



Stipend Review

Kingsville Independent School District

Dane Adkinson, Ed.D

Senior Compensation Consultant

February 12, 2015

Texas Association of School Boards

HR Services

P.O. Box 400

Austin, TX 78767-0400

(800) 580-7782

<http://hrservices.tasb.org>

TABLE OF CONTENTS

I.	Introduction	3
II.	District Practices	4
III.	Stipend Market	6
IV.	Recommendations	11
V.	Proposed Stipend Plans	14

Kingsville ISD (KISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a review of the district's current stipend and supplement compensation plans. The purpose of the study was to objectively examine pay equity for employees and to determine if pay levels for these assignments are competitive. The primary goals for the study are to:

- develop market data from peer districts;
- assess competitiveness of district pay compared to job market prices;
- realign pay amounts to current market conditions;
- identify strategies and models for improving any existing pay inequities; and
- provide a cost estimate for adjustments to revised supplemental pay plans.

KISD desires to pay competitive salaries for teachers and other employees when compared to market peer districts. The district through the annual budget process maintains formal plans for extra-duty pay, supplements and incentives. These plans have evolved based on notions of internal equity related to the type of activity and level of program responsibility. An intentional design standard is not obvious and does not include a market strategy. Plans are administered as required by policy. Extra assignments and the basis for supplemental pay are listed and readily available. These include assignments and amounts irrespective of funding sources for:

- Athletic programs
- Academic support
- Performance arts
- Miscellaneous assignments, supplements and incentives.

Interviews conducted with key stipend program managers (HR, Music, Athletics, high school), survey data developed from area and regional school districts, along with analysis of the published plan are the sources for the following analysis.

1. The KISD annually spends about \$680,000 for supplements and extra-duty pay according to detail data provided by the district. About 160 uniquely labelled tasks with 380 assignments for special skills, job-duties, services or extra-duty (not overtime) account for the expenditure. There are 205 employees with scheduled payments and 90 (mostly UIL events) paid-as-submitted receiving these monies that are also assigned to perform a variety of regular district jobs. The vast majority of these employees are teachers. Additionally, approximately \$52,000 is paid teachers as an advanced degree incentive. The degree supplement is reviewed annually in the compensation maintenance process. Below is a count of assignments per payment scheduled employee. Seventy-five percent of the staff receiving the supplements in the study receives a single assigned amount. About 25% percent are paid for two or three assignments. Only four employees receive four or more supplements. This pattern is typical of other districts

EXHIBIT 1 – Distribution of Assignments

Number of Assignments	Count of Assignments
1	152
2	37
3	14
4	2
5	2
Total	287

Of the extra-pay assignments, an estimated 12% are performed by nonexempt employees. This occurs in numerous districts and requires oversight to comply with FLSA regulations.

2. Of the \$680,000 stipend payments, nearly \$212,000 is paid for teaching incentives (math, special education, etc.) and \$93,000 is paid for job and travel/technology supplements. These three pay supplement categories account for 45% of the \$680,000. Thirty-five percent of the supplemental pay (\$237,000) is for athletic coaching duties. This includes an estimated \$57,000 pay for “extra days worked”. These categories account for approximately 80% of the supplemental expenditure.

Additional-days are used not only in athletics but also in music supplements as well. Using days as a surrogate for pay supplement is an inefficient method to manage and gauge a purposeful relationship to stipend market prices. The direct method of single-supplement is best for insuring fewer inequities in pay for coaches or sponsors performing the same assignment.

Below is a distribution of stipends by categories used in the study to organize duties. This is an analysis of how the district’s resources are spent by combining the 160 unique tasks into fewer stipend categories. The teacher portion of all estimated supplemental expenditure is about 5% of base teacher pay (\$11 million). This amount is higher than the normal range of expenditure (2% to 3.5%) based on prior studies conducted by HR Services.

EXHIBIT 2 – Categories of Assignments

Stipend Category	No. of Assignments	Total Stipend Cost	Percent of Stipend Budget
Athletics	64	\$237,080	35%
Academic Teaching Incentives	75	212,318	31
Student Interests	97	66,000	10
Job Supplements	27	50,670	7
Academic Management	54	38,904	6
Business (travel/technology)	43	42,395	6
Performance Arts	13	33,522	5
Total	375	\$681,000	100.0%

3. In conjunction with stipend and extra-duty pay an examination of base teacher pay was done. These data show the district trailing the area market (8 districts) consistently six to seven percent even with solid increase for this year. District starting teacher pay is \$38,250 below the \$41,475 area market median. Average teacher pay is low at 93.0% or about \$3,600 less than market median pay which is \$48,953. The base teacher salary is in part the reason for the higher than normal portion of KISD supplemental expenditure. There is a district strategy to bridge the below market salaries with robust teaching supplements and other stipends. Below is a summary of common teaching incentives from the on-going compensation maintenance review using area and statewide enrollment-specific markets.

EXHIBIT 3 – Teaching Incentives Information

Teaching Supplements	Kingsville ISD	Median Stipend	Districts Reporting	Statewide 3,000-4,999
Department Chair HS*	\$1,200	\$800	7 of 8	\$1,264
Department Chair MS*	\$750	\$1,000	7 of 8	\$959
Master's Degree	\$500	\$1,000	7 of 8	\$984
Special Education	\$1,000	\$1,750	6 of 8	\$2,820
Department Chair ES*	\$750	\$660	5 of 8	\$904
ESL	\$500	\$500	5 of 8	\$1,358
Secondary Math	\$4,000	\$2,500	5 of 8	\$2,584
Secondary Science	\$4,000	\$1,750	4 of 8	\$2,395
Bilingual	\$1,000	\$2,000	3 of 8	\$1,861
Other	-	\$1,500	3 of 8	\$1,650
Signing	-	\$2,000	3 of 8	\$2,117
National Board Certification*	-	\$1,300	2 of 8	\$2,125
Campus Assignment*	-	\$1,000	1 of 8	\$2,167
Foreign Language	-	\$2,000	1 of 8	\$2,382
Mentor Teacher*	-	\$200	1 of 8	\$610
Subject-Area Masters	\$3,000	-	0 of 8	\$1,900
Statewide=64 reporting				

STIPEND MARKET

CHAPTER III

Market analysis was conducted for KISD benchmark extra-duty supplements. A total of 43 assignments (25 in athletics and 18 in academics-arts) were compared to a market comprised of 8 districts in the region plus benchmark (a total of 67 are collected in the survey) median values for all reporting districts (N=66) in ESC regions 1, 2 and 20. The ESC data were used in comparison when fewer than half the eight area districts reported survey data and to validate the values used in the primary comparisons. The comparison is based on total duty value which combines standardize stipend with additional consideration for days worked. Additionally, five typically salaried-jobs related to extra-duty assignments: Athletic Director/Head Football coach, High School Band Director, Athletic Trainer, Agriculture Science Teacher, and ROTC Instructor

The following districts were used as the comparison districts to assess the competitive job market. Comparison districts were selected on the basis of enrollment, location, and highest UIL classification. School district data was obtained from the most recent available surveys conducted by TASB HR Services.

EXHIBIT 4 – COMPARISON DISTRICTS

DISTRICT	ENROLLMENT	HIGHEST UIL CLASSIFICATION
Kingsville ISD	3,429	4A
Alice ISD	5,395	5A
Aransas County ISD	3,235	4A
Calallen ISD	3,972	5A
Corpus Christi ISD	39,125	6A
Orange Grove ISD	1,873	4A
Rio Grande City CISD	10,800	5A
West Oso ISD	2,126	4A

Market Comparisons

Stipend payments are very low to market for both athletics and performance arts-academics. Of the 43 stipends checked, 27 stipend total values show below market with only 10 assignments above market rates. Six of the stipend assignments are deemed close (within 10% median market price) to total market value for comparable assignments. The median to market comparison for athletics stipend value is 79% while the same statistic for arts-academics is 86%. The values are consistently well below market. The detailed data are included in this report. It should be noted that the percent difference from market may be slightly inflated for smaller value stipends.

EXHIBIT 5 – MARKET COMPARISONS – ATHLETICS STIPENDS

	Stipend Assignment	Market Total Value ⁽¹⁾	District - Current	
			Total Stipend Value	Compare to Market %
1	Baseball Head	\$5,341	\$3,300	62%
2	Basketball Head	\$5,889	\$5,919	101%
3	Cross Country Head	\$4,731	\$4,680	99%
4	Football Coord/First Asst	\$8,991	\$11,061	123%
5	Golf Head (Year-Round)	\$6,022	\$4,100	68%
6	Powerlifting Head	\$4,696	\$3,300	70%
7	Soccer Head	\$5,913	\$3,300	56%
8	Softball Head	\$5,426	\$3,300	61%
9	Tennis Head (Year-Round)	\$6,521	\$4,500	69%
10	Track Head	\$5,511	\$4,600	83%
11	Volleyball Head	\$6,101	\$6,847	112%
12	Baseball Asst	\$3,492	\$2,000	57%
13	Basketball 9th/JV	\$3,624	\$2,000	55%
14	Basketball Asst	\$3,574	\$2,000	56%
15	Football Asst	\$7,700	\$7,347	95%
16	Football JV	\$6,355	\$5,547	87%
17	Soccer Asst	\$3,321	\$2,000	60%
18	Softball Asst	\$3,197	\$2,000	63%
19	Track Asst	\$3,272	\$2,000	61%
20	Volleyball Asst	\$3,845	\$3,419	89%
21	Basketball MS	\$1,932	\$1,700	88%
22	Football Asst MS	\$3,378	\$3,119	92%
23	Tennis MS	\$2,425	\$3,000	124%
24	Track MS	\$1,908	\$1,700	89%
25	Volleyball MS	\$2,876	\$1,700	59%
District Comparison to Market				79%

(1) Market total value includes the cost of extra days only for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's average teacher daily rate.

EXHIBIT 6 – MARKET COMPARISONS – ACADEMICS/PERFORMING ARTS STIPENDS

	Stipend Assignment	Market Total Value (1)	District - Current	
			Total Stipend Value	Compare to Market
1	Band HS Asst Director	\$8,134	\$6,337	78%
2	Choir HS Director	\$4,877	\$1,000	21%
3	Dance/Drill Team HS Director	\$3,215	\$2,000	62%
4	Band MS Director	\$8,879	\$4,837	54%
5	Cheerleading HS Asst Sponsor	\$1,906	\$1,500	79%
6	Cheerleading HS Sponsor	\$2,957	\$3,000	101%
7	Drama/Theatre Advisor	\$2,427	\$1,375	57%
8	National Honor Society Advisor H	\$850	\$1,500	176%
9	Newspaper Advisor	\$1,013	\$750	74%
10	One-Act Play Sponsor	\$2,600	\$1,375	53%
11	Student Council Advisor HS	\$1,300	\$1,500	115%
12	UIL Campus Coordinator HS ²	\$1,258	\$3,000	238%
13	UIL Subject-Area Coach HS	\$720	\$750	104%
14	Yearbook Advisor	\$1,258	\$750	60%
15	Cheerleading MS Sponsor	\$1,892	\$1,750	93%
16	Student Council Advisor MS	\$607	\$750	124%
17	UIL Subject-Area Coach MS	\$638	\$600	94%
18	ROTC Sponsor	\$2,500	\$3,000	120%
District Comparison to Market				86%

(1) Market total value includes the cost of extra days only for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's average teacher daily rate.

EXHIBIT 7 – MARKET COMPARISONS – Salaried Positions

Surveyed Position	KISD Avg Salary	Market Median	Comparison
Dir Athletics/Head Football Coach	81,800	86,000	95%
Athletic Trainer	51,789	54,743	95%
High School Band Director	60,841	69,325	88%
Agriculture Science Teacher	52,188	61,420	85%
ROTC Instructor	85,696	71,310	120%

It was noted in administrator interviews that a substantial percentage of Kingsville ISD students participate in extracurricular activities and the district's teams -- athletic, academic and performing arts groups -- are strong contenders. Campus and program administrators noted the difficulty in recruiting coaches and sponsors to

participate beyond a typical school day. Depending on the strength of student interest in before- and after-school activities and the level of teacher involvement required, stipend values likely should be improved to mostly align with market median values.

Proposed stipend amounts for benchmark assignments are depicted in the following two exhibits. Since stipends are not recommended for reduction to match market values for current incumbents, when those stipends that are currently below market are adjusted upward, the overall comparison to market increases, as well. When adjustments are made, overall Athletics stipends move to 102 percent of market, and Academics and Performing Arts stipends move to 105 percent of market. This is considered to be plans that are at market and consistently competitive.

EXHIBIT 8 – PROPOSED STIPEND VALUES – ATHLETICS STIPENDS

	Stipend Assignment	Market Total Value (1)	District - Proposed	
			Proposed Total Stipend [§]	Compare to Market %
1	Baseball Head	\$5,341	\$5,500	103%
2	Basketball Head	\$5,889	\$6,000	102%
3	Cross Country Head	\$4,731	\$4,800	101%
4	Football Coord/First Asst	\$8,991	\$9,250	103%
5	Golf Head (Year-Round)	\$6,022	\$5,900	98%
6	Powerlifting Head	\$4,696	\$4,800	102%
7	Soccer Head	\$5,913	\$6,000	101%
8	Softball Head	\$5,426	\$5,500	101%
9	Tennis Head (Year-Round)	\$6,521	\$6,400	98%
10	Track Head	\$5,511	\$5,500	100%
11	Volleyball Head	\$6,101	\$6,250	102%
12	Baseball Asst	\$3,492	\$3,400	97%
13	Basketball 9th/JV	\$3,624	\$3,500	97%
14	Basketball Asst	\$3,574	\$3,500	98%
15	Football Asst	\$7,700	\$7,750	101%
16	Football JV	\$6,355	\$6,400	101%
17	Soccer Asst	\$3,321	\$3,250	98%
18	Softball Asst	\$3,197	\$3,250	102%
19	Track Asst	\$3,272	\$3,250	99%
20	Volleyball Asst	\$3,845	\$3,850	100%
21	Basketball MS	\$1,932	\$2,250	116%
22	Football Asst MS	\$3,378	\$3,400	101%
23	Tennis MS	\$2,425	\$2,500	103%
24	Track MS	\$1,908	\$2,250	118%
25	Volleyball MS	\$2,876	\$2,750	96%
District Comparison to Market				102%

[§]Proposed stipend includes also current value for employee days

EXHIBIT 9 – PROPOSED STIPEND VALUES – ACADEMICS/PERFORMING ARTS STIPENDS

	Stipend Assignment	Market Total Value (1)	District - Proposed	
			Proposed Total Stipend [§]	Compare to Market % Proposed
1	Band HS Asst Director	\$8,134	\$8,500	105%
2	Choir HS Director	\$4,877	\$4,750	97%
3	Dance/Drill Team HS Director	\$3,215	\$3,000	93%
4	Band MS Director	\$8,879	\$8,000	90%
5	Cheerleading HS Asst Sponsor	\$1,906	\$2,000	105%
6	Cheerleading HS Sponsor	\$2,957	\$3,200	108%
7	Drama/Theatre Advisor	\$2,427	\$2,250	93%
8	National Honor Society Advisor H	\$850	\$1,200	141%
9	Newspaper Advisor	\$1,013	\$1,000	99%
10	One-Act Play Sponsor	\$2,600	\$2,250	87%
11	Student Council Advisor HS	\$1,300	\$1,500	115%
12	UIL Campus Coordinator HS ²	\$1,258	\$1,500	119%
13	UIL Subject-Area Coach HS	\$720	\$800	111%
14	Yearbook Advisor	\$1,258	\$1,250	99%
15	Cheerleading MS Sponsor	\$1,892	\$1,900	100%
16	Student Council Advisor MS	\$607	\$750	124%
17	UIL Subject-Area Coach MS	\$638	\$650	102%
18	ROTC Sponsor	\$2,500	\$3,000	120%
District Comparison to Market				105%

[§]Proposed stipend includes also current value for employee days

Following are a priority listing of recommendations for the Kingsville ISD stipend plan. They address the most significant issues in the district's current stipend structure, reflect current budget circumstances, and advance to a market competitive position for the district.

Recommendation 1

Improve the extra-duty stipend amounts that are low to market values and increase the consistency of amounts paid relative to market price of assignment.

- On average, Kingsville ISD extracurricular stipends compare low to market, though there are some areas in which the district pays well above market median value. To achieve market competitiveness and consistency, the district must realign its extra duty stipend structure with market values.
- Improvements are most effective if implemented as a whole as soon as feasible.
- When stipends are adjusted to better match market value, the district can expect a cost increase of \$75,000, or 11.0 percent increase to the current stipend and supplemental pay budget.

Recommendation 2

Discontinue job stipends that can be better managed as part of base pay.

- There are five job titles with pay identified as supplements for performing work or assuming responsibilities that are basic elements of the job. These payments noted as supplements should be eliminated and the varying amounts continued for employees. This is a not a reduction in pay or wage.
 - Job titles include assistant principal (HS), athletic trainer, bus driver, custodian/maintenance, lead custodian.
 - Lead custodian job will be reviewed and classified into separate pay grades in the compensation maintenance process.
 - A total of 28 employees are currently assigned and receiving associated supplements.
- As a guide, extra-duty work that dominates a regular teacher work schedule or other job should be moved to a pay range, properly classified for salary purposes, and paid within a market-based pay range like other district jobs.
- In the proposed pay structures for 2014-15, Athletic Trainers are compensated on a midpoint range, so stipends are no longer necessary and the supplemental amount (\$7,500) should be included in the job salary.

- In total nearly \$50,000 total stipend payments should be rolled into salary and wage for 2015-16. For nonexempt positions, the inclusion for wage should be done as soon as possible.

Recommendation 3

Modify use of special education teaching supplements to focus on highest need instructional settings.

- Practice in other districts and administrator interview suggests increasing the teaching incentive for critical-need (e.g., self-contained units, life-skills) special education teachers. Identification of the staff would be done by the program manager.
- Teaching incentive market indicates the district is about \$750 lower than surrounding districts. Increasing the supplement for these teachers from \$1,000 to \$1,500 is suggested. The present supplement would be eliminated in 2015-2016.
- Currently employed special education staff not in the critical shortage areas would continue the current supplemental pay while in their present assignment. New or returning special education teachers not in the critical areas would not receive the supplement.

Recommendation 4

Eliminate the use of extra-days in the determination of assignment pay.

- This method produces inequitable pay for employees performing the same work.
 - Two coaches are assigned the exact same task though their pay for the work varies 21% due to years of total education experience: one is paid \$6,151 while another is paid \$5,088.
 - There may be no difference in the number of years performing the coaching assignment.
- Currently there are 26 employees paid a total of 374 extra days. Modifying the basis of the days supplement is intended to lessen pay inequity and not intended to save funds in fact there may be some slight increase in cost to move away from the current practice.
- Alternative solutions might be to (a) reduce the number of days consider as extra or (b) standardize the rate of pay applied for extra-days or (c) a combination of the two.

Recommendation 5

Establish supplemental pay guidelines to ensure extra-duty pay levels and practices support the district's educational objectives.

- Included in this recommendation are several guideline options that were generated during the study interview and data analysis process.

- Several extra duty stipends currently are split among multiple employees; in most cases two or three employees are sharing a single stipend. While there inevitably will be instances where a single teacher is not available to cover all the requirements of a particular club, sport, or other extracurricular activity, the district should consider limiting sharing of stipends among employees except where student participation in an activity would otherwise be significantly interrupted.
- Continue the general practice of paying-out supplemental amounts at the end of the extra-duty activity period or perhaps two-times per school year in conjunction with the payroll schedule especially for the smaller amounts (less than \$1,200). For the larger amounts (greater than \$1,200) include in the regular payroll cycle. In all instances, insure payments are made in the same fiscal year the work is performed.
- Sunset all stipends to ensure review for validity at least once on a 5-year cycle.
- The district may also consider documenting the scope of duties performed for each extra duty stipend and setting guidelines for what constitutes a stipend activity and what does not. The guidelines should include the time and amount of additional work involved in the activity, the general number of students participating in the club/team/group, and the number of events at which the club/team/group must compete or participate.
- Limit the number of supplemental assignments: suggestion is three.
- Extra duty work or any nonexempt employee given a supplement payment must provide weekly time records to insure district overtime requirements for nonexempt employees are met.

Recommendation 6

Review stipends against market value every other year, and adjust stipends as needed to maintain market competitiveness.

- Districts often don't update their stipend structures each year, due to financial constraints or inadvertent neglect. However, paying competitive extra duty stipends is critical to getting high-quality teachers who are able to support student activities during, before, and after the school day.
- Adjust the stipend plan at least every two years by 3% to 5% to maintain near market levels of pay. By creating a schedule for adjustment every two years, the district will limit its need to make small adjustments every year, but ensure it can budget for adjustments on a semi-regular basis. In at least five years conduct a complete audit and update of the district's supplemental pay plans.

Following are the proposed stipend structures, designed for 2015-2016 implementation.

2015-16 Proposed Extra Duty Stipends

Kingsville ISD

Category	Assignment	Level	Proposed Stipend	Comments
Aca-Incentive				
	Health Science	HS	5,000	
	Math/Science Stipend	HS	4,000	
	Math/Science Stipend	Int	4,000	
	Math/Science Stipend	MS	4,000	
	Media-Tech Instruc	HS	3,500	
	Special Ed - critical & shortage	all levels	1,500	
	Special Ed Stipend	ES	1,000	
	Special Ed Stipend	HS	1,000	
	Special Ed Stipend	Int	1,000	
	Special Ed Stipend	MS	1,000	
Aca-Mgt				
	Cluster Team Leader	Int	500	
	Department Head	ES	750	
	Department Head	HS	1,200	
	Department Head	Int	750	
	Department Head	MS	750	
	Department Head-202	HS	600	
	Dept VoAg	HS	1,200	
	Grade Chair	Int	375	

2015-16 Proposed Extra Duty Stipends

Kingsville ISD

Category	Assignment	Level	Proposed Stipend	Comments
Athletics				
	9th Football	HS	6,400	
	Athletic Trainer	HS	0	move to salary
	Baseball Asst	HS	3,500	
	Boys Basketball	Int	3,500	
	Boys Basketball Asst	HS	3,500	
	Boys Basketball Head	HS	6,000	
	Boys Soccer Asst	HS	3,250	
	Cross Country Asst	HS	3,250	
	Girls Basketball Asst	HS	3,500	
	Girls Soccer Asst	HS	3,250	
	Girls Track Asst	HS	3,250	
	Head Baseball	HS	5,500	
	Head Cross Country	HS	4,800	
	Head Girls Basketball	HS	6,000	
	Head Girls Soccer	HS	6,000	
	Head Golf	HS	5,900	
	Head Powerlift	HS	4,800	
	Head Softball	HS	5,500	
	Head Tennis	HS	6,400	
	Head Track	HS	5,500	
	Head Volleyball	HS	6,250	
	JV Boys Basketball	HS	3,500	
	MS Basketball	MS	2,250	
	MS Corr	MS	1,500	combined w FB = mrkt Head MS FB
	MS Football	MS	3,400	
	MS Tennis	MS	2,500	
	MS Track	MS	2,250	
	MS Volleyball	MS	2,750	
	Powerlift Asst	HS	2,500	
	Softball Asst	Alt	3,250	
	Track Asst	HS	3,250	
	Varsity Football Asst	HS	7,750	
	Varsity Football Asst	Int	7,750	
	Varsity Football Defense Coord	HS	9,250	days vary w mrkt
	Varsity Football Offense Coord	HS	9,250	days vary w mrkt
	Varsity Football ST Coord	HS	7,500	
	Video Coord	HS	600	
	Volleyball Asst	HS	3,850	

2015-16 Proposed Extra Duty Stipends

Kingsville ISD

Category	Assignment	Level	Proposed Stipend	Comments
Job				
	Assistant Principal Stipend HS only	HS	0	move to salary
	Bus Drivers	ADM-Drv	0	move to wage
	Cust/Maint/Stipend		0	move to wage
	Facilitator Stipend	ES	0	discont. - to salary
	Lead Custodian Stipend	ES	0	move to wage
	Lead Custodian Stipend	HS	0	move to wage
	Lead Custodian Stipend	Int	0	move to wage
	Lead Custodian Stipend	MS	0	move to wage
	Nurse-Lead	HS	0	move to salary
	Stipend	Int	3,000	
Other				
	Car Allowance		1,000	
	Car Allowance	ADM-I	1,000	
	Car Allowance	Alt	500	
	Car Allowance	ES	600	
	Car Allowance	Int	600	
	Car Allowance	MS	1,000	
	Car/Tech Allow	HS	500	
	Car/Tech Allow	MS	500	
	Car/Tech Allowance	HS	1,000	
	Car/Tech Allowance-207	ADM-I	1,000	
	Car/Tech Allowance-July	ADM	1,000	
	Car/Tech Allowance-July	ADM-I	900	
	Car/Tech Allowance-July	ADM-T	1,000	
	Military Coalition Ed for Children	HS	500	
	Phone Allowance	ADM	1,000	
	ROTC - Supplement	HS	3,000	
Performing Arts				
	Band Directors	HS	9,750	
	Band Directors/Assistants	HS	8,500	
	Band Directors/Assistants	MS	8,500	
	Choir (187Days)	Int	4,750	
	Speech/Drama Sponsor	HS	3,850	Speech + drama
	Spsnr-Chl/Drill/Nhs-186C	HS	3,000	
	Spsnr-Chrlr/Jv/Pep/Dl/Flg	ES	375	Butler & Martinez at MS share
	Spsnr-Chrlr/Jv/Pep/Dl/Flg	HS	3,000	
	T/C/Band Masters	HS	500	

2015-16 Proposed Extra Duty Stipends

Kingsville ISD

Category	Assignment	Level	Proposed Stipend	Comments
Student Interest				
	National Honor Society	HS	1,200	
	Newspaper/Yearbook	MS	750	
	Newspaper/Yearbook Sponsr	HS	2,250	
	Newspaper/Yearbook Sponsr	Int	750	
	Student Council Sponsor	HS	1,500	
	Student Council Sponsor	Int	750	
	Student Council Sponsor	MS	750	
	UIL-Event	ES	600	bdgt - pd as done
	UIL-Event	HS	800	bdgt - pd as done
	UIL-Event	Int	600	bdgt - pd as done
	UIL-Event	MS	650	bdgt - pd as done
	Destination Imagination	HS	1,200	bdgt - pd as done
	UIL-Calculator Math	HS	1,500	bdgt - pd as done