends. Subject areas at the elementary level include Math, Reading, Science, and Social Studies. These facilitators attend district level meetings with the Curriculum & Instruction Content Specialist in the summer, prior to contract time, to outline goals for the year, review academic data for the content, discuss priorities for campus instruction in that content area, and collaborate with other campus' facilitators around best practices. This facilitator also attends additional district subject area facilitator meetings throughout the year on identified days (some are during the school day and others are after school) and the campus leadership institute and/or the campus leadership team meeting which are held prior to contract time at the campus to work on the CIP, determine campus goals for the year, review data, and plan for instruction.

Subject Specialists Stipends (Elementary)

Teacher Sign On Payment

Paid to new teachers teaching the following subjects: special education, EC-6th grade bilingual, math, science, CTE, world languages. These stipends are paid from Title II funds.

Teacher Relocation Payment

Paid to new teachers moving to the area from 100 or more miles away.

Travel Allowance Stipend

The district provides a travel allowance to employees in certain positions managed by the human resources department. Approved stipend amounts by position. The stipend is paid in lieu of mileage reimbursement for work related travel inside the school district boundaries.

For out-of-district, school-related travel (meetings, conferences, etc.), the employee will be reimbursed by the district at the same rate as all other District employees who receive reimbursement for travel. Travel stipends are not TRS eligible income.

School Turn Around (STAS) Principal Stipend

Stipends provided to principals asked to lead a campus designated as a Turn Around campus by Texas Education Agency. This stipend is for up to 3 years, with a review annually to ensure accountability expectations are being met.

EXTRA DUTY STIPENDS provided for staff members to work additional time on contracted days and/or additional non-contracted days as necessary as the lead or assistant to manage extracurricular and cocurricular activities.

Athletic Stipends

Assistant Athletic Coordinator

Stipend for the head coach at Health Careers HS to oversee the athletic programs on that campus.

Girls Athletic Assistant Coordinator

Stipend for one coach at each of the traditional high schools.

Athletic Coach Stipends

Maintain a quality sport program and is expected to provide campus athletic leadership for the assigned Middle and/or High School Sport as well as fulfill the duties and responsibilities of a teacher on the campus.

Baseball - HS only

Basketball (Boys/Girls)

Cross Country

Diving (Boys/Girls) - HS only

Football

Golf (Boys/Girls)

Head Coach (Boys/Girls) – MS only

Soccer (Boys/Girls)

Softball - HS only

Swimming (Boys/Girls) - HS only

Tennis (Boys/Girls)

Track (Boys/Girls)

UIL DEC Chair – Assistant Athletic Director serving as 28-6A chair

Volleyball

Water Polo - HS only

Fine Arts Stipends

These stipends vary from program to program, HS/MS/ES preparatory time and planning that is required to directly enhance the Fine Arts curriculum's learning objectives. The Fine Arts department determines who receives these stipends.

Music (MS/HS Band, MS/HS Choir, Mariachi, Orchestra)

HS Dance (HS Field Dance - Brandeis only, Fine Arts Dance, Dance Companies, World Dance)
Theater Arts
Elementary Art (Itinerant)
Elementary Music (Itinerant)
Strings (Elementary)
HS Spirit (Cheer, Dance Team, Drill, Pep Squad)

Sponsor Stipends:

Academic Decathlon Each high school campus is allotted 2 Academic Decathlon coaches.
Career & Technical Student Organizations (e.g. BPA, DECA, SkillsUSA)
eSports (must be approved by the Director for Teaching & Learning)
Junior National Honor Society (including language related)
National Honor Society
National Technical Honor Society (CTE)
Newspaper
Senior Class
Speech/Debate
Student Council
UIL Event
UIL Coordinator
Yearbook

Campus Discretionary Stipends:

Project Acorn
Robotics
Solar Cars

SPECIALTY/POSITION BASED STIPENDS provided to recruit or retain employees with high-demand certifications or teach specialized subjects.

Advanced Placement Asst

This stipend will be discontinued for SY 27-28.

Assistant Athletic Trainer

One per traditional high school. Assists athletic trainers and provides medical coverage at home games on campus and at district facilities as assigned by the athletic office.

Athletic Trainer

One per high school. Plans, coordinates, and supervises components of the athletic training program for student athletes in all sport programs and provides medical coverage at home games on campus and at district facilities as assigned by the athletic office.

Bilingual/English as a Second Language (ESL) Stipends

Stipends are paid to individuals holding a bilingual education or ESL supplemental certification and who are a:

- transitional bilingual teacher of record for preparation and delivery of instruction in the home language and English,
- dual language teacher of record for preparation and delivery of instruction in the home language and English,
- ESL teacher of record for providing academic and language support through content-based language instructional (CBLI) methods,
- teacher for providing academic and language support through CBLI methods to years 0-2 EB students,

- special education teachers (ALE and ECSE) teacher of record for supporting EB students in the classroom all day to develop home language literacy and/or become proficient in English through use of CBLI, or
- special education teachers (in-class support) if the teacher supports EB students in a bilingual classroom and the IEP goals that the special education will be providing language support and not just content

Career and Technical Education Stipends

Clinical Rotation, Career Prep & Education will move to supplemental pay for SY27-28.

Agriculture

All agriculture teachers at ASTA receive this stipend for work outside of regular contract times to include evening, weekends, and holidays due to the programming and having livestock facilities on campus.

Clinical Rotation

Coordinates work with hospitals for students in a clinical rotation.

Career Preparation (Previously titled Coop Education)

Performs site visits for students in the program.

Education

Stipend paid for supervision of students in the education program.

Cosmetology

This teacher supervises students who are required to gain 1,000 hours for state testing.

Doctorate Degree Stipends

Provided to employees holding a doctorate degree noted on transcript issued by a college or university which is accredited by a regionally recognized accrediting agency. Honorary degrees are not eligible for stipends.

Health Coordinator Stipends

One employee at each traditional high school that organizes CPR and other health related activities. *This stipend will be discontinued for SY 27-28.*

Master's Degree Stipends

Employees must be on a teacher pay schedule to receive this stipend. Provided to employees holding a master's degree noted on transcript issued by a college or university which is accredited by a regionally recognized accrediting agency. Honorary degrees are not eligible for stipends.

National Board Teacher Certificate Stipend

A stipend will be paid to educators who hold both a Texas teacher certificate and the National Board Teacher Certificate. This stipend is prorated based on the employee's work calendar and validity dates of the certificate. The allotment is disbursed in June as part of the Teacher Incentive Allotment (TIA) process. Sustainability of the TIA Program is contingent on continued state funding through the Texas Education Agency for this program.

On Ramps

This stipend was added because the teachers were required to travel to Austin regularly, but that is no longer required. *This stipend will be discontinued for SY 27-28.*

Special Education Stipends

SE ALE/AUT/BMC/ECSE Self Contained

SPEC ED Collaborative

Stadium Athletic Trainer

Stipend for two trainers to work events at district facilities.

Teacher Incentive Allotment (TIA)

This allotment offers resources to the district to increase teacher compensation and prioritize funding for high needs and rural district campuses. Northside ISD disburses 90% of each allotment received through its participation in TIA to the teacher of designation. The remaining 10% is used to cover a portion of the cost of implementing the program. The district is entitled to an allotment determined by a base amount multiplied by a high needs and rural factor. The allotment is disbursed in June. Sustainability of the TIA Program is contingent on continued state funding through the Texas Education Agency for this program.

OTHER STIPENDS:**Educator of the Year/First Year Educator of the Year**

Three finalists for elementary and secondary receive a one-time payment for a total of six awards.

Grandfathered Stipends

Some stipends have been dissolved but were determined to be eligible for grandfathering by the district. Employees who received stipends for the following purposes, which have since been dissolved, will continue to receive the stipends if the person maintains continuous employment in the district. Examples include career ladder, specific master's degrees, TIRP and specific critical need areas.

Trinity Prize

One teacher receives a one-time payment for this accomplishment.