



SKIDMORE-TYNAN ISD

2019-2020

**Compensation
Plan**

Purpose

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

The Annual Compensation Plan includes wage and salary structures, stipends, benefits and incentives. The plan supports District goals for hiring and retaining highly qualified employees.

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

School Board of Trustees

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- Mr. Edward Polasek, Vice President
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Administrative Staff

<u>Name</u>	<u>Position</u>	<u>Phone 287-3426</u>	<u>email (@stbobcats.net)</u>
Dustin Barton	Superintendent	2000	dustin.barton
Stephanie Ashworth	Director/Curr., Inst., & Assess.	3005	stephanie.ashworth
Dana Scott	Secondary Principal	3000	dana.scott
Stella Resio	Junior High Principal	5000	stella.resio
Corina Garcia	Elementary Principal	4000	corina.garcia
Robin Moore	Business Manager	2001	robin.moore
Steve Batchelor	Director of Operations	2003	steve.batchelor
Isidro Reyna	Maintenance Director	3009	isidro.reyna
Keith Knisely	Technology Director	5003	keith.knisely

Salary Structures

For 2019-2020, the District's salary structure is outlined in the following information. Increases in the various salary structures will be considered annually as permitted by available resources and as approved by the Skidmore-Tynan ISD Board of Trustees. Movement between district positions, or new positions, will be subject to the pay scale in place for the applicable position. Note that this section does not affect possible changes as noted under the District's Supplemental Stipend Schedule.

The District will comply with the requirements of HB3 regarding salary increases. If salary increases are necessary to comply with HB 3 requirements after board adoption, S-TISD's compensation plan will be amended accordingly through board approval

Teacher Hiring Scale

The Teacher Hiring Scale is used for the initial placement of a teachers, nurses, 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: \$750 for a Master's Degree. The additional compensation for Master's degree will apply to only those staff being paid in accordance with the Teacher Hiring Scale. For 2019-2020, the Teacher Hiring Scale is based on an annual target for 187 work days. For those positions that are approved by the Superintendent to work in excess of the standard 187 work days, pay for excess days will be added at the position's computed daily rate.

Mid-Point Salary Schedule

The Mid-Point Salary Schedule shall be used for the initial placement of all employees other than teachers, nurses, 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 District may make changes in the mid-point salary scale to account for the actual compensation provided in each pay grade and as additional market information becomes available (as per the TASB salary studies, etc.).

The Mid-Point Salary Schedule includes two (2) Job Classifications: Administrative/Professional and Paraprofessional.

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 Paraprofessional Job Classifications shall be categorized as non-exempt under the FLSA. Non-exempt employees shall be subject to appropriate FLSA regulations including: Minimum Wage, Overtime, Recordkeeping and Child Labor Laws.

Substitute & Other Pay Schedule

The Substitute Employee Pay Schedule shall be used to compensate employees categorized as “substitute”. Substitutes, who are TRS retirees, shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include: Substitute teachers, aides, custodians, food service, drivers, etc

Pay Schedules include Other Hourly Rates. These rates are provided for tasks that are not otherwise provided via a stipend or any other category previously covered in the District’s Compensation Plan. Typically, these rates are applied for work incurred in the implementation of summer school or staff hired to provide after-school tutorials and remediation services.

Supplemental Stipend Schedule

The Supplemental Stipend Schedule is used to compensate professional “exempt” 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. If an employee does not complete the full year stipend assignment, the stipend shall be pro-rated 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 hardship, the District shall ensure that the non-exempt employee’s stipend pay complies with the 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 in the Current Employee Handbook, on the Summary of Employee Benefits (Exhibit Section), and on the Skidmore-Tynan ISD's website under the Staff Resources link. 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.

Skidmore-Tynan Independent School District

2019-2020 Hiring Schedule for

Teachers, Librarians, Nurses (RN)

2019-2020

Years Experience as of 9/1/2019	Base Annual Compensation
0	\$43,350
1	\$43,725
2	\$44,142
3	\$44,615
4	\$45,122
5	\$45,679
6	\$46,761
7	\$47,371
8	\$47,991
9	\$48,612
10	\$49,233
11	\$49,853
12	\$50,475
13	\$51,098
14	\$51,720
15	\$52,342
16	\$52,964
17	\$53,586
18	\$54,208
19	\$54,830
20	\$55,452
21	\$56,074
22+	\$56,696

Plus \$750 for Masters Degree

Salaries listed above are based on 10 month employment.

This salary plan is for the 2019-2020 school year only and is restricted to the initial placement (i.e., new hires) of teachers. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.

Skidmore-Tynan Independent School District

Administrative/Professional Pay Structure 2019-2020

Pay Grade 1

Daily	Minimum \$188.95	Midpoint \$224.93	Maximum \$260.93
212	40,057	47,685	55,317
220	41,569	49,485	57,405
226	42,703	50,834	58,970
260	49,127	58,482	67,842
Food Service Director Technology Specialist Maintenance Director			

Pay Grade 2

Daily	Minimum \$237.12	Midpoint \$282.29	Maximum \$327.46
187	44,341	52,788	61,235
202	47,898	57,023	66,147
212	50,269	59,845	69,422
216	51,218	60,975	70,731
226	53,589	63,798	74,006
Campus Counselors, Technology Director, Operations Director, Band Director			

Pay Grade 3

Daily	Minimum \$254.58	Midpoint \$303.04	Maximum \$351.50
210	53,462	63,638	73,815
212	53,971	64,244	74,518
226	57,535	68,487	79,439
Diagnostician Speech Therapist			

Pay Grade 4

Daily	Minimum \$296.23	Midpoint \$348.50	Maximum \$400.77
226	66,948	78,761	90,574
Business Manager			

Pay Grade 5

Daily	Minimum \$317.69	Midpoint \$369.40	Maximum \$421.11
226	71,798	83,484	95,171
Principal, Junior High, Principal, Elementary Director of Curriculum			

Pay Grade 6

Daily	Minimum \$337.42	Midpoint \$387.84	Maximum \$438.26
226	76,257	87,652	99,047
Athletic Director Principal, high School			

Skidmore-Tynan Independent School District

Paraprofessional/Auxiliary Pay Structure

Approved 2019-2020

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$10.00	\$12.41	\$14.82
177	14,160	17,573	20,985
260	20,800	25,813	30,826
	Custodian	Food Service Worker	General Maintenance

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$11.51	\$14.01	\$16.51
187	17,219	20,959	24,699
	Aide, Classroom	Aide, Library	Aide, Special Ed

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$12.76	\$15.30	\$17.84
177	18,068	21,665	25,261
190	19,395	23,256	27,117
200	20,416	24,480	28,544
205	20,926	25,092	29,258
220	22,458	26,928	31,398
226	23,070	27,662	32,255
	Elem. Secretary	Cafeteria Manager	PEIMS/Attendance Clerk
	Junior High Secretary		Central Office Clerk/Transportation Coord.

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$15.07	\$17.66	\$20.25
226	27,247	31,929	36,612
260	31,346	36,733	42,120
	High School Secretary	Skilled Journey Maintenance	

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$15.25	\$17.98	\$20.70
177	10,797	12,730	14,656
	Bus Driver		

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	\$18.18	\$21.61	\$25.04
226	32,869	39,071	45,272
260	37,814	44,949	52,083
	Superintendent Secretary		Maintenance Supervisor

**SKIDMORE-TYNAN ISD
SUBSTITUTE & OTHER PAY SCHEDULES
2019-2020**

SUBSTITUTE TEACHER DAILY PAY RATES	
Texas Certified, Degreed and Non Degree	\$70.00
Substitute Teacher Daly Pay Rates after 10 consecutive days in same assignment	\$100.00

SUBSTITUTE NON-EXEMPT HOURLY PAY RATES	
INCLUDES: CUSTODIAL AND FOOD SERVICE	
Per Hour	\$10.00
<small>All non-exempt substitutes shall be paid in compliance with FLSA.</small>	

SUBSTITUTE DRIVER PAY RATE	
Substitute Bus Driver Pay per Route	\$32.00
Extracurricular Sponsor Bus Drive per event	\$20.00

OTHER HOURLY PAY RATES PER HOUR	
Summer School and Tutorial certified extra duty Instructional pay/hour	\$25.00
Saturday School certified extra duty Instructional pay/hour	\$25.00

ATTENDANCE BONUS:	
All Bus Drivers receive this for each month they do not miss any days.	\$25.00

Skidmore-Tynan ISD
Supplemental Stipend Schedule

Extra Duty Pay/Stipends		ADOPTED FOR 2018-2019	PROPOSED FOR 2019-2020
	Campus		
Annual Staff	High School	2,050.00	2,150.00
Cheerleading Sponsor	HS	3,000.00	3,200.00
Cheerleading Sponsor	JH	2,000.00	2,200.00
Lead Counselor	District Wide	2,000.00	2,100.00
Ag Teacher/Lead	HS	3,600.00	3,800.00
Ag Teacher/Asst.	HS	1,800.00	2,000.00
Head Band Director	HS	-	3,600.00
Asst. Band Director	JH	-	1,800.00
Sign-on bonus	EL/JH/HS		1,000.00
Sign-on bonus/math & science	JH/HS	-	5,000.00
Student Success Coord. (SSC)	District Wide		3,000.00
FCCLA	HS	1,530.00	1,700.00
Pepsquad/Assist. Cheer Sponsor	High School	300.00	300.00
Flags	High School	750.00	750.00
One Act Play	High School	2,550.00	2,750.00
One Act Play Asst	High School	500.00	550.00
NHS	EL/JH/HS	350.00	375.00
Student Council	District Wide	500.00	525.00
UIL Elem Coord	Elementary	500.00	700.00
UIL Coord if Hosting District Meet	Elementary	1,000.00	1,000.00
UIL Coord	Junior High	500.00	700.00
UIL Coord if Hosting District Meet	Junior High	1,000.00	1,000.00
UIL Coord	High School	1,500.00	1,700.00
UIL Coord if Hosting District Meet	High School	1,800.00	2,000.00
UIL Coaches	HS/JH/EL	\$250/\$100	\$250/\$125
Substitute Teachers per day	Various	65.00	70.00
Substitute Teachers per day after 10th consecutive day		90.00	100.00
Teacher Extra Duty Pay (Hrly)	Various	25.00	25.00
Dual Credit Course per hour	HS	250.00	275.00
Secondary Certified Math Teacher	JH/HS	4,000.00	4,000.00
Secondary Composite Science Teacher	JH/HS	3,000.00	4,000.00
Certified Special Education Teacher	District Wide	2,000.00	2,500.00
Bus Extra Curricular Trips (by sponsor)	District Wide	20.00	20.00
Substitute Bus Drivers (Per Route)	Transportation	30.00	32.00
Bus Driver Incentive Pay for no absenc	Transportation	25.00	25.00
Bus Driver Sign on bonus	Transportation	500.00	500.00
Leave Days Paid	District Wide	50.00	50.00

Skidmore-Tynan ISD
Supplemental Stipend Schedule

Extra Duty Pay/Stipends		ADOPTED FOR 2018-2019	PROPOSED FOR 2019-2020
Campus			
Athletics			
Sporting Event Gatekeepers			
Football (Through 3rd Qtr)	High School	30.00	35.00
Football (JV, 8th & 7th) Thurs. games-	High School	30.00	35.00
Basketball-Per Night	High School	30.00	35.00
Basketball-Per Night	Junior High	30.00	35.00
Volleyball-Per Night	High School	30.00	35.00
Volleyball-Per Night	Junior High	30.00	35.00
Basketball games in old gym	Old Gym	20.00	25.00
Baseball/Softball 2 games		30.00	35.00
Baseball/Softball 1 games		20.00	25.00
Football			
FB (Defensive Coordinator)	High School	1,100.00	1,500.00
FB (Offensive Coordinator)		1,100.00	1,500.00
FB (Special Teams Coordinator)	High School	1,100.00	1,500.00
FB (Varsity Assistant) High School / Jr.	High School / Jr. High	3,300.00	3,900.00
VB Head	High School	2,600.00	3,300.00
VB Assistant	High School	1,600.00	2,200.00
VB-JH	Junior High	1,350.00	2,000.00
Basketball Boys/Girls			
Head Basketball	High School	2,600.00	3,300.00
Basketball Asst	High School	1,600.00	2,200.00
Basketball	Junior High	1,350.00	2,000.00
Cross Country			
Cross Country Head Coach	High School	2,600.00	3,000.00
Baseball/Softball			
Baseball/Softball (Head)	High School	2,600.00	3,300.00
Baseball/Softball (Asst)	High School	1,600.00	2,200.00
Power Lifting			
Powerlift Head	High School	2,600.00	3,000.00
Golf	High School	1,600.00	2,500.00
Tennis			
Tennis (HD)	High School	2,600.00	3,000.00
Tennis	Junior High		
Track			
HD Track (Boys/Girls)	High School	2,600.00	3,300.00
Track Assistant - High School / Jr. High	JH/HS	1,600.00	2,200.00
Girls Coordinator	Combined HS/JH	1,100.00	1,500.00

Skidmore-Tynan ISD
 Supplemental Stipend Schedule

Extra Duty Pay/Stipends		ADOPTED FOR 2018-2019	PROPOSED FOR 2019-2020
Filming			
Trainer	JH/HS	2,500.00	2,900.00
Summer sports	JH/HS	2,100.00	2,100.00

2019-20 new stipend amounts

