



**2018-2019**

**Compensation Plan**

## **Purpose**

The purpose of this Compensation Manual is to communicate the District's Annual Compensation Plan for all District employees.

Board policy DEA (Local) requires the Superintendent to recommend to the School Board an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, benefits, and incentives. The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District.

The Compensation Plan includes three job classifications: Administrative/Professional, Clerical/Paraprofessional, and Auxiliary. Every job classification includes multiple pay grades to provide growth opportunities for employees in all job classifications. Within each paygrade we have determined a minimum, midpoint and maximum rate of pay to compensate for employees based on their creditable years of experience and job-related skills.

In summary, the pay schedules are designed to compensate employees for their job duties, experience and expertise. Our pay schedules are competitive with the relevant market to ensure that we attract and retain highly qualified staff in all professional and support positions.

The Board of Trustees shall approve the Annual Compensation Plan as part of the annual budget development process. In addition, the Board shall determine the total compensation package for the Superintendent in conjunction with the approval of the Superintendent's employment contract.

The Superintendent, or designee, shall implement the Annual Compensation Plan and establish procedures for plan administration consistent with the adopted budget.

The Annual Compensation Plan shall be administered in compliance with:

- School Board Policy DEA Legal – Compensation Plan
- School Board Policy DEA Local – Compensation Plan
- School Board Policy DEAA Legal – Incentives and Stipends
- School Board Policy DEAA Local – Incentives and Stipends
- White Settlement ISD Compensation Handbook

## School Board of Trustees

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## Administrative Staff – Superintendent’s Cabinet

<u>Name</u>	<u>Position</u>	<u>Telephone</u>	<u>Email</u>
Frank Molinar	Superintendent	817-367-5349	fmolinar@wsisd.net
David Bitters	Asst. Superintendent for F&O	817-367-1305	dbitters@wsisd.net
Chris Jenkins	Asst. Superintendent of Instruction	817-367-1330	cjenkins@wsisd.net
Tim Duncan	Director of Human Resources & Community Relations	817-367-1330	tduncan@wsisd.net
Desiree Coyle	Director of Communications	817-367-5389	dcoyle@wsisd.net
Janette Owens	Director of Business	817-367-1305	janowens@wsisd.net
Christie Beaty	Director of Assessment & Programs Evaluations	817-367-5318	cbeaty@wsisd.net
Ronda Wright	Director of Federal Programs	817-367-5392	rwright@wsisd.net
Amy Ferguson	Director of Bilingual/ESL	817-367-5325	aferguson@wsisd.net
Karen Gonzales	Director of Early Childhood	817-367-5335	kgonzales@wsisd.net
Lea Duncan	Director of Secondary Ed.	817-367-5337	lduncan@wsisd.net
Candace Summerhill	Director of Elementary Ed.	817-367-5338	crsummerhill@wsisd.net
Michael Pogue	Director of Special Programs	817-367-1327	mpogue@wsisd.net
Kathy Huey	Director of Child Nutrition	817-367-1310	khuey@wsisd.net
Roger Bowen	Director of Technology	817-367-1358	rbowen@wsisd.net
Victor Jones	Director of Operations	817-367-1221	vjones@wsisd.net
Steve Baker	Chief of Police	817-367-5910	sbaker@wsisd.net
Sharon Nelson	General Mgr. of Transportation	817-367-1298	snelson@wsisd.net
Kristy Williams	Facilities Coordinator	817-367-5766	kwilliams@wsisd.net

# **Salary Structures**

## **Teacher Hiring Scale**

The Teacher Hiring Scale is used for the initial placement of teachers and librarians. The placement is based on the number of years of creditable service as specified in the TEA Commissioner's Rules on Creditable Years of Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).

The total years of creditable service must be verified by receipt of a Teacher Service Record (Form FIN-115) or other acceptable documentation.

The Teacher Hiring Scale includes additional annual compensation for a Master's degree. An employee placed on the Teacher Hiring Scale shall be entitled to the additional compensation for their highest advanced degree earned after submitting an original, certified transcript. The additional compensation is \$2,000 for a Master's degree.

## **Mid-Point Salary Schedule**

The Mid-Point Salary Schedule shall be used for the initial placement of all employees other than teachers and librarians. And, the schedule shall be used to determine annual salary increases by applying the percentage increase, if any, to the midpoint salary.

The Mid-Point Salary Schedule includes three Job Classifications: Administrative/Professional, Clerical/Paraprofessional, and Auxiliary.

All employees categorized as "exempt" under the Fair Labor Standards Act (FLSA) shall be placed on the Administrative/Professional Job Classification and shall be paid from a Professional Salaries account (object code 6119). All employees placed on this pay scale shall meet the FLSA tests including salary level, salary basis and job duties test, as appropriate.

All employees placed on the **Clerical/Paraprofessional** and Auxiliary job Classifications shall be categorized as non-exempt under the FLSA. Non-exempt employees shall be subject to the FLSA regulations including: Minimum Wage, Overtime, Recordkeeping and Child Labor Laws.

## **Substitute Employee Pay Schedule**

The Substitute Employee Pay Schedule shall be used to compensate employees categorized as "substitute". **The compensation of substitutes who are TRS retirees shall be defined as determined by the Teacher Retirement System of Texas (TRS).**

Substitute employees include: Substitute teachers, aides, food service, etc.

## **Stipends & Extra Duty Pay Schedule**

The Stipend & Extra Duty Pay Schedule is used to compensate professional staff for extra assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group such as a Team Leader or Department Head. If an employee does not complete the full year stipend assignment, the stipend shall be prorated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

Stipends will generally not be paid to non-exempt staff. In the event that an exception is made due to a extenuating circumstances, the District shall ensure that the non-exempt employee's stipend pay complies with the Fair Labor Standards Act (FLSA).

Extra duty pay is defined as a rate of pay, either hourly or daily, for performing duties beyond the normal work schedule such as tutoring, attending professional development, etc.

## **Benefits**

The employee benefits are described in detail on the Summary of Employee Benefits (Exhibit Section). Part-time and full-time employees who meet the TRS eligibility criteria shall be eligible for district paid group health and term life insurance.

Other benefits are available to employees on a voluntary basis at their cost.

## **Reward Programs**

The District has three (3) reward programs as noted below. Details of each program is included in the Exhibit Section.

Leave Payoff at Separation and Retirement  
Years of Service Retirement Award  
Services Awards

**2018-2019 New Hire Guide for**

**Classroom Teachers and Librarians**

Step	Annual Pay
0	\$48,500
1	\$48,800
2	\$49,100
3	\$49,400
4	\$49,600
5	\$49,800
6	\$50,000
7	\$50,200
8	\$50,400
9	\$50,600
10	\$51,050
11	\$51,250
12	\$51,450
13	\$51,650
14	\$51,850
15	\$52,600
16	\$53,000
17	\$53,900
18	\$54,700
19	\$55,550
20	\$56,350
21	\$57,150
22	\$57,750
23	\$58,350
24	\$58,850
25	\$59,150
26	\$59,450
27	\$59,750
28	\$60,050
29	\$60,400
30	\$60,700
31	\$61,500
32	\$62,200
33	\$62,400

**Salaries listed above are based on 10-month employment**

**Master's Degree Stipend: \$2,000**

**This salary plan is for the 2018-19 school year only and is used only as a guide for placement of new hires during the year specified.**

**2018-2019 Proposed Administrative/Professional Compensation Plan (Effective 9/1/2018)  
White Settlement ISD**

**Pay Grade**

1      General Technology

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$192.48</b>	<b>\$242.48</b>	<b>\$341.48</b>
<b>226 Days</b>		43,500	54,800	77,174

2      Speech Therapy Assistant  
Systems Administrator  
Network Security Administrator

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$228.34</b>	<b>\$278.46</b>	<b>\$377.87</b>
<b>187 Days</b>		42,700	52,072	70,662
<b>226 Days</b>		51,605	62,932	85,398

3      Athletic Trainer  
Counselor  
Counselor, Elem  
Counselor, HS & MS  
Counselor, Special Ed  
Diagnostician/LSSP  
Nurse (RN)  
Police Chief  
Social Worker  
Speech Pathologist  
Network/Security Engineer  
Occupational Therapist

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$250.03</b>	<b>\$304.92</b>	<b>\$419.21</b>
<b>187 Days</b>		46,756	57,020	78,392
<b>193 Days</b>		48,256	58,850	80,908
<b>202 Days</b>		50,506	61,594	84,680
<b>226 Days</b>		56,507	68,912	94,741

- 4** Asst. Principal, Alternative  
 Asst. Principal, Elem  
 Asst. Principal, MS  
 Coordinator At-Risk  
 Coordinator Curriculum/Testing  
 Coordinator Family Resource Center  
 Coordinator Instruction  
 Coordinator Student Services  
 Director, Bilingual & ESL  
 Director, Testing & Program Evaluation  
 Elementary Instruction Coach  
 Secondary Instruction Coach  
 Systems Engineer  
 Applications Integration Coordinator  
 TEAMS Coordinator

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$267.54</b>	<b>\$326.27</b>	<b>\$463.63</b>
<b>193 Days</b>		51,635	62,970	89,481
<b>202 Days</b>		54,043	65,907	93,653
<b>207 Days</b>		55,381	67,538	95,971
<b>217 Days</b>		58,056	70,801	100,608
<b>226 Days</b>		60,464	73,737	104,780

- 5** Asst. Principal, HS  
 Coordinator Facilities  
 Director, Band  
 Director, Child Nutrition  
 Director, Communications  
 Director, Dance  
 Network/Security Audio Visual Engineer  
 Director, CTE

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$287.61</b>	<b>\$350.74</b>	<b>\$475.95</b>
<b>202 Days</b>		58,097	70,849	96,142
<b>217 Days</b>		62,411	76,111	103,281
<b>226 Days</b>		65,000	79,267	107,564

- 6** Director, Maintenance & Operations  
 Principal, Alternative  
 Associate Athletic Director

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$307.73</b>	<b>\$375.29</b>	<b>\$517.48</b>
<b>217 Days</b>		66,777	81,438	112,293
<b>226 Days</b>		69,547	84,816	116,950

- 7** Director, Business  
 Director, Elem Ed. & Staff Development  
 Director, HR & Community Relations  
 Director, Secondary Education  
 Director, Special Ed. & Federal Programs  
 Principal, Elem  
 Director, Technology Services

		Minimum	Midpoint	Maximum
<b>Daily</b>		<b>\$328.51</b>	<b>\$400.63</b>	<b>\$602.11</b>
<b>187 Days</b>		61,431	74,918	112,595
<b>217 Days</b>		71,287	86,937	130,658
<b>226 Days</b>		74,243	90,542	136,077



<b><u>8</u></b>	Principal, MS Principal, Intermediate	<b>Minimum    Midpoint    Maximum</b>			
		<b>Daily</b>	<b>\$340.83</b>	<b>\$430.67</b>	<b>\$610.62</b>
		<b>226 Days</b>	77,028	97,338	138,000

<b><u>9</u></b>	Director, Athletics Principal, HS	<b>Minimum    Midpoint    Maximum</b>			
		<b>Daily</b>	<b>\$386.70</b>	<b>\$471.59</b>	<b>\$640.09</b>
		<b>226 Days</b>	87,394	106,579	144,661

<b><u>10</u></b>	Asst. Supt, Curriculum/Inst./Admin Services Asst. Supt, Finance & Operations	<b>Minimum    Midpoint    Maximum</b>			
		<b>Daily</b>	<b>\$411.84</b>	<b>\$502.24</b>	<b>\$796.86</b>
		<b>226 Days</b>	93,076	113,506	180,090

<b><u>11</u></b>	Superintendent	<b>Minimum    Midpoint    Maximum</b>			
		<b>Daily</b>	<b>\$862.83</b>	<b>\$951.33</b>	<b>\$1,061.95</b>
		<b>226 Days</b>	195,000	215,000	240,000

*Note: The midpoint is only used when calculating annual increases/raises*

**WHITE SETTLEMENT ISD**

**2018-19 Proposed Nonexempt - Clerical/Paraprofessional Compensation Plan (Effective 9/1/2018)**

**Pay  
Grade**

		Minimum	Midpoint	Maximum
<b>1</b>	Aide			
	Aide, Classroom			
	Aide, Library			
	Paraprofessional (ESL)			
	Secretary			
	Day Care Worker			
	Courier			
	<b>Hourly</b>	<b>\$10.83</b>	<b>\$12.90</b>	<b>\$18.14</b>
	<b>187 Days</b>	16,202	19,298	27,130
	<b>202 Days</b>	17,501	20,846	29,314
	<b>226 Days</b>	19,581	23,323	32,797

		Minimum	Midpoint	Maximum
<b>2</b>	Registrar, MS			
	Daycare Coordinator			
	Secretary, Asst. Principal HS			
	Secretary, Attendance Elem			
	Secretary, Attendance HS			
	Secretary, Attendance MS			
	Secretary, Band			
	Secretary, Campus Special Ed			
	Secretary, Counselor			
	Secretary, Elem			
	Secretary, HS			
	Secretary, PEIMS			
	<b>Hourly</b>	<b>\$12.80</b>	<b>\$15.62</b>	<b>\$18.43</b>
	<b>187 Days</b>	19,149	23,368	27,571
	<b>202 Days</b>	20,685	25,242	29,784
	<b>207 Days</b>	21,197	25,867	30,520
	<b>226 Days</b>	23,142	28,241	33,321

		Minimum	Midpoint	Maximum
<b>3</b>	Receptionist, HR			
	Secretary, Director			
	Secretary, Police			
	Secretary, Principal Alternative HS			
	Secretary, Principal Elem			
	Secretary, Principal Fine Arts			
	Secretary, Principal MS			
	<b>Hourly</b>	<b>\$14.21</b>	<b>\$17.33</b>	<b>\$21.46</b>
	<b>202 Days</b>	22,963	28,005	34,679
	<b>207 Days</b>	23,532	28,698	35,539
	<b>217 Days</b>	24,669	30,085	37,255
	<b>226 Days</b>	25,692	31,333	36,974

		Minimum	Midpoint	Maximum
<b>4</b>	Nurse (LVN)			
	Secretary (Bookkeeper)			
	Secretary, Athletic Director			
	Secretary, Child Nutrition			
	Secretary, Principal HS			
	Receptionist/Payroll & Benefits Clerk			
	Secretary, Technology Director			
	Registrar, HS			
	PEIMS/Business Office Clerk			
	<b>Hourly</b>	<b>\$15.45</b>	<b>\$18.85</b>	<b>\$22.25</b>
	<b>187 Days</b>	23,113	28,200	33,286
	<b>207 Days</b>	25,585	31,216	36,846
	<b>217 Days</b>	26,821	32,724	38,626
	<b>226 Days</b>	27,934	34,081	40,228

- 5 Accounts Payable Clerk
- Activity Accounts Clerk
- Secretary, Director HR
- Asst. Payroll Coordinator

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$17.16</b>	<b>\$20.92</b>	<b>\$25.90</b>
<b>187</b>	<b>Days</b>	25,671	31,296	38,746
<b>202</b>	<b>Days</b>	27,731	33,807	41,854
<b>226</b>	<b>Days</b>	31,025	37,823	46,832

- 6 Benefits Coordinator
- Payroll Coordinator
- Secretary, Asst. Superintendent
- Secretary, Dir. Business/Purchasing Coordinator

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$19.30</b>	<b>\$23.53</b>	<b>\$27.76</b>
<b>226</b>	<b>Days</b>	34,894	42,542	50,190

- 7 Certification/Personnel Officer
- Accountant

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$21.76</b>	<b>\$26.53</b>	<b>\$31.30</b>
<b>187</b>	<b>Days</b>	32,553	39,689	46,825
<b>226</b>	<b>Days</b>	39,342	47,966	56,590

- 8 Accounting Manager
- PEIMS Coordinator
- Secretary, Superintendent

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$24.80</b>	<b>\$30.24</b>	<b>\$35.69</b>
<b>226</b>	<b>Days</b>	44,838	54,674	64,691

*Note: The midpoint is only used when calculating annual increases/raises*

**WHITE SETTLEMENT ISD**  
**2018-19 Proposed Auxiliary Compensation Plan (Effective 9/1/2018)**

**Pay  
Grade**

**1**

Cafeteria Worker  
Custodian

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$10.00</b>	<b>\$10.97</b>	<b>\$13.16</b>
<b>179</b>	<b>Days</b>	14,320	15,709	18,845
<b>240</b>	<b>Days</b>	19,200	21,062	25,267

**2**

Grounds  
Security Guard

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$10.75</b>	<b>\$12.61</b>	<b>\$15.13</b>
<b>187</b>	<b>Days</b>	16,082	18,865	22,634
<b>240</b>	<b>Days</b>	20,640	24,211	29,050

**3**

Cafeteria Manager, Elem  
Cafeteria Manager, MS  
Custodian, Head  
Grounds  
Warehouse

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$11.63</b>	<b>\$14.50</b>	<b>\$17.37</b>
<b>179</b>	<b>Days</b>	16,654	20,764	26,676
<b>240</b>	<b>Days</b>	22,330	27,840	33,350

**4**

Cafeteria Manager, HS  
Irrigator

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$13.26</b>	<b>\$16.68</b>	<b>\$20.09</b>
<b>179</b>	<b>Days</b>	18,988	23,886	29,685
<b>240</b>	<b>Days</b>	25,459	32,026	38,573

**5**

Carpenter  
Electrician  
HVAC Technician  
Kitchen Equipment Technician  
Locksmith  
Painter  
Pest Control  
Plumber  
Police Officer

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$16.07</b>	<b>\$20.09</b>	<b>\$27.44</b>
<b>187</b>	<b>Days</b>	24,041	30,055	41,050
<b>202</b>	<b>Days</b>	25,969	32,465	44,343
<b>240</b>	<b>Days</b>	30,854	38,573	52,685

**6**

Custodial Supervisor  
Electrician, Master  
Grounds Supervisor

		Minimum	Midpoint	Maximum
<b>Hourly</b>		<b>\$19.38</b>	<b>\$24.21</b>	<b>\$35.09</b>
<b>187</b>	<b>Days</b>	28,992	36,218	52,495
<b>240</b>	<b>Days</b>	37,210	46,483	68,295

*Note: The midpoint is only used when calculating annual increases/raises*

**WHITE SETTLEMENT ISD**  
**Stipend & Extra Duty Pay Schedule 2018-2019**

<u>Elementary, Intermediate, Middle &amp; High Schools</u>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
Annual	\$ 1,200
Assistant Band****	\$ -
Assistant Cheerleader - High School	\$ 3,000
BIC Class	\$ 500
Bilingual Diagnostician	\$ 5,500
Brain Connections	\$ 2,000
Career Ladder 1	\$ 1,500
Career Ladder 2	\$ 3,000
Cheerleader - High School	\$ 5,000
Cheerleader - Middle School	\$ 4,000
Choir	\$ 3,000
Choir Assistant	\$ 1,500
Club/Organization - HS	\$ 1,200
Club/Organization - MS & TIS	\$ 500
CTSO	\$ 1,200
Curriculum Audit	\$ 2,500
Degreed Aide (Bachelor's Degree)	\$ 500
Department Chair - High School	\$ 1,200
Department Chair - Intermediate	\$ 500
Department Chair - Middle School	\$ 500
Distributive Ed	\$ 1,200
Drama - High School	\$ 1,200
Drama - Middle School	\$ 3,000
Dual Language*	\$ 2,000
Dyslexia Coordinator	\$ 2,500
Facilities Assistant - High School ****	\$ -
FFA Sponsor	\$ 7,365
Fine Arts - High School	\$ 1,000
Fine Arts Coordinator - High School	\$ 4,000
Head Librarian	\$ 2,000
Interpreter/Translator	\$ 1,500
Intramural PE/Outdoor Ed. - Para	\$ 500
Intramural PE/Outdoor Ed. - Teacher	\$ 1,000
Life Skills Class	\$ 500
Master's Degree (Teachers only)	\$ 2,000
PPCD Class	\$ 500
Teacher Mentors	\$ 2,500
Wellness	\$ 1,000

<u>Athletic Stipends</u>	
<b>Stipends - Assigned</b>	
<b>Description</b>	<b>Amount</b>
Assistant Volleyball	\$ 3,000
Assistant Athletic Director	\$ 9,500
Assistant Baseball	\$ 3,000
Assistant Basketball	\$ 3,000
Assistant Cross Country	\$ 3,000
Assistant Football	\$ 3,000
Assistant Football/HE	\$ 9,000
Assistant Golf (per season)	\$ 1,500
Assistant Soccer	\$ 3,000
Assistant Softball	\$ 3,000
Assistant Tennis	\$ 3,000
Assistant Track	\$ 3,000
Assistant Wrestling	\$ 3,000
Assistant College Recruiter	\$ 4,000
Baseball	\$ 6,000
Basketball	\$ 15,000
Coach - Middle School	\$ 4,000
Co-Coordinator	\$ 6,500
College Recruiting ****	\$ -
Concussion Oversight	\$ 2,500
Coordinator - Middle School	\$ 6,000
Coordinator - Assistant	\$ 12,000
Cross Country	\$ 4,000
Drug Coordinator ****	\$ -
Equipment Manager	\$ 4,000
Golf	\$ 7,500
MS Assistant Coordinator	\$ 6,000
Powerlifting	\$ 6,000
Softball	\$ 15,000
Strength & Conditioning	\$ 12,000
Summer Pride ****	\$ -
Tennis	\$ 8,000
Tennis - Middle School	\$ 2,000
Track/Soccer	\$ 6,000
Trainer Assistant	\$ 4,500
Volleyball	\$ 15,000
Weight Room Supervisor	\$ 3,000
Wrestling	\$ 6,000

**WHITE SETTLEMENT ISD**  
**Stipend & Extra Duty Pay Schedule 2018-2019**

<u>District Wide - Administration</u>	
Stipends – Assigned – Description	Amount
Business Office -Skyward Coordinator	\$ 3,000
Daycare Assistant Director	\$ 2,000
Daycare Director	\$ 5,000
Extra Duty	\$ 2,500
Extra Duty - Records	\$ 1,500
Facilities Coordinator	\$ 5,000
Head Nurse	\$ 1,500
SHARS	\$ 1,000
Speech Path Supervisor ****	\$ -
Stadium Production ****	\$ -
Team Leader	\$ 1,000
Team Leader – Diagnostician	\$ 1,000
Textbook Custodian	\$ 2,000
Transition Coordinator	\$ 3,000
Transition Coordinator	\$ 5,000
Travel****	\$ -
Video Production	\$ 3,000

<u>District Wide - Operations</u>	
Stipends – Assigned – Description	Amount
Energy Management ****	\$ -
Phone	\$ 480
Pest Control	\$ 1,000
Cert BFLOW Inspector	\$ 1,000
Journeyman Electrician	\$ 1,000
Maintenance Foreman ****	\$ -
Asbestos	\$ 1,000
Irrigation License	\$ 1,000
Lead HVAC Tech	\$ 2,500
HVAC Class B	\$ 1,000
Lawn & Ornamental License	\$ 1,000
Dyslexia Coordinator	\$ 2,500
Maintenance Coordinator	\$ 1,400
Building/ Construction License	\$ 1,000
Master Plumber	\$ 1,000

<u>Extra Duty Pay - Unassigned</u>	
Description	Amount
Bilingual Certification*	\$4,000/year
Child Care - Family Resource Center	\$10/hour
Curriculum Writer	\$400/year
Detention/Saturday School	\$25/hour
Early Morning Duty	\$15/Day
Homebound Teacher	\$25/hour
Professional Development - Admin only ****	\$ -
Sound Technician (Auditorium and Stadium)	\$25/hour
Student Workers	\$10/hour
Summer School Paraprofessional	\$10/hour
Summer School Professional	\$25/hour
Testing Proctor - Summer	\$25/hour
Tutoring Paraprofessional	\$15/hour
Tutoring Teacher**	\$25/hour
UIL Coaching (1 event)	\$200/event
UIL Coordinator - Elementary	\$500/year
UIL Coordinator - HS	\$2000/year

<u>Athletics Extra Duty Pay</u>	
Description	Amount
Administrator for Hosting Games	\$25/hour
Announcer	\$20/hour
Bus Parking	\$20/hour
Elevator	\$15/hour
Floor workers (3rd, 4th, 5th)	\$20/hour
Gate Manager	\$20/hour
Gate Worker	\$15/hour
Hosting Playoff Games ***	+\$5/hour
Lead Parking Lot Monitor	\$20/hour
Monitor for Gates	\$15/hour
Parking Lot Monitor	\$15/hour
Reserve Seating	\$15/hour
Ticket Seller	\$15/hour

\* Dual Language stipend is paid as follows: \$1,000 in Sept, \$1,000 in June, and \$2,000 in monthly pay.

\*\* Tutoring the maximum amount per day is \$100.

\*\*\* Hosted playoff game workers receive an extra \$5 per hour.

\*\*\*\* This stipend amount is based on level of responsibilities.

NOTES:

1. Assigned means the stipend is included in the pay calculation that is paid monthly.

Unassigned means stipends is not part of the monthly pay. The stipends are paid periodically throughout the year.

2. Clubs are Student Council, Yearbook, National Junior Honor Society, ECO.

3. Some stipends currently being paid are not part of the current stipend schedule but we continue to pay previously assigned amount. These employees are grandfathered. (Example: Experience stipend and Career Ladder)

### 2018-2019 Substitute Pay Schedule

Substitute Pay Rates (for teachers, teacher aides, and paraprofessional positions)		
		Per Day
1	Sixty (60) or more college hours	\$ 80
2	Registered Nurse	\$ 100
3	All other approved substitutes	\$ 70

Substitute Pay Rates (for teachers, teacher aides, and paraprofessional positions) Extended 11+ Consecutive Days in the Same Assignment		
		Per Day
1	Sixty (60) or more college hours	\$ 100
2	All other approved substitutes	\$ 75

Substitute Pay Rates for Child Nutrition		
	Hourly Rate of Pay	\$ 9

**WHITE SETTLEMENT ISD**

**Reimbursement for Leave upon Retirement  
(Board Policy DEC Local)**

An employee who retires from the District shall be eligible for reimbursement for unused state and local leave under the following conditions:

1. The employee's retirement from employment is voluntary, i.e., the employee is not being discharged or non-renewed.
2. The employee provides advance written notice of intent to retire from employment. Contract employees must provide written notice at least 30 days before the last day of employment. Non-contract employees must provide written notice at least two weeks before the last day of employment.
3. The employee has at least five years of service with the District.

The employee shall be reimbursed for each day of unused state and local leave at a rate of \$10 per day. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board is currently \$10 per day. This rate will be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

**Years of Service Award**

**(Board Policy DEC Local)**

An employee who retires through the Teacher Retirement System of Texas (TRS) from employment with the District shall receive \$15 for each year of verifiable service to the District.

**Service Award**

**Employees will receive the following amounts for years of service within the District.**

<b>25 years</b>	<b>\$ 500</b>
<b>30 years</b>	<b>\$ 750</b>
<b>35 years</b>	<b>\$ 1,000</b>
<b>40 years</b>	<b>\$ 1,250</b>
<b>45 years</b>	<b>\$ 1,500</b>