

## Stipend Schedule 2019-2020

<u>Stipend</u>	<u>Amount</u>	<u>Notes</u>
Master's Degree in current assignment	\$1,500	
Master's Degree	\$1,000	
Bachelor's Degree (Para-professional)	\$750	
Associates Degree (Para-professional)	\$500	
Secondary Math, Science, ELA & Social Studies, LOTE	\$3,500	Included in new HB 3 pay scale
Special Ed, Interventionist, Counselor, Librarian, RN	\$3,500	Included in new HB 3 pay scale
Counselor & Librarian	\$1,500	Included in new HB 3 pay scale
ESL/Bilingual Coordinator (Split between 2 counselors)	\$3,500	
AP & Dual Credit (per semester)- SISD Teacher	\$1,500	
AP & Dual Credit (per semester)- Adjunct Instructor	\$2,500	
AP, Dual Credit & Career Readiness Incentive (annual)	\$3,500	See CCR incentive notes for more details
Teacher Excellence Incentive (annual)	\$3,500	See TEI notes for more details
CTE Industry-Base Certification Adjunct (DOI) Instructor	\$4500/\$3500	See CCR incentive notes for more details
Teacher Leader Incentive (\$500/semester)	\$1,000	See TLI incentive notes for more details
ESL Teacher Certification	\$150	
One Act Play	\$1,500	
Robotics	\$1,000	
UIL Coordinator (Double amount when host)	\$500	
UIL Coach (per event)	\$200	
Student Council Sponsor (1 per campus)	\$500	
FFA Advisor* (11-month, 217 days)	\$3,500	
FCCLA Advisor**	\$2,500	
Yearbook sponsor	\$750	
Cypress sponsor	\$750	
Band Director**	\$7,000	
National Honor Society- (1 per campus)	\$500	
Cheerleader Sponsor- Head**	\$3,500	
Cheerleader Sponsor- Assistant**	\$3,000	
Cheerleader Sponsor- Junior High	\$3,000	
Athletic Director* (12-month, 226 days)	\$5,000	
High School Head Coach** (except AD)	\$3,500	
High School Assistant Coach (** as recommended by the AD)	\$2,500	
Junior High Coach	\$2,500	

\*= Additional contractual days provided

\*\*= Additional \$2500 for duties during the summer

### RETENTION & RECRUITMENT BENEFITS

1. Each full time employee will receive \$100 for each full year of continuous employment in Sabinal ISD. The retention - longevity benefit will be paid by separate check in December of each year (TRS & IRS deductions apply). Maximum payment of \$1000 per year for employees with 10+ continuous years of employment in Sabinal ISD. Part time employees (20 hours/week minimum) will receive \$50/year with a maximum of \$500 payment per year.
2. 100% Paid Health Insurance (Employee Only) & \$10,000 Term Life Insurance
3. \$3000 signing bonus (classroom teachers) & \$1500 all other contractual positions
4. \$2500 "Relocation" bonus if you move into district boundaries within first 6 months of employment
5. Perfect attendance \$500; and Near perfect attendance (3 days or less) \$250. At-will employees paid 1/2 the amount.
6. 10 paid leave (5 state & 5 local); accruable

Updated 6/25/19

## **OUTCOMES BASED INCENTIVES**

**"College & Career Readiness Incentive" (CCR):** A "Student outcomes based pay system" which provides an incentive stipend of \$3500 (annual stipend) to teachers who meet at least one of the following: **1.** A full-time employed teacher who is qualified to teach an AP (core-content only) course and has at least 80% of their students in the class take the AP exam of which 70% score a "3" or higher. The stipend will be paid on the next payroll cycle once scores can be verified by the principal; **2.** A full-time employed Dual-Credit (core-content only) teacher who has at least 80% of the students gain at least 3 college credits and pass the DC course with a final grade of 80 or higher. The stipend will be paid on the next payroll cycle once scores can be verified by the principal; or **3.** A full-time CTE teacher or an Adjunct Instructor (DOI eligible) who has at least 80% of the students acquire a TEA approved "industry-based certification" within four weeks after the conclusion of the course. The stipend will be paid on the next payroll cycle once the certifications can be verified by the principal.

**"Teacher Leader Incentive" (TLI):** An "Evidence pay system" which provides an incentive stipend of \$500/semester (paid on the next payroll cycle after the conclusion of the semester) for teachers who complete four or more principal approved tasks. Examples of activities: Develop three or more local assessments (to be referred to as "TEKS Based Assessments") for any grade level/department; Creates and provides four or more professional development sessions on instructional strategies for student success (defined as  $\geq 80\%$  at or above "Meets" grade level); Provide mentoring to four or more teachers (min. of three sessions per teacher) as identified by their principal (co-teach, model teach, lesson plan studies, etc); Lead four or more PLC meetings based on principal approved agenda (PLC's: PK-2, 3-5 or any secondary department); Develop and guide four or more "Lesson Plan Studies" (as defined by TEA) with two or more teachers; or other District approved activities. The TLI "plan" must be jointly authored between teacher and principal and approved by the superintendent.

**"Teaching Excellence Incentive" (TIE):** A "Student outcomes based pay system" that provides a \$3500 annual stipend for a and elementary grade level teacher or secondary core-content teacher who has at least 80% of students "on-grade level" based on a TEA approved assessment.

