



Human Resources Department

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MEMORANDUM

To:
From:
Subject:
Date:

HISTORY:

RATIONALE:

BUDGET IMPACT:

ADMINISTRATIVE RECOMMENDATION:

Vision: Believe we can succeed, with pride we will achieve.

Mission: The mission of the District is to educate and inspire students in a safe and supportive environment which will result in closing the achievement gap by preparing all students for college readiness and success in a global society.

**Tornillo Independent School District
Extra Curricular Activities
Extra Performance Pay
2026-2027**

DISTRICT		
Extra Curricular Duties	# Positions	Amount
GT District Coordinator	1	\$750
Special Olympics District Coordinator (only when hosting)	1	\$750
Tornillo PreK-6		
Extra Curricular Duties	# Positions	Amount
UIL Campus Coordinator	1	\$450*
UIL Events Coaches (Limit 2 events)	14	\$400
UIL Host Site Coordinator (Only when hosting)	1	\$500
Elementary Honor Society	1	\$500
GT Campus Coordinator	2	\$600
Science Fair Campus Coordinator	1	\$500
Twirlers Team Coach	1	\$1000
Tornillo 7th and 8th		
Extra Curricular Duties	# Positions	Amount
National Junior Honor Society (NJHS)	1	\$500
Student Council	1	\$500
UIL Campus Coordinator	1	\$450*
UIL Event Coach (no more than 2)	28	\$400
UIL Host Site Coordinator (Only when hosting)	1	\$500
GT Campus Coordinator	1	\$600
Science Fair Campus Coordinator	1	\$500
Destination Imagination	1	\$750
Robotics (participation in competition)	1	\$1250
Engineering (participation in competition)	1	\$1250
One Act Play (participation in competition)	1	\$1250
E-Sports (participation in competition)	2	\$1250
TORNILLO HIGH SCHOOL		
Extra Curricular Duties	# Positions	Amount
Class Sponsor - Sr	1	\$550*
Class Sponsor - Jr	1	\$450*
Class Sponsor - So	1	\$350*
Class Sponsor - Fr	1	\$250*
Homecoming Activities	1	\$500*
Yearbook Sponsor	1	\$1500*
Graduation Coordinator	1	\$500*
Future Business Leaders of America (FBLA)	2	\$750*
National Technical Honor Society (NTHS)	2	\$375
Technology Students Association (TSA)	2	\$750*
Texas Association of Future Educators (TAFE)	1	\$750*
Engineering, Robotics and Coding Campus Coordinator	2	\$1250
E-Sports (participation in competition)	2	\$1250
UIL Campus Coordinator	1	\$450*

**Tornillo Independent School District
Extra Curricular Activities
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2026-2027**

UIL Event Coaches	14	\$400
UIL Host Site Coordinator (Only when school is the actual site)	1	\$500
One Act Play	1	\$1,500
GT Campus Coordinator	1	\$600
Student Council	1	\$500*
National Honor Society (NHS)	1	\$500*
Science Fair Campus Coordinator	1	\$500
Secondary Music Director	1	\$5,000
(participation in half band, half UIL competition, marching and solo & ensemble		

Note: Principals will identify sponsors and will notify HR in writing when assignment has been completed.
Compensation will be in a lump sum no later than the last day of May.

*Principal will be providing regional stipend comparisons

Notes:

Removed

New Stipend

Tornillo Independent School District
Athletics Extra Performance Pay
2026-2027

TORNILLO HIGH SCHOOL - ATHLETICS		
Activity	# Positions	Amount
Athletic Director	1	\$8,000
Extra Days for AD	30 Days	\$7,500
Extra Curricular Athletic Activity - Hourly		\$7.25 per hour
Sport	# Positions	Amount
Football - Head Coach	1	\$7,000
Football - 1st Assistant Coordinator	2	\$5,500
Football - 2nd Assistant Coordinator	1	\$4,500
Volleyball - Head Coach	1	\$4,500
Volleyball - 1st Assistant Coordinator	1	\$3,000
Volleyball - 2nd Assistant Coordinator	1	\$2,000
Boys Cross Country - Head Coach	1	\$3,000
Girls Cross Country - Head Coach	1	\$3,000
Boys Track - Head Coach	1	\$2,500
Boys Track - 1st Assistant Coordinator	1	\$2,250
Girls Track - Head Coach	1	\$2,500
Girls Track - 1st Assistant Coordinator	1	\$2,250
Boys Basketball - Head Coach	1	\$5,500
Boys Basketball - 1st Assistant Coordinator	1	\$3,000
Boys Basketball - 2nd Assistant Coordinator	1	\$2,000
Girls Basketball - Head Coach	1	\$5,500
Girls Basketball - 1st Assistant Coordinator	1	\$3,000
Girls Basketball - 2nd Assistant Coordinator	1	\$2,000
Baseball - Head Coach	1	\$4,500
Baseball - 1st Assistant Coordinator	1	\$3,000
Softball - Head Coach	1	\$4,500
Softball - 1st Assistant Coordinator	1	\$3,000
Tennis - (G & B)	1	\$7,000
Cheerleading	1	\$2,500
Gatekeeper Score Book Announcer (All Sports)		Amount
Per Game		\$7.25 per hour
Each additional event		\$7.25 per hour
TORNILLO HIGH SCHOOL - 7th & 8th ATHLETICS		
Sport	# Positions	Amount
Football	3	\$2,000
7th Volleyball *	1	\$2,000
8th Volleyball*	1	\$2,000
Boys Cross Country	1	\$1,500
Girls Cross Country	1	\$1,500
Track	3	\$1,500
7th Boys Basketball*	1	\$2,000
8th Boys Basketball*	1	\$2,000
7th Girls Basketball *	1	\$2,000
8th Girls Basketball *	1	\$2,000
7th Baseball *	1	\$1,500

**Tornillo Independent School District
Athletics Extra Performance Pay
2026-2027**

8th Baseball*	1	\$1,500
7th Softball *	1	\$1,500
8th Softball*	1	\$1,500
Boys Tennis	1	\$2,000
Girls Tennis	1	\$2,000
Cheerleading	1	\$1,500
7th Boys Soccer	1	\$1,500
7th Girls Soccer	1	\$1,500
8th Boys Soccer	1	\$1,500
8th Girls Soccer	1	\$1,500

Note: Athletic Stipends will be annualized and pay will be divided in 24 equal payments. Proration applies if the contract is not completed.

* When teams are combined, stipend will decrease to one position only

Notes:

Removed
New Stipend
Revised Wording

Tornillo Independent School District
Other Pay Schedules
2026-2027

CERTIFIED/NON CERTIFIED		
Stipend	Hourly Rate	
Intersession/Summer School	\$30	
After School Tutoring	\$30	
Adult Education Instruction	\$30	
Student Workers-Program Based Funding	Program Based	
TEACHER		
Stipend	(3 hours min.)	(6 hours min.)
District Staff Development to include Reading/Math Academies	\$50	\$100
SUBSTITUTE TEACHER PAY SCHEDULE		
Position	Daily Rate	
Substitute-No Degree	\$90	
Substitute-Associates	\$105	
Substitute-Degreed	\$125	
Substitute-Certified	\$150	
Substitute-Retired Teacher	\$170	
Long Term Substitute	\$10 extra daily	
DISTRICT EMPLOYEE ALLOWANCES		
Position	Monthly Rate	
Cell Phone	\$25	
Safety stipend	\$2000	
OTHER SUBSTITUTES		
Position	Daily Rate	Hourly Rate
Bus Driver	\$96	\$12
Campus Clerical	\$68	\$8.50
Custodial	\$68	\$8.50
Food Service Helper	\$68	\$8.50
OTHER INCENTIVES		
Position	Amount	
Campus Teacher of the Year	\$500	
District Elementary Teacher of the Year	\$1,000	
District Secondary Teacher of the Year	\$1,000	
District Paraprofessional Employee of the Year	\$500	
District Auxiliary Employee of the Year	\$500	
New Teacher Mentor (full year)	\$500	
UTEP Resident Mentor (If funding/grant based)	\$1000	

**Tornillo Independent School District
Special Teaching Supplements
2026-2027**

TEACHER-ADVANCED DEGREES

Stipend	Rate
Masters*	\$1,500
Doctorate*	\$2,000

* If degree is NOT required for position.

Note: Degree must be in specific subject teaching area.

CAMPUS ADMINISTRATORS

Stipend	Rate
Interim Administrator Professional	\$1,000 per month

ASSIGNMENTS STIPENDS

Stipend	Rate	
Bilingual	\$3,000	
Special Education	\$5,000	
7-12 Math Certified	\$5,000	
7-12 Science Certified	\$5,000	
7-12 ELAR Certified	\$5,000	
Career and Technical Education	\$425 per section	\$3,000 full load
Dual Credit Credential	\$425 per section	\$3,000 full load
Diagnostician	\$5,000	
Speech Therapist	\$5,000	

Note: All Stipends are prorated based on the number of days worked and/or by the number of sections teaching in

All supplemental pay stipends are subject to student enrollment and/or program funding.

All Stipends will be annualized. Pay will be divided in 24 equal payments. Proration applies if contract is not completed.

Notes:

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New Stipend

Revised Wording

Tornillo Independent School District
Grant Funded Stipends
2026-2027

GRANT FUNDED STIPENDS		
Grant	# Positions	Amount
*Stronger Connections Grant Manager	1	\$9,000
*Stronger Copnnections Lead Counselor	1	\$9,000
*Stronger Connection Advisory Committee	3	\$4,000
*Stronger Connections Faculty Representatives	4	\$1,000
**Laso 3-Strong Foundation Implementation Project Manager	1	\$6,000
**Laso 3-Strong Foundation Implementation JH Instructional Coach	1	\$4,000
**Laso 3-Strong Foundation Implementation 7th & 8th Math Teacher	1	\$8,400
**Laso 3-Strong Foundation Implementation 6th Math Teacher	1	\$2,800
**Laso 3-Strong Foundation Implementation HS Math Coach-Alg 1	1	\$1,400
**Laso 3-Strong Foundation Implementation Alg 1 Math Teacher	1	\$1,400
***Laso 3-BL Grant Strategic Operations - Master Teacher	5	\$3,000
***Laso 3-BL Grant Strategic Operations - Associate Teacher	5	\$1,000
Team Leads (Paid Title if available)	\$1,000	

Notes:

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