



## Frequently Asked Questions

### How do I participate in the survey?

An invitation link for the survey is sent by email to all Texas public school districts (does not include charters). For HR Services members, this will be the salary survey contact or program contact; for non-members it will be the superintendent. Only one submission is accepted from a district.

### What information do I need to complete the survey?

1. Your compensation plan – specifically, your district's 2026-27 stipend plan with any extended calendars, where applicable
  - a. Athletics stipend schedule
  - b. Performing/Fine Arts stipend schedule
  - c. Extra-Duty Academics stipend schedule
2. Current payroll data (actual employee stipend values)

### What if I am not able to complete the survey in one sitting?

You can close the browser window and resume the survey using the link from your email. The system will save pages you have already completed. Click “next” to save the page you are currently on.

### Our head football coach and band director are paid a salary, not a stipend. Do I include salaries in the survey?

If these employees only receive a salary, you do not report them on the stipend survey. Their data is captured on the District Personnel Salary Survey.

### What if our district pays some assignments by sport and others by coach?

Please answer what the most common practice is for each type of coach. Then, for individual benchmarks, enter the amount that would be just for that sport (see next item for details).

### We pay coaches one amount, no matter how many sports they are assigned. How should I report the amounts?

Please take the total amount and divide by the average number of sports to get an amount to report for each sport. It is also necessary to split extra days that apply to multiple activities. For help calculating a per sport amount, please review the **Extra-Duty Stipend Survey Assistance File**, available for download in [HR Services Survey Resources](#), or contact us.

### We do not pay extra-duty days in our district or only pay them for some assignments. How do I enter that in the survey?

If no days are paid for a specific coaching, fine arts, or academics assignment, please leave the “extra days for assignment” fields blank to indicate that days are not paid.

### In the survey there are stipends that we do not have in our district. What should I do?

Don't check the stipends if your district does not pay them. Only checked benchmarks will request more data. Do not report zeros.



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HR SERVICES

## Extra Duty Stipend Survey

**We pay a range of amounts for a particular activity/sport. How should I report the amount?**

Report the most common amount paid for that activity or sport. If the most common is difficult to calculate from your data, please report the average.

**Can I share TASB's HRDataSource reports on survey results outside of my organization?**

No, the reports are proprietary to TASB and are for the internal use of your organization only. The reports may not be distributed outside of your organization without the written permission of TASB.

**Can't find the answer here? Please contact us at [salary.survey@tasb.org](mailto:salary.survey@tasb.org).**