

**Waco Independent School District
2022-2023 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	
Specialized Health Science Teacher (GWAHCA Only) - Requires appropriate licensure/certification meeting industry standards for the following courses/certification pathways: Community Health Worker (CHW); Certified Nurse Assistant (CNA); Certified Clinical Medical Assistant (CCMA); Pharmacy Technician (CPHT); or Clinical Ethics	\$6,000
Health Science Teacher (WHS and UHS Only) - Requires appropriate licensure/certification meeting industry standards	\$4,000
Welding	\$4,500
Future Educators Academy Teacher - Two teachers from each WHS and UHS - Grow Your Own Grant Funded for 22-23 and 23-24 only - Must teach Principles of Education, Instructional Practices and/or Practicum	\$2,500
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

Stipend Description	Stipend Amount
Middle School - Fine Arts	
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
Elementary - Content/Critical Shortage, Special Programs & Other Academics/UIL	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$6,000
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 UIL Coordinator	\$500
Campus - Various Levels - Academics, Special Programs & Other Extracurriculars/Academic	
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-UIL Advanced Competition (outside of contract period)	\$500
Transformation Waco	
Master Teacher I, Transformation Waco	\$13,000
Master Teacher II, Transformation Waco	\$16,000
TIA Teacher Expert, Transformation Waco	\$750
Executive Coach/Chief Academic Officer, Transformation Waco	\$35,000
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)

Stipend Description	Stipend Amount
Teacher Leadership	
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
Special Education Program Areas	
Special Education SAIL Teacher	\$4,000
Special Education Self-Contained PPCD, Achieve, Aspire	\$3,000
Special Education Visually Impaired Teacher	\$6,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Olympics Coach	\$2,500
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	
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	\$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 Speech Language Pathologist (ASHA certified)	\$2,000
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
Lead Registered Nurse (RN)	\$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

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/Cross Country, 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	
**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	
Audio-Visual - Athletic Support	\$7,000
Photographer - Athletic Support	\$3,000
Tournament Coordination	\$700

Stipend Description	Stipend Amount
Recruiting Stipends/Incentives	
New Special Education Teacher Signing Incentive: New-to-Waco ISD Special Education Teacher hired by August 4, 2022; requires new teacher to hold both Special Education and Core Content Certifications (one-time payment on September 15th check). HR will review and submit for payment.	\$1,500
Baylor/Tarleton New Teacher Recruitment and Retention Incentive: Recent graduate of Baylor or Tarleton State Universities, newly hired as a zero-year teacher who has served at least one semester in the past two (2) years as an intern, teacher assistant, resident assistant, etc. on a Waco ISD campus. Teacher is eligible for a \$500 retention incentive when returning for the following school year. (Both are a one-time stipend paid out in the August 31st check). HR will review and submit for payment.	\$500
Relocation Reimbursement Assistance: Newly hired teachers relocating to Waco from 250-499 miles may be approved for reimbursement of up to \$500; those greater than 500 miles may be approved for reimbursement of up to \$750. Request must be made in advance and approved by Human Resources (limited number are available). Receipts are required when submitting request for payment.	\$500 to \$750

Teacher Incentive Allotment (TIA) Supplemental Pay

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 75%, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, will be paid to the designated teacher. The other 15 % will be paid equally to the other high performing teachers on the designated teacher’s campus.

The remaining 10% will be collected at the district level and used for training/ support, expansion, administrative expenses, and professional development.

Employees who resign or retire: Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the retired teacher if the retired teacher notifies the district in writing by May 15. If an employee resigns, the funds will be redistributed to designated teachers and other high performing teachers from the campus the employee was assigned.

Updated 8/11/2022