



# 2022-2023 TEACHER SALARY SCHEDULE El Paso Region

Years of Experience	Salary
0	\$55,500
1	\$56,000
2	\$56,250
3	\$56,500
4	\$56,750
5	\$57,000
6	\$57,250
7	\$57,500
8	\$57,750
9	\$58,250
10	\$58,750
11	\$59,000
12	\$59,750
13	\$60,250
14	\$60,750
15	\$61,000
16	\$61,600
17	\$62,350

Years of Experience	Salary
18	\$63,150
19	\$63,800
20	\$64,600
21	\$65,400
22	\$66,200
23	\$67,000
24	\$67,500
25	\$68,000
26	\$68,500
27	\$69,000
28	\$69,500
29	\$70,000
30	\$70,500
31	\$71,000
32	\$71,500
33	\$72,000
34	\$72,500
35	\$73,000

Common additional compensation but not limited to the following:

## TEACHER CAREER PATHWAY

### Pay Potential

**Level 3**  
IDEA Teacher  
**\$500 - \$1.5K**

**Level 4**  
IDEA Teacher  
**\$1k- \$3K**

**Level 5**  
IDEA Teacher  
**\$3.3k- \$10K \***

### APPLICATION APPROVED

for final local designation system approval in **Fall 2022**

### PERFORMANCE STIPEND PAY

opportunities based on annual board-approved plan.\*\*

Salaries are subject to change upon notice.

\*Based on teacher placement on TCP, highest amount earned based on master teacher designation for three consecutive years.

\*\*Performance Pay paid the following school year based on nominal duties that lead to previous year results



## 2022-23 TEXAS INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Stipends are awarded to qualified staff members twice per year, with the exception of the Hybrid Teacher Stipend which is paid monthly. Administrators are not eligible for stipends without the approval of the President and Superintendent. All salaried instructional staff must be actively employed at the time of payout to receive stipend installment.

Stipend Type	Requirement	Specifications	Annual
Hybrid Teacher	Teachers working on hybrid campuses work with students during one additional section during the school day, leaving 30 minutes for planning and 30 minutes for lunch, teach in a core content area that requires detailed daily planning and see a large number of students during the day. For a list of eligible campuses and further details please visit: <a href="#">Hybrid Stipend Clarity</a> .		\$ 3,500
<b>Paid Based on Specific Certifications Pulled From the <a href="#">TEA Website</a></b>			
Bilingual Certification	TEA Certified	Employee have active certification on TEA website on or before October 31st, 2022 for fall semester payout and on or before March 31st, 2023 for spring payout. Certificates expiring before October 31st, 2022 and March 31st, 2023 will not be eligible for their respective payout dates. Certificates that do not meet the timeline requirement may be captured on next stipend payout contingent on active status. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (Generalist or Core-Subject certifications are not considered for subject specific stipends) *Grade Level Clarification: Higher grade level certification will meet the requirement for the lower grade levels if no subject-specific state certification available from the state	\$ 2,000
ESL Certification	TEA Certified		\$ 1,800
English Certified	TEA ELA Certified and teaching English Content 3 - 8*		\$ 3,000
Math Certified	TEA Math Certified and teaching Math Content 3 - 12*		\$ 3,000
Science Certified	TEA Science Certified and teaching Science Content 3 - 12*		\$ 3,000
<b>Paid Based on Employee Credentials</b>			
Special Education Teacher	Teaching in a SPED role PK-12	Must be Special Education or Special Education RISE teacher of record before October 31st, 2022 for fall semester payout and on or before March 31st, 2023 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (Interventionists who support in SPED as identified by the principal, must hold an active SPED certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000
Special Education RISE Teacher	Teaching in a RISE role PK-12		\$ 4,000
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/22 for Fall payout and 03/31/23 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 1,000
SIOP Certified	Sheltered Instruction Observation Protocol		\$ 500
National Board Certified	All NBC teachers are eligible for \$1,000. Those with active certification from TEA are also eligible for \$3,000 (paid in May) State Designation Bonus to get to \$4,000 total.		Up to \$4,000
<b>Paid Based on Identification By Campus Principal</b>			
Content Team Leader	College Prep. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, History, CSI, ILS, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$1,000)	\$ 1,500
	Academy. One content leader per content per school.		\$ 1,000
SPED Team Leader	College Prep	One SPED content leader per College Prep Campus.	\$ 2,500
	Academy	One SPED content leader per school Academy Campus	\$ 2,000
Grade Team Leader	Academy 3-5 and College Prep	One employee selected per grade	\$ 2,000
	Academy PK-2	One employee selected per grade	\$ 1,000
Direct Instruction Coaches (DI Coach)	Academy A Coach	Definition of A Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. <a href="#">Click here to learn more.</a>	\$ 500
	Academy B Coach	Definition of B Coach: Appointed level A Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 600
	Academy C Coach	Definition of C Coach: Appointed level B Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 700
<b>Paid Based on Identification By Campus Principal (Discretionary)</b>			
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, <a href="#">Click here to learn more.</a>	\$ 1,500
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, <a href="#">Click here to learn more.</a>	\$ 2,000
UIL Stipend High	College Prep	Grades 9-12 (at least 3 students)/per Academic event	\$ 500
UIL Stipend Middle	College Prep	Grades 6-8 (at least 3 students)/per Academic event	\$ 400
UIL Stipend	Academy	Grades 2-5 (at least 3 students)/per Academic event	\$ 400
UIL Stipend	Academy and College Prep	School UIL Academics Coordinator (1 coordinator per school)	\$ 1,500
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500

**NOTE:** Co-Teachers and other hourly employees that serve in an extra duty capacity (Coach, UIL, GTL) MUST have a pay code created to punch in/out while performing these duties, and will be paid their hourly rate *in place* of the stipend.

**Budgeted**

**Discretionary**

\* This document has been reviewed and approved by the IDEA Board. Any requests outside the above must be reviewed and approved by the compensation team in the form of an Employee Agreement.