

Waco Independent School District
2021-2022 Stipend Schedule

A stipend form must be completed and submitted to Human Resources by the appropriate principal and/or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Most annual stipends are paid over 24 paychecks for the year, unless otherwise noted.

Stipend Description	Stipend Amount
High School - Content/Critical Shortage	
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
High School - Special Programs	
Certified Nurse Assistant (CNA) Teacher - Requires RN designation and Texas Department of Aging and Disability Services approval	\$8,000
Advanced Certified Nurse Assistant (CNA) Teacher - Requires RN designation	\$8,000
Certified Nurse Assistant (CNA) Teacher - Requires LVN designation and Texas Department of Aging and Disability Services approval	\$4,000
Welding	\$4,500
High School - Fine Arts	
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$16,000
High School Assistant Band Director (207 Day Calendar)	\$7,500
High School Mariachi Band Director	\$3,000
High School Steel Drum Director	\$1,500
Color Guard/Flag Corps	\$2,000
Jazz/Stage Band	\$2,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$6,000
High School Assistant Choir Director	\$4,000
High School Show Choir Director	\$1,000
High School Orchestra Director (Multi Campuses)	\$8,500
High School Theater Arts Director	\$6,000
High School Assistant Theater Arts Director	\$4,000
Performing Arts Facility Manager	\$3,000
High School Extracurricular, UIL & Other Academic Activities/Programs	
Cheerleader Sponsor, Varsity	\$5,000
Cheerleader Sponsor, Asst. Varsity	\$3,000
Drill Team Sponsor, Varsity	\$4,500
Drill Team Sponsor, Asst. Varsity	\$3,000
High School Yearbook Sponsor	\$2,000
High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Debate Sponsor	\$1,500
High School UIL Speech Sponsor	\$1,500
High School UIL Academic Contest Sponsor (per event)	\$700
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000
Middle School - Content/Critical Shortage	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFIED) - Stipend amount will be prorated based on the number of sections taught in the content area	50% of the content stipend, maximum of \$3,000. .
Middle School - Fine Arts	
Middle School Band Director	\$6,000
Middle School Assistant Band Director	\$4,000
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Middle School Theater Arts Director	\$3,000
Middle School Extracurricular, UIL & Other Academic Activities/Programs	
Middle School Cheerleader Sponsor	\$2,000
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400

Stipend Description	Stipend Amount
Elementary - Content/Critical Shortage, Special Programs & Other Academics/UJL	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$5,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to Teacher	\$2,000
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UJL Coordinator	\$500
Campus - Various Levels - Academics, Special Programs & Other Extracurriculars/Academic Activities/UJL	
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
ESL - Secondary (CERTIFIED ONLY)	
1% to 25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% to 75% Students Served	\$1,500
76% to 100% Students Served	\$2,000
New Teacher Campus Coordinator (1 per campus, paid annually in June)	\$1,000
Safe School Student Coordinator (Must be paid by campus budget and duties performed outside of work hours)	\$1,150
History Fair Campus Coordinator	\$500
Non-UJL Advanced Competition (outside of contract period)	\$500
Special Education Program Areas	
Special Education SAIL Teacher	\$4,000
Special Education Self-Contained PPCD, Achieve & Aspire, Visually Impaired Teacher	\$3,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Olympics Coach - Available only for Special Education Instructional Specialist, Adaptive PE Teacher, and VI Teacher	\$2,500
Deaf Ed Interpreter – Cert. Level I,II,III	\$2,000
Sign Language Interpreter - BEI Advanced Certification	\$3,000
Bilingual/Translator Diagnostician*	\$3,000
Bilingual/Translator Speech Pathologist*	\$3,000
Bilingual/Translator LSSP*	\$3,000
Bilingual/Translator ARD Facilitator*	\$3,000
*Must possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate Special Education related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	
District - Various Levels - Academics & Special Programs	
Bilingual/Translator Dyslexia Specialist - Must possess appropriate professional certification(s) including bilingual teaching credentials; be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate dyslexia assessments and instruct bilingual students, conduct related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	\$3,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Counselor, Lead High School	\$1,000
Counselor, Lead Middle School	\$1,000
Counselor, Lead Elementary	\$1,000
Lead Elementary Art Teacher	\$1,000
Lead Secondary Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Parent as Teacher (PAT Program)	\$2,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - paid bi-annually in December and May	Various Amounts - Assigned by Baylor School of Education
New Teacher Mentor Stipend - paid annually in June	\$500 per assigned mentee
Grade Level Chair, Elementary (Grades PK-5)	\$1,000
Campus Specials Chair, Elementary (Grades PK-5)	\$1,000
Department Chair, Secondary (Core, Special Ed, Fine Arts)	\$1,000
Reading Recovery Teacher Leader - Stipend covers extra days worked or attending training outside of regular contracted work days	\$13,000

Stipend Description	Stipend Amount
Athletic Stipends	
HS Campus Athletic Coordinator (1 Boys, 1 Girls Per Campus)	\$7,000
Head Varsity Coach	
Baseball	\$8,000
Basketball	\$9,000
Cross Country	\$7,000
Golf (Year Round)	\$6,000
Powerlifting	\$3,000
Soccer	\$8,000
Softball	\$8,000
Tennis	\$7,500
Track	\$7,000
Volleyball	\$8,000
Football Offensive/Defensive Coordinator*	\$8,500
Assistant Varsity/JV/9th Coach	
Baseball, Varsity Asst.	\$5,000
Baseball, JV/9th	\$4,000
Basketball, Varsity Asst.	\$5,000
Basketball, JV/9th	\$4,000
Football, Varsity Asst.*	\$6,500
Football, JV/9th**	\$5,500
Powerlifting, Varsity Asst.	\$2,000
Soccer, Varsity Asst.	\$5,000
Soccer, JV/9th	\$4,000
Softball, Varsity Asst.	\$5,000
Softball, JV	\$4,000
Tennis, Asst.	\$3,500
Track, Asst.	\$3,000
Volleyball, Varsity Asst.	\$5,000
Volleyball, JV/9th	\$4,000
After School Single Sport Assistant (except football)	\$2,000
*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).	
**Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
Middle School Athletics	
Athletic Coordinator, Middle School (1 Boys, 1 Girls per school)	\$2,000
Basketball, Middle School	\$2,000
Cross Country, Middle School	\$2,000
Football, Middle School	\$2,000
Golf, Middle School	\$2,000
Head Football, Middle School	\$3,500
Soccer, Middle School	\$1,600
Tennis, Middle School	\$2,000
Track, Middle School	\$2,000
Volleyball, Middle School	\$2,000
Single Sport (After School), Middle School	\$1,200
Miscellaneous Athletic Stipends	
Tournament Coordination	\$700
Transformation Waco	
Master Teacher, Transformation Waco	\$13,000
TIA Teacher Expert, Transformation Waco	\$750
Opportunity Culture	
Multi-Classroom Leader (MCL)	\$13,000
Multi-Classroom Leader (MCL) II	\$16,000
Master Team Reach Teacher (MTRT)	\$5,000
Team Reach Teacher (TRT)	\$2,500
Reach Associate (RA)	\$1.3369 per hour added to hourly rate of pay (equivalent of \$2000 stipend)