



Mercedes ISD

2011-2012 Proposed Supplemental Stipends  
Board Approved 8/25/11

Assignment	Additional Paid Days 2010-2011	APPROVED STIPEND 2010-2011	2011-2012 Method of Payment	2011-2012 Proposed Changes to Days	2011-2012 Proposed Stipend Amounts	2011-2012 Difference in Amount
<b>All Employees</b>						
Perfect Attendance- Paraprofessional Staff		\$200.00	Feb/Jun		omit	omit
Perfect Attendance- Professional Staff		\$300.00	Feb/Jun		omit	omit
<b>General Stipends</b>						
Band- Director of Mariachi	15	\$5,250.00	12 months	10	\$5,250.00	
Band- Director of Orchestra	15	\$4,500.00	12 months	10	\$4,500.00	
Band- MHS Band Director	27	\$8,000.00	12 months	22	\$8,000.00	
Band- MJHS Band Director	15	\$4,750.00	12 months	10	\$4,750.00	
Band- Associate Band Directors	15	\$4,500.00	12 months	10	\$4,500.00	
Bilingual/ESL		\$1,500.00	12 months		\$1,500.00	
Campus Technology Coordinators		\$1,500.00	12 months		\$1,500.00	
Choir Stipend		\$5,000.00	12 months		\$5,000.00	
<b>Custodian of Records</b>					<b>\$1,500.00</b>	<b>1,500.00</b>
Dance Instructor		\$5,000.00	12 months		\$5,000.00	
District P.E. Coordinator		\$1,500.00	12 months		\$1,500.00	
Head Librarian plus	6	\$1,500.00	12 months	1	\$1,500.00	
<b>Head Nurse</b>					<b>\$2,500.00</b>	<b>2,500.00</b>
Master's Degree & teaching Concurrent/Dual Credit courses		\$1,500.00	12 months		\$1,500.00	
Master's Degree in teaching field		\$1,000.00	12 months		\$1,000.00	
Mentor Teacher Stipends (First Yr. Teachers)		\$250.00	Jan/Jun		\$250.00	
NGS (New Generation Systems) Lead Clerk Stipend		\$1,250.00	12 months		\$1,250.00	
Secondary Math (7 - 12)		\$2,000.00	12 months		\$2,000.00	
Secondary Science (7 - 12)		\$2,000.00	12 months		\$2,000.00	
Special Education - Special Olympics		\$2,500.00	12 months		\$2,500.00	
Special Education - Student Hygiene Elementary		\$500.00			\$500.00	
Special Education - Student Hygiene Secondary		\$1,000.00	12 months		\$1,000.00	
<b>Special Education- Certified Occupational Therapy Assistant</b>					<b>\$1,000.00</b>	<b>\$1,000.00</b>
Special Education- Licensed Specialist in School Psychology		\$1,500.00	12 months		\$1,500.00	
Special Education- Licensed Speech Language Pathologist (SLP)		\$1,000.00	12 months		\$1,000.00	
<b>Special Education- Licensed Speech Language Pathologist (Supervising SLP Assistant)</b>					<b>\$1,000.00</b>	<b>\$1,000.00</b>
<b>Special Education- Licensed Speech Language Pathologist CCC Certification</b>		\$5,000.00	12 months		<b>\$6,000.00</b>	<b>1,000.00</b>
<b>Special Education- Physical Therapy Assistant</b>					<b>\$1,000.00</b>	<b>\$1,000.00</b>
Special Education- Resource		\$1,000.00	12 months		\$1,000.00	
Special Education- Self Contained		\$1,500.00	12 months		\$1,500.00	
Special Education- Visually Impaired		\$3,500.00	12 months		\$3,500.00	
<b>Mercedes Academic Academy</b>						
Academic School - Head Teacher		\$1,500.00	12 months		\$1,500.00	
Academic School - Student Council		\$250.00	12 months		\$250.00	
<b>Mercedes Early College Academy</b>						
<b>Department Head- Math, Science, English, Social Studies</b>					<b>\$1,500.00</b>	<b>\$1,500.00</b>
<b>Junior Class Sponsor</b>					<b>\$1,500.00</b>	<b>\$1,500.00</b>
<b>Senior Class Sponsor</b>					<b>\$1,500.00</b>	<b>\$1,500.00</b>
<b>Yearbook</b>					<b>\$1,700.00</b>	<b>\$1,700.00</b>
<b>Mercedes High School</b>						
Agriculture		\$1,500.00	12 months		\$1,500.00	
Career & Technology Chair	5	\$1,500.00	12 months	0	\$1,500.00	
Cheerleader Sponsor	10	\$1,600.00	12 months	5	\$1,600.00	
Counseling Department Head		\$1,500.00	12 months		\$1,500.00	
Debonaire Sponsor	10	\$1,600.00	12 months	5	\$1,600.00	
English Department Head		\$1,500.00	12 months		\$1,500.00	
Foreign Language Department Head		\$1,500.00	12 months		\$1,500.00	
JROTC NCO		\$750.00	12 months		\$750.00	
JROTC Senior Sponsor		\$800.00	12 months		\$800.00	
Junior Class Sponsor		\$1,500.00	12 months		\$1,500.00	
Math Department Head		\$1,500.00	12 months		\$1,500.00	
Newspaper & Yearbook	5	\$1,700.00	12 months	0	\$1,700.00	
<b>PALS</b>		<b>\$600.00</b>	<b>12 months</b>		<b>\$600.00</b>	
Science Department Head		\$1,500.00	12 months		\$1,500.00	



Mercedes ISD  
2011-2012 Proposed Supplemental Stipends  
Board Approved 8/25/11

Mercedes High School Cont.	Additional Paid Days 2010-2011	APPROVED STIPEND 2010-2011	2011-2012 Method of Payment	2011-2012 Proposed Changes to Days	2011-2012 Proposed Stipend Amounts	2011-2012 Difference in Amount
Senior Class Sponsor		\$1,500.00	12 months		\$1,500.00	
Social Studies Department Head		\$1,500.00	12 months		\$1,500.00	
Special Education Department Head		\$1,500.00	12 months		\$1,500.00	
Student Council Sponsor		\$750.00	12 months		\$750.00	
UIL Coordinator		\$1,500.00	12 months		\$1,500.00	
AVID District Coordinator		\$1,500.00	12 months		\$1,500.00	
<b>Mercedes Junior High</b>						
UIL Coordinator		\$600.00	12 months		\$600.00	
Student Council Sponsor		\$500.00	12 months		\$500.00	
Head Counselor		\$900.00	12 months		\$900.00	
Cheerleader Sponsor	10	\$1,100.00	12 months	5	\$1,100.00	
Science Department Head		\$800.00	12 months		\$800.00	
History Department Head		\$800.00	12 months		\$800.00	
Math Department Head		\$800.00	12 months		\$800.00	
Reading Department Head		\$800.00	12 months		\$800.00	
Writing Department Head		\$800.00	12 months		\$800.00	
Special Education Department Head		\$800.00	12 months		\$800.00	
<b>UIL Academic Competition</b>						
CX debate, LD debate Events & Summer		\$3,000.00	May		\$3,000.00	
Persuasive & Informative		\$1,000.00	May		\$1,000.00	
Interpretive		\$1,500.00	May		\$1,500.00	
One Act Play		\$2,500.00	May		\$2,500.00	
Journalism		\$1,500.00	May		\$1,500.00	
All Other MHS Events		\$500.00	May		\$500.00	
Secondary Meets (Not to exceed 10 meets)		\$150.00	May		\$150.00	
Elementary Event (limit 2)		\$250.00	May		\$250.00	
Elementary Meets Saturday Meet		\$150.00	May		\$150.00	
Destination Imagination		\$1,000.00	May		\$1,000.00	
<b>Professional Travel and Cell Phone Stipend</b>						
Superintendent		\$7,200.00	12 months		\$7,200.00	
Assistant Superintendent		\$1,200.00	12 month		\$1,200.00	
<b>Athletic Stipends</b>						
<b>Football</b>						
Varsity/JV Assistants	15	\$4,625.00	12 months	10	\$4,625.00	
Coordinators	20	\$5,525.00		15	\$5,525.00	
9th Grade Head Football	15	\$4,025.00	12 months	10	\$4,025.00	
9th Grade Assistants	15	\$2,625.00	12 months	10	\$2,625.00	
Athletic Director/Head Football	39	\$12,200.00	12 months	34	\$12,200.00	
Junior High Head Football Coach	12	\$2,375.00	12 months	7	\$2,375.00	
Junior High Football Assistant Coach	12	\$2,150.00	12 months	7	\$2,150.00	
<b>Volleyball</b>						
Head Varsity Coach	15	\$4,500.00	12 months	10	\$4,500.00	
Assistants	15	\$2,000.00	12 months	10	\$2,000.00	
Head Junior High	5	\$1,500.00	12 months	0	\$1,500.00	
Junior High Assistants	5	\$1,300.00	12 months	0	\$1,300.00	
<b>Soccer</b>						
Head Varsity Coach		\$4,500.00	12 months		\$4,500.00	
Assistants		\$2,000.00	12 months		\$2,000.00	
Head Junior High		\$1,500.00	12 months		\$1,500.00	
Junior High Assistants		\$1,300.00	12 months		\$1,300.00	
<b>Basketball (G &amp; B)</b>						
Head Varsity Coach		\$4,500.00	12 months		\$4,500.00	
Assistants		\$2,000.00	12 months		\$2,000.00	
Head Junior High		\$1,500.00	12 months		\$1,500.00	
Junior High Assistants		\$1,300.00	12 months		\$1,300.00	



Mercedes ISD  
 2011-2012 Proposed Supplemental Stipends  
 Board Approved 8/25/11

Athletic Stipends Cont.	Additional Paid Days 2010-2011	APPROVED STIPEND 2010-2011	2011-2012 Method of Payment	2011-2012 Proposed Changes to Days	2011-2012 Proposed Stipend Amounts	2011-2012 Difference in Amount
<b>Track (G &amp; B)</b>						
Head Varsity Coach		\$4,500.00	12 months		\$4,500.00	
Assistants		\$2,000.00	12 months		\$2,000.00	
Head Junior High		\$1,500.00	12 months		\$1,500.00	
Junior High Assistants		\$1,300.00	12 months		\$1,300.00	
<b>Baseball &amp; Softball</b>						
Head Varsity Coach		\$4,500.00	12 months		\$4,500.00	
Assistants		\$2,000.00	12 months		\$2,000.00	
Head Junior High		\$1,500.00	12 months		\$1,500.00	
Junior High Assistants		\$1,300.00	12 months		\$1,300.00	
<b>Cross Country</b>						
Head Cross Country	15	\$5,000.00	12 months	10	\$5,000.00	
Assistants	5	\$1,850.00	12 months	0	\$1,850.00	
Jr. High Cross Country	5	\$1,300.00	12 months	0	\$1,300.00	
<b>Tennis (B &amp; G) All Year</b>						
Head Varsity	10	\$6,000.00	12 months	5	\$6,000.00	
Assistants		\$4,000.00	12 months		\$4,000.00	
Junior High		\$3,000.00	12 months		\$3,000.00	
<b>Golf (B &amp; G) All Year</b>						
Head Varsity	10	\$6,000.00	12 months	5	\$6,000.00	
Assistants		\$4,000.00	12 months		\$4,000.00	
Junior High		\$3,000.00	12 months		\$3,000.00	
<b>Powerlifting (B &amp; G)</b>						
Head Varsity		\$4,500.00	12 months		\$4,500.00	
Assistants		\$2,000.00	12 months		\$2,000.00	
<b>Trainer</b>						
Head Trainer	20	\$10,000.00	12 months	15	\$10,000.00	
Assistants	20	\$10,000.00	12 months	15	\$10,000.00	
<b>Other Athletic Personnel</b>						
Media Specialist	15	\$2,500.00	12 months	10	\$2,500.00	
Media Specialist Assistant	5	\$2,000.00	12 months	0	\$2,000.00	
Strength and Conditioning		\$1,500.00	12 months		\$1,500.00	
Girls Coordinator	5	\$2,350.00	12 months	0	\$2,350.00	
Boys Coordinator	5	\$2,350.00	12 months	0	\$2,350.00	
P.E. Coordinator/Girls	5	\$3,650.00	12 months		\$3,650.00	
Off-Season Coordinator		\$3,000.00	12 months		\$3,000.00	
Junior High School Athletic Coordinator	3	\$1,000.00	12 months	0	\$1,000.00	
<b>Junior High School Off Season Coordinator</b>	<b>3</b>	<b>\$2,000.00</b>	<b>12 months</b>	<b>0</b>	<b>\$2,000.00</b>	



Mercedes ISD

2011-2012 Proposed Supplemental Stipends  
Board Approved 8/25/11

Compensation- Extra Duty (Hourly Compensation)	Additional Paid Days 2010-2011	APPROVED STIPEND 2010-2011	2011-2012 Method of Payment	2011-2012 Proposed Changes to Days	2011-2012 Proposed Stipend Amounts	2011-2012 Difference in Amount
Tutoring		\$22.00	Monthly		\$22.00	
High School tutors		\$7.25	Monthly		\$7.25	
College Student Workers		\$8.00	Monthly		\$8.00	
GED Testing Secretary		\$11.00	Monthly		\$11.00	
GED Testing Examiners		\$24.00	Monthly		\$24.00	
Extended Day (Certified Teachers - Core Subjects)		\$22.00	Monthly		\$22.00	
Extended Day (Certified Teachers - Non-Core Subjects)		\$20.00	Monthly		\$20.00	
Extended Day Site Coordinator		\$24.00	Monthly		\$24.00	
In-School Tutorials Certified (Certified, Retired Teachers)		\$20.00	Monthly		\$20.00	
In-School Tutorials Degree (Degreed - Non Certified)		\$18.00	Monthly		\$18.00	
In-School Tutorials Non-degree		\$7.25	Monthly		\$7.25	
Gifted & Talented Testing		\$24.00	Monthly		\$24.00	
Administration of Tests Credit by Exam		\$24.00	Monthly		\$24.00	
In-Service Training		\$16.00	Monthly		\$16.00	
Maintenance Substitutes		\$7.25	Monthly		\$7.25	
<b>Substitute Employees</b>						
Non-Degreed Substitute Teacher		\$65.00	Monthly		\$65.00	
Non-Degreed 6+ days Substitute Teacher		\$70.00	Monthly		\$70.00	
Degreed Substitute Teacher		\$75.00	Monthly		\$75.00	
Degreed 6+ days Substitute Teacher	6+	\$80.00	Monthly	11+	\$80.00	
Degreed and Certified Substitute Teacher		\$100.00	Monthly		\$100.00	
Degreed and Certified 6 + days Substitute Teacher	6+	\$110.00	Monthly	11+	\$110.00	
Substitute Bus Driver		\$8.00 / hour	Bi-monthly		\$8.00 / hour	
Substitute Maintenance Worker		\$7.25 / hour	Bi-monthly		\$7.25 / hour	
Substitute Cafeteria Worker		\$7.25 / hour	Bi-monthly		\$7.25 / hour	
<b>Summer School (Hourly Rate)</b>						
Attendance, Assistants, Clerk, Specialists, Parent Liaison, Secretary		\$12.00	June/July		\$12.00	
LVN		\$20.00	June/July		\$20.00	
Degreed Non Certified		\$18.00	June/July		\$18.00	
Certified Teacher - Art, Music, P.E., Retirees, Non-core, 21st century		\$22.00	June/July		\$22.00	
Teacher - Lead, Librarian, RN, Special Ed, Content Mastery, Core, Novanet, TAKS		\$26.00	June/July		\$26.00	
Counselor		\$27.00	June/July		\$27.00	
Facilitator		\$28.00	June/July		\$28.00	
Principal		\$30.00	June/July		\$30.00	
<b>After School Centers on Education (ACE) Program</b>						
Extended Day Site Coordinator		\$28.00	Monthly		\$28.00	
After School Lead Teacher - Facilitators		\$26.00	Monthly		\$26.00	
Teachers (core subjects)		\$24.00	Monthly		\$24.00	
Teachers (non core)		\$22.00	Monthly		\$22.00	
Instructional Assistant 1- 5 years		\$ 12 / hour	Monthly		\$ 12 / hour	
Instructional Assistant 6- 11 years		\$ 14 / hour	Monthly		\$ 14 / hour	
Instructional Assistant 12- 15 years		\$ 15 / hour	Monthly		\$ 15 / hour	
Instructional Assistant 15+ years		\$ 17 / hour	Monthly		\$ 17 / hour	
Data Entry Clerks 1- 5 years		\$ 13 / hour	Monthly		\$ 13 / hour	
Data Entry Clerks 6- 11 years		\$ 15 / hour	Monthly		\$ 15 / hour	
Data Entry Clerks 12- 15 years		\$ 17 / hour	Monthly		\$ 17 / hour	
Data Entry Clerks 15+ years		\$ 18 / hour	Monthly		\$ 18 / hour	
<b>Absence Deduction- Extended Sick Leave</b>						
Food Service		Hrly. Rate	Monthly		Hrly. Rate	
Transportation		Hrly. Rate	Monthly		Hrly. Rate	
Maintenance		Hrly. Rate	Monthly		Hrly. Rate	
Para-Professional		\$55.00	Monthly		\$55.00	
Professional		\$110.00	Monthly		\$110.00	