

## **Compensation Policies and Condition of Employment**

- ☐ Salary Schedules
- ☐ Board Policies
- ☐ Information about Performance
- ☐ Bonus or Incentive Pay
- ☐ Other Additional Compensation

## COMPENSATION POLICIES AND CONDITION OF EMPLOYMENT

### Salary Structure/Policies

The information in this section pertains to compensation, policies and conditions of employment. First is the salary structure for teachers, principals and assistant principals. We strive to provide a competitive compensation package and are continually analyzing our salary structure and adjusting our pay scale. Our goal is to provide all of our employees with compensation that is reflective of the benefit they provide in the important tasks of educating the students of Aldine. Aldine's compensation is continually in the top 25% of our Region. Second are the Board policies relative to compensation. One policy outlines our compensation model which rewards teachers and campus professionals for achieving high scores within our evaluation system. The evaluation system was designed in-house and uses multiple measures to provide a more accurate picture of teacher effectiveness. Other Board policies included in this section discuss conditions of employment, the process of awarding our broad array of stipends and supplements, guidelines for eligibility of employee benefits, and the Texas Education Code's requirement for minimum salaries for certain positions. In all instances, our minimum salary considerably exceeds the minimum set by Texas code.

### Incentive Pay

Next is more information about our compensation model that rewards teachers and campus professionals for exemplary ratings in our evaluation system. These documents include a bulletin titled, *Compensation Plan Update*, a list of frequently asked questions, and a PowerPoint used to disseminate information about the model.

The final group of documents details various other Aldine benefits. The last section of the page that is numbered 3103 at the bottom describes a unique and generous benefit offered by Aldine. Employees or their beneficiaries can receive compensation for up to sixty days of unused state personal leave, state sick leave, and local sick leave earned while employed with the district. The next two pages are numbered one and two at the bottom and detail a variety Aldine benefits. Note that Aldine's starting teacher salary for 2015-2016 was \$51,000, and a starting salary of \$52,000 has been approved by the Board for the 2016-2017 school year. A portion of the Human Resources Administrative Procedures Handbook is included next and describes a recruiting incentive that is available to current employees. And lastly is a list of all critical needs stipends and leadership, extended duty and travel supplements paid by the district. This extensive offering of supplemental pay helps elevate our compensation package, helping make Aldine ISD a very desirable place to work.

## 2015-2016 Aldine ISD Pay Structure

Control	Grade	Job Title/Position	Calendar
	105		
		Teacher Non-Certified	187

	106		
		Teacher/Nurse/Librarian	187
		Teacher/Nurse/Librarian	189
		Teacher/Nurse/Librarian	190
		Teacher/Nurse/Librarian	192
		Teacher/Nurse/Librarian	195
		Teacher/Nurse/Librarian	197
		Teacher/Nurse/Librarian	199
		Teacher/Nurse/Librarian	200
		Teacher/Nurse/Librarian	202
		Teacher/Nurse/Librarian	203
		Teacher/Nurse/Librarian	205
		Teacher/Nurse/Librarian	208
		Teacher/Nurse/Librarian	210
		Teacher/Nurse/Librarian	213
		Teacher/Nurse/Librarian	220
		Teacher/Nurse/Librarian	226

	201		
		Assistant Principal Elementary and Inter	215
		Assistant Principal Intermediate	226

	202		
		Assistant Principal Middle	215
		Assistant Principal Middle	226
		Assistant Principal Small High School	215
		Assistant Principal Small High School	226

	203		
		Assistant Principal Admin High School	215
		Assistant Principal Curriculum High School	226
		Principal PK/Elem/Inter/Middle/9th	226

	204		
		Principal Small High School	226

	205		
		Principal High School	226

	Minimum	Mid Pay/ Control Pay	Maximum
Daily (8 hours)	256,4492	367,7246	476,0000
187 days	47,956	68,765	89,012
189 days	48,469	69,500	89,964

Daily (8 hours)	272.7272	375.3938	278.0603
187 days	51,000	70,199	51,997
189 days	51,545	70,949	52,553
190 days	51,818	71,325	52,831
192 days	52,364	72,076	53,388
195 days	53,182	73,202	54,222
199 days	54,273	74,703	55,334
197 days	53,727	73,953	54,778
199 days	54,273	74,703	55,334
200 days	54,545	75,079	55,612
202 days	55,091	75,830	56,168
203 days	55,364	76,205	56,446
205 days	55,909	76,956	57,002
208 days	56,727	78,082	57,837
210 days	57,273	78,833	58,393
213 days	58,091	79,959	59,227
220 days	60,000	82,587	61,173
226 days	61,636	84,839	62,842

Daily (8 hours)	287.6279	401.8628	516.0977
215 days	61,840	86,401	110,961
226 days	65,004	90,821	116,638

Daily (8 hours)	294.9860	420.5328	546.0796
215 days	63,422	90,415	117,407
226 days	66,667	95,040	123,414

Daily (8 hours)	311.0929	437.6139	564.1349
215 days	66,885	94,087	121,289
226 days	70,307	98,901	127,494

Daily (8 hours)	333.1858	457.4801	581.7743
226 Days	75,300	103,391	131,481

Daily (8 hours)	359.6691	517.3230	674.9469
226 Days	81,285	116,915	152,538

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] 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 Board shall also determine the total compensation package for the Superintendent. [See BJ series]

PAY ADMINISTRATION

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

ANNUALIZED  
SALARY

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

PAY INCREASES

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

INELIGIBILITY  
FOR PAY  
INCREASES

A person shall automatically be ineligible for salary increases and incentive payments for any of the following conditions. A person under this policy shall remain ineligible for one full year.

- a) The person's contract has been non-extended.
- b) The person has returned to probationary contract status.
- c) The person received an overall summative rating of "Ineffective" or "Unsatisfactory."
- d) The person received an overall summative rating of "Needs Improvement" for two consecutive years.

Upon recommendation of the superintendent, the Board may approve the ineligibility of a person for a salary increase and incentive payments under the following conditions:

- a) An overall summative rating of "Needs Improvement" on the district's evaluation system; or
- b) Multiple placements or continuation on a professional growth plan.

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(LOCAL)

MID-YEAR PAY INCREASES	A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]
CONTRACT EMPLOYEES	
NON- CONTRACT EMPLOYEES	The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.
PAY DURING CLOSING	If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools]

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(LOCAL)

STIPEND	The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]
SUPPLEMENTAL DUTIES	The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.
INCENTIVE AND INNOVATION PROGRAMS	<p>The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.</p> <p>Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.</p>
<u>VARIABLE PAY</u>	<u>The Superintendent may recommend a variable pay schedule as part of the annual compensation plan of the District.</u>

COMPENSATION PLAN  
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(LEGAL)

INCENTIVE GRANTS—  
CONTRACT  
PROVISION

A district shall provide in employment contracts that qualifying employees may receive an incentive payment under an awards program established under Education Code Chapter 21, Subchapter O (Educator Excellence Award Program and Educator Excellence Innovation Program) if the district participates in the program. A district shall indicate that any incentive payment distributed is considered a payment for performance and not an entitlement as part of an employee's salary. *Education Code 21.415*

EDUCATOR  
EXCELLENCE  
INNOVATION  
PROGRAM

The Educator Excellence Innovation Program (EEIP) is a grant program under which a district may receive a competitive grant for the purposes of systematically transforming educator quality and effectiveness. TEA will give priority to districts that receive Title I funding and have at a majority of district campuses a student enrollment that is at least 50 percent educationally disadvantaged.

ELIGIBILITY

A district is eligible to apply for EEIP grant funds if the district:

1. Completes and submits a Notice of Intent to Apply to TEA by the date established by the Commissioner;
2. Complies with all assurances in the Notice of Intent to Apply and grant application;
3. Participates in the required technical assistance activities established by the Commissioner, including establishing leadership teams, master teachers, mentor teachers, and instructional coaches and developing career pathways;
4. Agrees to participate for four years; and
5. Complies with any other activities set forth in the program requirements.

An eligible district must submit an application in a form prescribed by the Commissioner. Each eligible applicant must meet all deadlines, requirements, and assurances specified in the application. The Commissioner may waive any eligibility requirements as specified in 19 Administrative Code 102.1073.

LOCAL PLAN

An eligible district that intends to participate in the EEIP shall submit a local educator excellence innovation plan to TEA. A local educator excellence innovation plan must address the elements at 19 Administrative Code 102.1073(e)(2).

A district must act pursuant to its local board policy [see DEAA (LOCAL)] for submitting a local educator excellence innovation plan and grant application to TEA. A local decision to approve and submit a plan and grant application may not be appealed to the Commissioner.

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

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	<p>A district may renew its local educator excellence innovation plan for three consecutive school years without resubmitting a full grant application to TEA. With TEA approval, a district may amend its local plan in accordance with 19 Administrative Code 102.1073(c) and (h) for each school year the district receives a program grant.</p>
USE OF GRANT FUNDS	<p>A district may use grant funds only to carry out purposes of the program as described at Education Code 21.7011, in accordance with the district's local plan, which may include the following specific methods or procedures:</p> <ol style="list-style-type: none"><li>1. Implementation and administration of a high-quality mentoring program for teachers in the first three years of classroom teaching using mentors who meet the qualifications prescribed by Education Code 21.458 [see MENTOR TEACHERS, below];</li><li>2. Implementation of a teacher evaluation system using multiple measures that include:<ol style="list-style-type: none"><li>a. The results of classroom observation, which may include student comments;</li><li>b. The degree of student educational growth and learning; and</li><li>c. The results of teacher self-evaluation;</li></ol></li><li>3. To the extent permitted under Education Code Chapter 25, Subchapter C, restructuring of the school day or school year to provide for embedded and collaborative learning communities for the purpose of professional development [see EC];</li><li>4. Establishment of an alternative teacher compensation or retention system; and</li><li>5. Implementation of incentives designed to reduce teacher turnover.</li></ol>
WAIVER REQUEST	<p>A district may apply to the Commissioner in writing for a waiver to exempt the district or one or more district campuses from one or more of the statutory sections listed at Education Code 21.7061(a).</p> <p>The application for the waiver must demonstrate:</p> <ol style="list-style-type: none"><li>1. Why waiving the identified section of the Education Code is necessary to carry out the purposes of the program;</li><li>2. Approval for the waiver by a vote of a majority of the members of the board;</li></ol>



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3. Approval for the waiver by a vote of a majority of the educators employed at each campus for which the waiver is sought; and
4. Evidence that the voting occurred during the school year and in a manner that ensured that all educators entitled to vote had a reasonable opportunity to participate in the voting.

Neither the board nor the superintendent may compel a waiver of rights under Education Code 21.7061.

Not later than April 1 of the year in which the waiver application is submitted, the Commissioner shall notify the district in writing whether the application has been granted or denied. A waiver expires when the waiver is no longer necessary to carry out the purposes of the program, in accordance with the district's local educator excellence innovation plan.

*Education Code Ch. 21, Subch. O; 19 TAC 102.1073*

MENTOR TEACHERS

A district may assign a mentor teacher to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned. A teacher assigned as a mentor must:

1. To the extent practicable, teach in the same school;
2. To the extent practicable, teach the same subject or grade level, as applicable; and
3. Meet the qualifications prescribed by Commissioner's rules.

The Commissioner's rules must require that a mentor teacher:

1. Complete a research-based mentor and induction training program approved by the Commissioner;
2. Complete a training program provided by the district; and
3. Have at least three complete years of teaching experience with a superior record of assisting students, as a whole, in achieving improvement in student performance.

A district may apply to the Commissioner for funds for a mentor teacher program. A district may use the funds only for providing:

1. Mentor teacher stipends;
2. Scheduled release time for mentor teachers and the classroom teachers to whom they are assigned for meeting and engaging in mentoring activities; and
3. Mentoring support through providers of mentor training.

*Education Code 21.458; 19 TAC 153.1011*

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(LEGAL)

MASTER TEACHER GRANT PROGRAMS	The Commissioner shall establish master reading, mathematics, technology, and science teacher grant programs to encourage teachers to become certified as master teachers and to work with other teachers and students to improve student performance. <i>Education Code 21.410–.413</i>
APPLICATION	A district may apply to the Commissioner for grants for each identified high-need campus to be used to pay year-end stipends to certified master teachers.
USE OF FUNDS	Grant funds may be used only for the purpose of paying a year-end stipend to a master teacher whose primary duties are to teach reading, mathematics, technology, or science and to serve as a reading, mathematics, technology, or science teacher mentor for the amount of time and in the manner established by the district.
PAYMENTS	<p>The Commissioner shall reduce payments to a district proportionately to the extent a teacher does not meet the requirements for a master teacher for the entire school year.</p> <p>If a teacher qualifies as a master teacher for a partial month, a district's written policy will determine how the district counts the partial month, for example, as no month served or as an entire month served. Only whole months shall be entered on the application by a district on the teacher's behalf.</p> <p>Education Code sections 21.410–.413 do not create a property right to a grant or stipend. A master teacher stipend is not considered in determining whether the district is paying the teacher the minimum monthly salary under Education Code 21.402.</p>
DESIGNATION OF TEACHER	<p>A district that employs more certified master teachers than the number of grants available shall designate which certified master teacher(s) to assign the duties required to receive the state stipends. The designation is based on a written policy adopted by the board. A district's decision is final and may not be appealed.</p> <p>A district may not apportion among teachers a stipend paid with a grant the district receives under this program. A district may use local money to pay additional stipends in amounts determined by the district.</p> <p><i>Education Code 21.410–.413; 19 TAC Ch. 102, Subch. BB</i></p>
ACHIEVEMENT ACADEMY STIPENDS	A stipend received by a teacher who attends a literacy achievement, mathematics achievement, or a reading-to-learn academy is not considered in determining whether a district is paying the teacher the minimum monthly salary under Education Code 21.402. <i>Education Code 21.4552(d), .4553(d), .4554(d)</i>

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	<p>A stipend received by a school counselor or teacher who attends a postsecondary education and career counseling academy under Education Code 33.009 is not considered in determining whether a district is paying the school counselor or teacher the minimum monthly salary under Education Code 21.402. <i>Education Code 33.009(h)</i></p>
RETIREMENT INCENTIVES	<p>A district may not offer or provide a financial or other incentive to an employee to encourage the employee to retire from the Teacher Retirement System of Texas. <i>Education Code 22.007</i></p>
ATTENDANCE SUPPLEMENT	<p>A district shall not deny an educator a salary bonus or similar compensation given in whole or in part on the basis of educator attendance because of the educator's absence from school for observance of a religious holy day observed by a religion whose places of worship are exempt from property taxation under Tax Code 11.20. <i>Education Code 21.406</i></p>

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MINIMUM SALARY SCHEDULE — EDUCATORS	A district shall pay each classroom teacher, full-time librarian, full-time school counselor, or full-time nurse not less than the minimum monthly salary, based on the employee's level of experience, specified in Education Code 21.402 and 19 Administrative Code 153.1021.
DEFINITIONS	
"CLASSROOM TEACHER"	"Classroom teacher" means an educator who teaches an average of at least four hours per day in an academic or career and technology instructional setting, focusing on the delivery of the Texas Essential Knowledge and Skills, and who holds the relevant certificate from the State Board for Educator Certification (SBEC). Although noninstructional duties do not qualify as teaching, necessary functions related to the educator's instructional assignment, such as instructional planning and transition between instructional periods, should be applied to creditable classroom time.
"LIBRARIAN"	"Librarian" means an educator who provides full-time library services and holds the relevant certificate from SBEC.
"COUNSELOR"	"Counselor" means an educator who provides full-time counseling and guidance services and holds the relevant certificate from SBEC.
"NURSE"	"Nurse" means an educator employed to provide full-time nursing and health-care services and who meets all the requirements to practice as a registered nurse (RN) pursuant to the Nursing Practice Act and the rules and regulations relating to professional nurse education, licensure, and practice and has been issued a license to practice professional nursing in Texas.
"FULL-TIME"	"Full-time" means contracted employment for at least ten months (187 days) for 100 percent of the school day, in accordance with the definitions of school day in Education Code 25.082, employment contract in Education Code 21.002, and school year in Education Code 25.081.  19 TAC 153.1022(a)
PLACEMENT ON SALARY SCHEDULE	The Commissioner's rules determine the experience for which a teacher, librarian, school counselor, or nurse is to be given credit in placing the teacher, librarian, school counselor, or nurse on the minimum salary schedule. A district shall credit the teacher, librarian, school counselor, or nurse for each year of experience, whether or not the years are consecutive. <i>Education Code 21.402(a), .403(c); 19 TAC 153.1022</i>
EMPLOYEES FORMERLY ON CAREER LADDER	A teacher or librarian who received a career ladder supplement on August 31, 1993, is entitled to at least the same gross monthly salary the teacher or librarian received for the 1994–95 school year as long as the teacher or librarian is employed by the same district.

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In addition, a teacher or librarian who was on level two or three of the career ladder is entitled, as long as he or she is employed by the same district, to placement on the minimum salary schedule according to the guidelines at Education Code 21.403(d). *Education Code 21.402(f), .403(d)*

PAY INCREASES

A district shall not grant any extra compensation, fee, or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered into and performed in whole or in part. *Tex. Const. Art. III, Sec. 53*

PUBLIC HEARING—  
CONTRACT  
EMPLOYEES

A district may not pay an employee or former employee more than an amount owed under a contract with the employee unless the district holds at least one public hearing. Notice of the hearing must be given in accordance with notice of a public meeting under the Texas Open Meetings Act [see BE].

The board must state the following at the public hearing:

1. The source and exact amount of the payment;
2. The reason the payment is being offered including the public purpose that will be served by making the payment; and
3. The terms for distribution of the payment that effect and maintain the public purpose.

*Loc. Gov't Code 180.007*

SALARY ADVANCES  
AND LOANS

A district shall not lend its credit or gratuitously grant public money or things of value in aid of any individual, association, or corporation. *Tex. Const. Art. III, Sec. 52; Brazoria County v. Perry, 537 S.W.2d 89 (Tex. Civ. App.—Houston [1st Dist.] 1976, no writ)*

DESIGNATION OF  
COMPENSATION FOR  
BENEFITS

An employee who is covered by a cafeteria plan or who is eligible to pay health-care premiums through a premium conversion plan may elect to designate a portion of the employee's compensation to be used as health-care supplementation. The amount designated may not exceed the amount permitted under federal law. *Education Code 22.103*

USE

An employee may use the compensation designated for health-care supplementation for any employee benefit, including depositing the designated amount into a cafeteria plan in which the employee is enrolled or using the designated amount for health-care premiums through a premium conversion plan. *Education Code 22.106*

ANNUAL ELECTION

Each school year, an active employee must elect in writing whether to designate a portion of the employee's compensation to be used as health-care supplementation. The election must be made at the

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- DEFINITION
- same time that the employee elects to participate in a cafeteria plan, if applicable. *Education Code 22.105*
- For purposes of the designation of compensation as health-care supplementation, "employee" means an active, contributing member of the Teacher Retirement System (TRS) who:
1. Is employed by a district;
  2. Is not a retiree eligible for coverage under Insurance Code Chapter 1575 (retiree group health benefits);
  3. Is not eligible for coverage by a group insurance plan under Insurance Code Chapter 1551 (state employee health insurance) or Chapter 1601 (state university employee health insurance); and
  4. Is not an individual performing personal services for the district as an independent contractor.

*Education Code 22.101(2)*

TRS CONTRIBUTIONS  
FOR NEW HIRES

During each fiscal year, a district shall pay an amount equal to the state contribution rate, as established by the General Appropriations Act for the fiscal year, applied to the aggregate compensation of new members of the retirement system, during their first 90 days of employment.

"New member" means a person first employed on or after September 1, 2005, including a former member who withdrew retirement contributions under Government Code 822.003 and is reemployed on or after September 1, 2005.

On a monthly basis, a district shall:

1. Certify to TRS the total amount of salary paid during the first 90 days of employment of a new member and the total amount of employer payments under this section for the payroll periods; and
2. Retain information, as determined by TRS, sufficient to allow administration of this section, including information for each employee showing the applicable salary as well as aggregate compensation for the first 90 days of employment for new employees.

A district must remit the amount required under this section to TRS at the same time the district remits the member's contribution. In computing the amount required to be remitted, a district shall include compensation paid to an employee for the entire pay period that contains the 90th calendar day of new employment.

*Gov't Code 825.4041*

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TRS SURCHARGE FOR  
REHIRED RETIREES

TRS FUND  
CONTRIBUTIONS

During each payroll period for which a retiree is reported, a district shall contribute to the retirement system for each retiree reported an amount based on the retiree's salary equal to the sum of:

1. The current contribution amount that would be contributed by the retiree if the retiree were an active, contributing member; and
2. The current contribution amount authorized by the General Appropriations Act that the state would contribute for that retiree if the retiree were an active, contributing member.

*Gov't Code 825.4092(b)*

HEALTH  
INSURANCE  
CONTRIBUTIONS

In addition, each payroll period and for each rehired retiree who is enrolled in TRS Care (retiree group health insurance), a district shall contribute to the TRS Care trust fund an amount established by TRS. In determining the amount to be contributed by the district, TRS shall consider the amount a retiree is required to pay for the retiree and any enrolled dependents to participate in the group program and the full cost of the retiree's and enrolled dependents' participation in the group program. If more than one employer reports the retiree to TRS during a month, the amount of the required payment shall be prorated among employers.

EXCEPTION

A district is not required to contribute these amounts for a retiree who retired from the retirement system before September 1, 2005.

*Gov't Code 825.4092(c), (e); Insurance Code 1575.204(b)*

NOTICE REGARDING  
EARNED INCOME TAX  
CREDIT

Not later than March 1 of each year, a district shall provide employees with information regarding general eligibility requirements for the federal earned income tax credit by one of the following means:

1. In person;
2. Electronically at the employee's last known e-mail address;
3. Through a flyer included, in writing or electronically, as a payroll stuffer; or
4. By first class mail to the employee's last known address.

A district may not satisfy this requirement solely by posting information in the workplace.

In addition, a district may provide employees with IRS publications and forms, or information prepared by the comptroller, relating to the earned income tax credit.

*Labor Code 104.001-.003*

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DECREASING PAY

The Commissioner has held that a district may reduce educator compensation if it gives sufficient warning of a possible reduction in pay when educators can still unilaterally resign from their contracts. A sufficient warning must be both formal enough and specific enough to give educators a meaningful opportunity to decide whether to continue employment with a district. Brajenovich v. Alief Indep. Sch. Dist., Tex. Comm'r of Educ. Decision No. 021-R10-1106 (2009)

WIDESPREAD  
SALARY  
REDUCTIONS

The following provisions apply only to a widespread reduction in the amount of annual salaries paid to classroom teachers in a district based primarily on district financial conditions rather than on teacher performance.

For any school year in which a district has reduced the amount of the annual salaries paid to classroom teachers from the amount paid for the preceding school year, the district shall reduce the amount of the annual salary paid to each district administrator or other professional employee by a percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teacher salaries have been reduced.

*Education Code 21.4023*

A board may not reduce salaries until the district has complied with the requirements at Education Code 21.4022 [see SALARY REDUCTION/FURLOUGH PROCESS, below]. *Education Code 21.4022*

FURLOUGH  
PROGRAM

In accordance with district policy [see DFFA], a board may implement a furlough program and reduce the number of days of service otherwise required under Education Code 21.401 [see DC] by not more than six days of service during a school year if the Commissioner certifies that the district will be provided with less state and local funding for that year than was provided to the district for the 2010–11 school year. *Education Code 21.4021(a)*

A board may not implement a furlough program until the district has complied with the requirements at Education Code 21.4022 [see SALARY REDUCTION/FURLOUGH PROCESS, below]. *Education Code 21.4022*

FUNDING LEVELS

Not later than July 1 of each year, the Commissioner shall determine for each district whether the estimated amount of state and local funding per student in weighted average daily attendance to be provided to the district under the Foundation School Program for maintenance and operations for the following school year is less than the amount provided to the district for the 2010–11 school year. If the amount estimated to be provided is less, the



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	Commissioner shall certify the percentage decrease in funding to be provided to the district. <i>Education Code 42.009</i>
SALARIES	Notwithstanding Education Code 21.402 (minimum salary schedule), a board may reduce the salary of an employee who is furloughed in proportion to the number of days by which service is reduced. Any reduction in the amount of the annual salary must be equally distributed over the course of the employee's current contract with the district.
FURLOUGH DAYS	A furlough program must subject all contract personnel to the same number of furlough days. An educator may not be furloughed on a day that is included in the number of days of instruction required under Education Code 25.081 [see EB]. Implementation of a furlough program may not result in an increase in the number of required teacher workdays. An educator may not use personal, sick, or any other paid leave while the educator is on a furlough.
CONTRACT RESIGNATION	If a board adopts a furlough program after the date by which a teacher must give notice of resignation from a probationary, term, or continuing contract [see DFE], an employee who subsequently resigns is not subject to sanctions imposed by SBEC.
NO APPEAL	A decision by a board to implement a furlough program is final and may not be appealed and does not create a cause of action or require collective bargaining.  <i>Education Code 21.4021</i>
SALARY REDUCTION / FURLOUGH PROCESS	A board may not implement a furlough program under Education Code 21.4021 or reduce salaries until the district has complied with the requirements below.
EMPLOYEE INVOLVEMENT	A district must use a process to develop a furlough program or other salary reduction proposal, as applicable, that: <ol style="list-style-type: none"><li>1. Includes the involvement of the district's professional staff; and</li><li>2. Provides district employees with the opportunity to express opinions regarding the furlough program or salary reduction proposal, as applicable, at the public meeting described below.</li></ol>
PUBLIC MEETING	A board must hold a public meeting at which the board and district administration present: <ol style="list-style-type: none"><li>1. Information regarding the options considered for managing the district's available resources, including consideration of a</li></ol>

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LEGAL)

tax rate increase and use of the district's available fund balance;

2. An explanation of how the district intends, through implementation of a furlough program or salary reductions, as applicable, to limit the number of district employees who will be discharged or whose contracts will not be renewed. Any explanation of a furlough program must state the specific number of furlough days proposed to be required; and
3. Information regarding the local option residence homestead exemption.

The public and district employees must be provided with an opportunity to comment at the public meeting.

*Education Code 21.4022*

# **Compensation Plan**

## **\*UPDATE\***

Here is a look at changes to the Aldine ISD compensation plan for teachers and staff members who are evaluated using Invest:

In order to identify and compensate the district's best teachers, compensation will happen in two steps for the 2016-17 school year:

1. All eligible district staff (including teachers) would receive a percentage increase to their base pay as approved by the Board with the 2016-2017 budget.
2. Eligible teachers and staff appraised with Invest and rated "Highly Effective" in Part A: Teacher Practice will receive variable pay in addition to any Board approved increase noted in step 1. The one-time reward would be paid in January 2017.



DEA Local outlines the categories of teachers and staff who will not be eligible for board-approved raises for the following school year. The first group, those who will automatically have their pay remain at current levels, fall into one of four categories:

- Employees whose contracts have not been extended;
- Employees who have been returned to probationary contract status from term contract status;
- Employees who received an overall rating of "Ineffective" or "Unsatisfactory;" or
- Employees who received for two consecutive years an overall rating of "Needs Improvement."

The next group is those who would be ineligible for a board-approved raise based on the superintendent's recommendation and board approval. The first category in this group covers those who have an overall summative rating of "Needs Improvement" for only one year. The second category covers those who have multiple placements or continuation of a Professional Growth Plan during the school year.

For more information, please see the Board's policies in DEA Legal and DEA Local.



**Aldine Independent School District**

Department of Human Resources  
2520 W. W. Thorne Blvd. • Houston, TX 77073-3406  
Phone 281-985-6310 • Fax 281-985-6474

# ALDINE ISD

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## New Compensation Model 2016-2017

## New Compensation Model

The new Compensation Plan for the 2016-17 school year has two steps:

- Board-approved raises
- Variable pay

## Step 1 – Board-approved raises

All **eligible** district employees will receive a percentage increase to their base pay as approved by the Board with the 2016-2017 budget.

*This is the regular board increase that is applied every year.*

## Who's Ineligible?

1. An employee shall automatically be ineligible for salary increases and incentive payments for any of the following conditions:

## Automatic ineligibility

a. The employee's contract was non-extended during the 2015-2016 school year.

*Only applies to employees with two year contracts  
Will be discussed during the employees file review*

## Automatic ineligibility

b. The employee returned to probationary contract status during the 2015-2016 school year.

*Conditions a and b will be determined from the  
Principal's Contract Recommendations that are  
approved by the Board.*

## Automatic ineligibility

c. Employees evaluated under Invest who received a Part A: Teacher Practice final rating of “Ineffective” during the 2015-2016 school year.

## Automatic ineligibility

d. Employees evaluated under Invest who received a Part A: Teacher Practice final rating of “Needs Improvement” for the previous two consecutive years.

*Condition d will not be applied for 2016-2017.*

*Conditions relevant to Invest will be determined from data in Teachscape.*

## Who's Ineligible? (Con't.)

2. Upon recommendation of the Superintendent, the Board may approve the ineligibility of a person for a salary increase or incentive payments under the following conditions:
  - a) Employees rated under Invest who receive a Part A: Teacher Practice final rating of "Needs Improvement" for the 2015-2016 school year.
  - b) Employees rated under Invest who had multiple placements on a Professional Growth Plan (PGP) during the 2015-2016 school year or had a continuation of a Professional Growth Plan (PGP) during the 2015-2016 school year.

## More about Ineligibility

1. An employee deemed ineligible will remain ineligible for one full year.
2. Ineligibility does not include longevity. Employees who are ineligible will still receive longevity increases.



## Step 2 – Variable pay

Teachers and staff who are evaluated under Invest and receive a Part A: Teacher Practice final rating of “Highly Effective” for the 2015-2016 school year will receive variable pay as approved by the Board with the 2016-2017 budget in addition to any Board-approved increase noted in Step 1.

*This one-time variable pay will be paid in January 2017.*

*(Note: Part B: Student Growth, SGP and SLO ratings, will not be considered as part of the Compensation Model for 2016 - 2017.)*

The district has adopted this new compensation model to help align compensation with one of the goals of the district which is to retain and compensate “Highly Effective” teachers and staff.

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## QUESTIONS

Practice Act of Texas, a licensed doctor of dentistry, a licensed chiropractor, or a licensed podiatrist. If the employee is a member of the Christian Science Church, the request may be accompanied by an attestation from a Christian Science practitioner.

### **Advancement of State Personal Leave**

For individuals who have not been employed by another district during the year, state personal leave is advanced at the beginning of the individual's employment with this district. If employment begins after the first work day on the calendar for the individual's work group, the number of advanced state personal days shall be adjusted proportionately to reflect the portion of the employment year remaining.

Individuals who previously were employed by another school district for any portion of the same year should have had state personal days advanced at the previous district and are not eligible for an advancement by this district.

### **Record Keeping**

Records shall be maintained to show the accumulation, use, and remaining balance of each employee's leave benefits. Leave earned or used is recorded in one-half (1/2) days and whole days only. An absence for two (2) hours shall be recorded as an absence for one-half (1/2) of a day. Employees who have exhausted their available sick leave balances due to illness or injuries and who are experiencing illnesses or injuries that prevent them from performing their duties may apply to the Superintendent of Schools for advancements of local sick leave to be earned during that year.

### **Reimbursement Upon Retirement or Death**

Aldine employees who retire under the Teacher Retirement System within sixty (60) days of the termination of their employment with Aldine and the beneficiaries of employees of Aldine who die are eligible to be paid for not more than sixty (60) of the unused state personal leave, state sick leave, and local sick leave, combined, which were earned while employed by the district. Payment will be made at the employee's daily rate at the time of retirement or death. Regardless of the date of employment, payment to an eligible retiree is made only through the district's "Sick Leave Tax Deferral Plan", adopted on May 26, 2001. That plan is administered by the district's third-party administrator. If payment is to be made due to the death of an employee, payment is made by issuing a district check to the estate of the deceased employee. Employees who previously have retired from TRS are ineligible for this local benefit.

In order to be entitled to receive this payment, the eligible person must submit the following documents to the Payroll Office within ninety (90) days after the termination of employment: 1) a written request for reimbursement of the unused leave; and, either 2) for retirees, a copy of form TRS-562 showing the effective date of retirement; or, 3) for the beneficiary of a deceased employee, a copy of the death certificate. Employees whose employment is terminated as a result of unsatisfactory performance, including but not limited to being fired, non-renewal or resigning in lieu of termination/non-renewal, are not eligible for this benefit.

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### **Competitive Teacher Salary**

Our teacher salary package is very competitive in comparison with school districts in the area. The starting salary is \$52,000 for certified teachers.

### **Critical Needs Supplement Pay**

Aldine pays an annual supplement up to \$4,500 to individuals who teach in "Critical Need Areas." Bilingual teachers' credentials will be reviewed to determine if they meet the requirements to receive the annual stipend.

### **Longevity Pay**

Beginning with the third year of employment, professional employees earn \$100 per year for each year of service in Aldine ISD.

### **Incentive Pay for Recruiting Teachers**

An incentive will be paid to current Aldine employees who recruit qualified teachers. The recruited teachers must teach in the district one full year and the incentive will be paid in June or January. Incentives are paid in two categories:

Category I: Critical need areas \$500, Category II: All other subject areas \$300.

### **Onsite Educational Advancement Opportunities**

Masters and doctoral degrees are offered through partnerships with Sam Houston State University, Texas A&M University, Prairie View A&M University, and the University of Houston-Downtown.

### **New Teacher Induction Academy**

The New Teacher Induction Academy immediately precedes the start of the school year. Teachers are given materials, supplies, and instruction to make the transition to Aldine ISD as smooth as possible.

### **Education of Employees' Children**

Employees who reside outside of the district's boundaries may enroll their children in an Aldine school nearest to their place of employment. Aldine ISD has been recognized by the state of Texas for the academic achievement of students for six (6) consecutive years.

### **Health Insurance**

The district offers a multitude of medical benefits that meet your needs. The district contributes a fixed amount per month toward the cost of each employee's medical insurance premium. The annual contribution made by Aldine ISD exceeds \$3,300 per employee.

#### **401(a) Matching Plan for Retirement Savings**

In September 2000, AISD proudly introduced a retirement savings matching plan.

Employees who contribute to a tax-sheltered annuity will receive up to .5% of their annual gross compensation.

Employees who have excellent attendance (.5 to 2 days of absence) earn an additional .5 % of their annual gross compensation. Employees who have perfect attendance (zero absences) earn an additional 1% of their annual gross compensation.

#### **457 / 403(b) Retirement Plans**

Two payroll deducted retirement saving plans are available to supplement your TRS retirement annuity. These plans give you the flexibility and vehicle to plan your future.

the application will be through E-Portal. To apply for a transfer, a teacher must complete the transfer application. The employee seeking a transfer must identify their building principal as one of their references.

E. Initial Compensation Placement Table for Teachers

An initial placement compensation table is used for initial hire. The maximum entry level is set by the Board of Trustees. Employees do not necessarily progress to the next salary level for the following year.

IV. SUBSTITUTES

A. Selection and List

Those wishing to substitute should have at least sixty (60) hours of college work or a recommendation from a building principal. Applicants who do not have a teaching certificate, a college/university degree, or 60 college hours will not be approved to perform substitute duties in schools whose administrators have not recommended them. A completed application, college transcripts, references, an interview with the Director of Human Resources, and attendance at the substitute in-service are required before being placed on the substitute list.

B. Salary Schedule for Substitutes

Substitutes will be paid according to the adopted salary. Campuses will verify absences by completing a weekly reconciliation report using AESOP.

C. Clerical Substitutes

Substitutes for clerical personnel must be approved in advance by the Assistant Superintendent of Human Resources. Principals may employ substitutes for clerical personnel without prior approval and have the cost of the substitutes deducted from their agency fund.

D. In-School Substitutes

It is permissible for a principal of a secondary school to use his own teachers as substitutes when it is impossible to secure a regular substitute.



V. INCENTIVE PROGRAMS

Incentive for Recruiting Teachers

An incentive for recruiting teachers will be paid to current Aldine employees. (Human Resources employees will not be eligible) To be eligible to receive the supplement, employees must adhere to the following guidelines:

1. Beginning or experienced applicants must be able to teach in the fields of elementary education, mathematics, science, foreign language, English, reading, social studies, speech therapy, special education, bilingual education, or vocational auto mechanics, electronics, and drafting. They must interview with building principals, be employed by the district and teach for one full calendar year.
2. The applicant must complete the Recruitment Survey, which is part of the application, naming the Aldine employee who recruited them. The form should

be completed at the time the application is submitted or at the time of employment. Aldine employees will be notified in writing upon receipt of a recruiting survey form naming them as the recruiter.

3. Recruited applicants must teach with the district for one full calendar year before the recruitment incentive will be paid to the recruiting Aldine staff member. Payments will be made in January or July.
4. Recruiting Aldine employees must be employed in the district at the time payment of the recruitment incentive is paid.
5. Transportation, food service, technology, custodial, maintenance, central receiving, clerical, teacher aide, teacher, nurse, librarian, speech therapist, occupational and physical therapist, psychologist, counselor, diagnostician, consultant and assistant principal employees will be eligible for the recruitment incentive.
6. Incentive will be divided into the following categories:
  - a. Category I Critical Need Area \$500.00  
(Bilingual Teachers, Secondary Mathematics, and Science Teachers)
  - b. Category II All other subject areas \$300.00

## VI. OVERTIME COMPENSATION

- A. Individuals who are employed in other than executive, administrative, or professional positions may not work more than forty (40) hours in any work week without the prior approval of their administrative supervisor. Administrative supervisors shall maintain auditable records of each employee's authorized overtime. Compensation is at the rate of one and one-half hours for each hour worked in excess of forty (40) hours per week.
- B. Overtime earned in the transportation, maintenance, buildings and construction, and police departments may be compensated in money rather than in time if the department's budget has an unencumbered balance available for that line item. Unless specifically approved in writing by the deputy, assistant, or area superintendent with budgetary responsibility, compensation for overtime in all other departments shall be in time off ("comp time"). Employees whose absence is due to personal illness shall not use comp time as a substitute for sick leave.

# 2016-2017 Stipends

## CRITICAL NEEDS STIPENDS

### To be eligible:

- 1) Teachers must be fully certified in the critical needs area.
- 2) Teachers in an alternative certification program will not be eligible until they receive their five-year certificate.
- 3) Teachers must be teaching during the regular school day. Teachers who teach in a critical needs area during zero period will not be eligible.

**Length of Stipend:** The teacher will lose the critical needs stipend immediately when they are not longer teaching in the critical need area or no longer certified to teach in a critical need area.

Teachers will not receive the stipend until all paperwork is complete in the Human Resources Department.

If the teacher is employed after the school year starts, the stipend will be prorated on a daily basis.

Stipends will be distributed on a prorated basis for partial assignments.

*(Paid in two installments: half of annual amount on 10/20 paycheck and half on 3/20 paycheck)*

**AMT.**

Math Teacher (Grades 7-12)*; including Skills Specialist and Instructional Coach***	\$3,000
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Science Teacher (Grades 7-12)*; including Skills Specialist and Instructional Coach***	\$3,000
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### SPECIAL EDUCATION: (All Grades)

GAP, Life Skills, Visually Impaired, Hearing Impaired, Autistic, Orientation & Mobility	\$3,000
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Occupational Therapist; including assistants	\$2,500
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Physical Therapist	\$3,500
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Certified Assessment Specialist (DIAG)	\$4,000
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Certified Bilingual Assessment Specialist	\$5,000
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### CERTIFIED SPEECH PATHOLOGIST:

SLPA (Starting Year 4 in Aldine)	\$3,500
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CFY	\$5,000
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CCC	\$7,000
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Bilingual with CCC	\$8,000
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Bilingual (All Grades); including Skills Specialist and Instructional Coach***	\$4,500
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Health Science Teacher	\$4,000
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### COMPASS TEACHERS:

All Teachers (other than math and science)	\$3,000
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Math and Science Teachers	\$6,000
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SEI (Structured English Immersion) Teacher; including Skills Specialist***	\$2,500
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Reading Teachers (Grades 9-12)	\$2,500
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District Instructional Math Coach	\$3,000
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ESL** (for identified intensive classrooms); including Skills Specialist***	\$2,500
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### IB COORDINATOR: (New 2016-2017)

EC/PK/K	\$2,000
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Elementary/Intermediate/Middle School (2)	\$2,500
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9th Grade	\$3,500
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High School	\$5,000
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Elementary Testing Coordinator	\$2,500
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Carver Magnet Coordinator (New 2016-2017)	\$1,500
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English I and II teacher; including Skills Specialist*** and Accelerated English Academy	\$3,000
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\*Science teachers must be certified in the science they are teaching. Intermediate Math and Science Teachers do not receive a critical needs stipend, even if they are certified. Elementary Resource and Inclusion teachers do not receive the critical needs stipend. Middle School and High School Resource teachers who are also certified in Math and Science and are serving students in those subject areas are eligible for the critical needs stipend.

\*\*MIDDLE and HIGH SCHOOL ONLY: Employees in this position who meet certain eligibility criteria can receive two stipends; they are not bound to the rule that you can only receive one stipend and it will be the higher of the two. Betsey Haisler will submit list of recipients and HR will validate certificate.

\*\*\*Skills Specialists and Coaches must be certified in the critical needs area to qualify

#### CLARIFICATIONS

*ESL Stipend (Grades PK-12) - ONLY applicable to the ESL program (which includes the newcomer program at grades 7-12). Teachers must be identified by their principal, complete a series of specific professional development, possess a standard certification in ESL, and be assigned to sheltered teams (recent arrivals receiving sheltered instruction). Does not include bilingual students.*

*Single Shelter Class*

*(Grades PK-2) and Sheltered Team (Grades 3-8) must reach capacity before an additional teacher is approved.*

*Bilingual Stipend (Grades PK-6) - ONLY applicable to the Bilingual program. Teachers must be identified by their principal, possess a standard certification in bilingual, and be assigned to bilingual students at least 50% of the day. (grades PK-6) Does not include ESL students.*

*SEI Stipend (Grades 3-6) - ONLY applicable to the Bilingual program. Teachers must be identified by their principal, possess a standard certification in ESL, team teach with a bilingual teacher, and be assigned to teach the ELA and possibly other content areas in Spanish or English to bilingual students. Does not include ESL students.*



## 2016-2017 Supplements

*Extra Duty, Travel, and Leadership Supplements Payout: The annual amount of the supplement is divided by the number of checks the employee receives for the contract period and paid in equal payments throughout the year. Supplements will be distributed on a prorated basis for partial assignments.*

### ELEMENTARY/EC/PK SUPPLEMENTS

*Anyone sharing a position will receive half of the supplement pay.*

*Information comes through Human Resources Director.*

SUBJECT	EVENT	AMT.
Technology Specialist	TECH	\$2,600

### INTERMEDIATE DEPARTMENT CHAIRPERSON SUPPLEMENTS

*Anyone sharing a position will receive half of the supplement pay.*

SUBJECT	EVENT CODE	#DAYS	AMT.
Reading	DEPTC	187	\$1,000
English	DEPTC	187	\$1,000
Math	DEPTC	187	\$1,000
Science	DEPTC	187	\$1,000
Social Studies	DEPTC	187	\$1,000
Physical Ed/Health	DEPTC	187	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	DEPTC	187	\$1,000
Technology Specialist	TECH	192	\$2,600

### MIDDLE SCHOOL DEPARTMENT CHAIRPERSON SUPPLEMENTS

*\* These designated department chairpersons will have an additional five (5) days added to their contract.*

*Anyone sharing a position will receive half of the supplement pay.*

SUBJECT	EVENT	#DAYS	AMT.
*Reading	DEPTC	192	\$1,000
*English	DEPTC	192	\$1,000
*Math	DEPTC	192	\$1,000
*Science	DEPTC	192	\$1,000
*Social Studies	DEPTC	192	\$1,000
Physical Ed/Health	DEPTC	187	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	DEPTC	187	\$1,000
Technology Specialist	TECH	192	\$2,600
Academic Pentathlon	AP	187	\$900

### MIDDLE SCHOOL COACHING ASSIGNMENT SUPPLEMENTS

ASSIGNMENT	EVENT	#CLASSES	#DAYS	AMT.
Head Football Coach	A1	5-5	197	\$4,500
First Assistant Football	B0	5-5	197	\$3,600
Assistant Football	B1	5-5	192	\$3,400
Assoc. Football/7th	B9	6-6	187	\$1,600
Assoc. Football/8th	B9	6-6	187	\$1,600
Head Boys Basketball	C0	5-5	187	\$3,000
Assistant Boys Basketball	C1	5-5	187	\$2,800
Head Girls Basketball	C6	5-5	187	\$3,000
Assistant Girls Basketball	C7	5-5	187	\$2,800
Assoc Boys Basketball/7th	D9	6-6	187	\$1,200
Assoc Boys Basketball/8th	D9	6-6	187	\$1,200
Assoc Girls Basketball/7th	D9	6-6	187	\$1,200
Assoc Girls Basketball/8th	D9	6-6	187	\$1,200
Head Boys Track	G0	6-5	187	\$2,500
Assistant Boys Track	G1	6-5	187	\$2,300
Head Girls Track	G6	6-5	187	\$2,500
Assistant Girls Track	G7	6-5	187	\$2,300
Assoc Boys Track/7th	G9	6-6	187	\$1,200
Assoc Boys Track/8th	G9	6-6	187	\$1,200
Assoc Girls Track/7th	G9	6-6	187	\$1,200
Assoc Girls Track/8th	G9	6-6	187	\$1,200
Head Volleyball	H0	5-6	192	\$3,000
Assistant Volleyball	H1	5-6	192	\$2,800
Tennis (CO-ED)	I0	6-6	187	\$2,500
Head Boys Soccer	H3	5-5	187	\$2,500
Assistant Boys Soccer	H4	5-5	187	\$2,300
Head Girls Soccer	H5	5-5	187	\$2,500
Assistant Girls Soccer	H6	5-5	187	\$2,300
Assoc Volleyball/7th	H9	6-6	187	\$1,200
Assoc Volleyball/8th	H9	6-6	187	\$1,200

### 9th GRADE DEPARTMENT CHAIRPERSON SUPPLEMENTS

*\* These designated department chairpersons will have an additional five (5) days added to their contract.*

*Anyone sharing a position will receive half of the supplement pay.*

SUBJECT	EVENT	#DAYS	AMT.
*English	DEPTC	192	1,000
*Math	DEPTC	192	1,000
*Science	DEPTC	192	1,000
*Social Studies	DEPTC	192	1,000
Physical Ed/Health	DEPTC	187	1,000
Business	DEPTC	187	1,000
Other Languages	DEPTC	187	1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	DEPTC	187	1,000
Technology Specialist	TECH	192	3,100
Octathlon	AF	187	1,200

## HIGH SCHOOL DEPARTMENT CHAIRPERSON SUPPLEMENTS

*\* These designated department chairpersons will have an additional five (5) days added to their contract.*

*Anyone sharing a position will receive half of the supplement pay.*

SUBJECT	EVENT	#DAYS	AMT.
*English	DEPTC	192	\$1,000
*Math	DEPTC	192	\$1,000
*Science	DEPTC	192	\$1,000
*Social Studies	DEPTC	192	\$1,000
*Special Education	DEPTC	192	\$1,000
Physical Ed/Health	DEPTC	187	\$1,000
Other Languages	DEPTC	187	\$1,000
Career & Technology	DEPTC	187	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	DEPTC	187	\$1,000
Technology Specialist	TECH	192	\$3,100

## 9th GRADE and HIGH SCHOOL SPONSOR SUPPLEMENTS

*Anyone sharing a position will receive half of the supplement pay.*

ASSIGNMENT	EVENT	#DAYS	AMT.
Yearbook	AA	187	\$1,200
Newspaper	AB	187	\$1,000
Academic Decathlon	AC	187	\$2,000
Student Council	AD	187	\$1,100
National Honor Society	AE	187	\$400
SAT Specialist	AF	187	\$2,000
Prep Bowl	AG	187	\$200
Asst Academic Decathlon	AH	187	\$1,200
Academic Pentathlon	AP	187	\$900
Texaco Star	UU	187	\$200
UIL Accounting	UU	187	\$200
UIL Art	UU	187	\$200
UIL Calculator	UU	187	\$200
UIL Computer Science	UU	187	\$200
UIL Current Events	UU	187	\$200
UIL Keyboarding	UU	187	\$200
UIL Literary Criticism	UU	187	\$200
UIL Mathematics	UU	187	\$200
UIL Number Sense	UU	187	\$200
UIL Reading/Writing	UU	187	\$200
UIL Science	UU	187	\$200
UIL Spelling	UU	187	\$200

# HIGH SCHOOL COACHING ASSIGNMENT SUPPLEMENTS

ASSIGNMENT	EVENT	#CLASSES	#DAYS	AMT.
Head FTBL/Campus Coordinator	A0	0-0	220	\$22,000
Trainer	A2	0-0	200	\$7,000
First Assistant Head Coordinator Football	B0	2-2	213	\$7,000
Second Assistant Coordinator Football	B1	2-2	213	\$6,500
Assistant Sub Varsity Football	B3	2-2	197	\$5,500
Assistant Football	B4	2-2	197	\$6,000
Head Boys Basketball	C0	2-2	197	\$7,000
J.V. Boys Basketball	C1	2-2	197	\$3,500
Sophomore Boys Basketball	C2	2-2	197	\$2,900
Freshman Boys Basketball	C3	2-2	187	\$2,900
Head Girls Basketball	C6	2-2	197	\$7,000
J.V. Girls Basketball	C7	2-2	197	\$3,500
Sophomore Girls Basketball	C8	2-2	197	\$2,900
Freshman Girls Basketball	C8	2-2	187	\$2,900
Head Baseball	D0	2-2	187	\$5,000
Assistant Baseball	D1	3-2	187	\$3,500
J.V. Baseball	D2	3-2	187	\$3,500
Sophomore Baseball	D3	3-3	187	\$3,200
Cross Country (Co-Ed)	F0	2-3	197	\$4,000
Assistant Cross Country	F1	3-3	192	\$3,000
Head Boys Track	G0	3-2	187	\$4,000
J.V. Boys Track	G1	3-2	187	\$3,000
Freshman Boys Track	G2	3-2	187	\$3,000
Head Girls Track	G6	2-2	187	\$4,000
J.V. Girls Track	G7	3-2	187	\$3,000
Freshman Girls Track	G8	3-2	187	\$3,000
Head Volleyball	H0	2-2	197	\$5,500
J.V. Volleyball	H1	2-2	197	\$3,500
Freshman Volleyball	H2	3-2	197	\$2,900
Team Tennis (Co-Ed)	I0	2-3	187	\$2,750
Spring Tennis (Co-Ed)	I1	3-2	187	\$2,750
Assistant Tennis (Co-Ed)	I2	3-2	187	\$2,750
Head Swimming (Co-Ed)	J0	2-2	187	\$4,500
Athletic Academic Advisor	J1	3-3	187	\$2,900
Head Golf (Co-Ed)	K0	2-2	187	\$4,500
Head Softball	L0	3-2	187	\$5,000
J.V. and Assistance Softball	L1	3-2	187	\$3,500
Head Boys Soccer	M0	3-2	192	\$5,000
J.V. Boys Soccer	M1	3-2	192	\$3,500
Freshman Boys Soccer	M2	3-2	187	\$3,500
Head Girls Soccer	M6	3-2	192	\$5,000
J.V. Girls Soccer	M7	3-2	192	\$3,500
Freshman Girls Soccer	M8	3-2	187	\$3,500

# PERFORMING ARTS SUPPLEMENTS

Performing Arts Assignment	EVENT	# DAYS	AMT.
Intermediate School			
Choir Director (Parker - Choir/Band/Gen Music)	PI	187	\$1,000
Head Band Director	PK	192	\$1,800
Asst. Band Director (Hill)	PL	192	\$2,600
Orchestra Director (Houston Academy)	PL	187	\$1,000
Theatre Arts (Houston Academy)	PN	187	\$1,000
Dance (Houston Academy)	PR	187	\$1,000
Middle School			
Head Band Director	PK	197	\$5,000
Assistant Band Director	PL	192	\$3,500
Strings Director (Drew)	PL	192	\$3,700
Orchestra Director (Houston Academy)	PL	187	\$1,000
Choir Director	PM	187	\$3,800
Theatre Arts & Speech	PN	187	\$3,000
Theatre Arts (Houston Academy)	PN	187	\$1,000
Piano	PP	187	\$500
Assistant Choir	PQ	187	\$2,250
Dance	PR	187	\$1,500
Dance (Houston Academy)	PR	187	\$1,000
9th Grade			
Theatre Arts	AT	187	\$2,500
Head Band Director	PC	203	\$5,000
Dance Teacher/Director (Housed at High School)	PE	192	\$2,000
Choir Director	PV	192	\$4,000
High School			
Head Band Director	PA	208	\$9,500
First Assistant Band Director	PB	203	\$5,000
Second Assistant Band Director	PB	203	\$5,000
Strings Director (Carver)	PB	192	\$3,700
Strings/Guitar/Piano (Carver)	PB	192	\$3,700
Choir Director	PD	192	\$5,500
Piano and Choir Director (Carver)	PD	192	\$5,500
Head Dance Team Director (Drill Team)	PE	203	\$5,000
Assistant Dance Director	PE	192	\$2,000
Theatre Arts Director	PF	187	\$5,000
Assistant Theatre Arts Director	PF	187	\$2,500
Pep Squad	PI	187	\$800
Speech/Debate	PJ	187	\$4,000
Color Guard	PQ	197	\$3,000
Assistant Speech/Debate	PS	187	\$1,500
Steel Drum	PX	187	\$3,000

### CHEERLEADING SUPPLEMENTS

POSITION	EVENT CODE	DAYS	AMT.
<b>HIGH SCHOOL</b>			
Cheerleader Sponsor 10	PH	192	\$1,500
Cheerleader Sponsor 11	PH	192	\$1,500
Cheerleader Sponsor 12	PG	192	\$2,500
PEP SQUAD	PI	187	\$800
<b>9TH GRADE</b>			
Cheerleader Sponsor 9	PH	192	\$1,500
<b>MIDDLE</b>			
Cheerleader Sponsor 7	PO	192	\$1,400
Cheerleader Sponsor 8	PO	192	\$1,400

### JROTC SUPPLEMENTS

POSITION	EVENT	AMT.
High School Commander	DEPTC	\$1,000
High School Commander	ROTC	\$2,000
High School JROTC Will receive at end of year when all criteria are met	ROTC	\$2,000
\$500.00 for each team they coach up to four teams.		
Middle School LOTC Will receive at end of year when all criteria are met	ROTC	\$1,600
\$400.00 for each team they coach up to four teams.		

Criteria: Will have to compete in a set number of drill meets in the Fall and Spring, as well as, at the Aldine District JROTC and LOTC drill meets.

### CAREER AND TECHNICAL EDUCATION STUDENT ORGANIZATION SPONSOR STIPENDS

POSITION	AMT.
High School Sponsor	\$1,500
High School Co-Sponsor	\$1,200
9th Grade and Middle School Sponsor	\$1,200
9th Grade and Middle School Co-Sponsor	\$1,000

### POLICE DEPARTMENT ANNUAL CERTIFICATION SUPPLEMENTS

<i>Given to police officers only (PD1) upon completion of certification</i>	EVENT	AMT.
Intermediate	PDPSI	\$600
Advanced	PDPSA	\$1,200
Master	PDPSM	\$1,800

### POLICE OFFICER K-9 OFFICER SUPPLEMENTS

AMT.
\$2,400

### PSYCHOLOGIST/LSSP PHD SUPPLEMENTS

AMT.
\$500

<b>PRINCIPAL MENTOR SUPPLEMENTS</b>	<b>AMT.</b>
<i>Asst. Sups will submit to HR, but will be processed in Payroll.</i>	<b>\$600</b>
<i>To be paid in one payment in March.</i>	

<b>TEACHER MENTOR SUPPLEMENTS</b>	<b>AMT.</b>
<b>Mentor to ACP beginning teachers</b>	<b>\$500</b>
<b>Mentor to other beginning teachers</b>	<b>\$250</b>

<b>COOPERATING TEACHER SUPPLEMENTS</b> <i>(works with a student teacher)</i>	<b>AMT.</b>
<b>Full term</b>	<b>\$250</b>
<b>Partial term</b>	<b>\$125</b>

<b>DYSLEXIA ASSESSOR SUPPLEMENTS</b>	<b>AMT.</b>
<i>Paid twice a year using critical needs schedule.</i>	<b>\$4,500</b>
<i>To be submitted to HR but processed in Payroll.</i>	

<b>PRINCIPAL PROFESSIONAL UNIT SUPPLEMENTS</b>	<b>AMT.</b>
<i>Number of professional units X \$120.00</i>	<b>\$120</b>

<b>PRINCIPAL EXTRACURRICULAR SUPPLEMENTS</b>	<b>AMT.</b>
<b>Compass</b>	<b>\$7,000</b>
<b>Hall</b>	<b>\$7,000</b>
<b>Victory</b>	<b>\$7,000</b>
<b>Carver</b>	<b>\$9,000</b>
<b>High School</b>	<b>\$12,000</b>
<b>9th Grade</b>	<b>\$9,000</b>
<b>Intemmediate</b>	<b>\$4,000</b>
<b>Middle</b>	<b>\$7,000</b>
<b>Elementary</b>	<b>\$4,000</b>
<b>Pre-Kindergarten</b>	<b>\$3,000</b>

# TRAVEL SUPPLEMENTS

Position	Days	AMT.
Accountant	226	\$2,948.50
Adaptive Behavior Coordinator (Lane)(POSITION NOT ACTIVE)	199	\$1,972.50
Adaptive Physical Education (Lane)	187	\$1,775.25
Administrative Assistant	226	\$2,498.50
Agriculture Teacher	220	\$1,972.50
Agriculture Teacher FFA Sponsor/Co-Sponsor	220	\$5,000.00
Assistant Principal for Head Start	205 only	\$1,315.00
Attorney	226	\$2,498.50
Audiologist (Lane)	202	\$1,775.25
Behavior Specialist	200	\$657.50
Building and Construction	226	\$2,498.50
Coordinator	202/220/226	\$2,498.50
Coordinator for Grant	226	\$2,498.50
Diagnostician	199/200/207	\$591.75
Director/Assistant Director/Administrative Director	226	\$2,498.50
Food Service Equipment/Safety Coordinator	226	\$2,288.10
Food Service Supervisor	202	\$2,498.50
High School Athletic Coordinator	220	\$591.75
High School Band Director	203	\$591.75
High School Choir Director	192	\$591.75
High School Trainer	200	\$723.25
Homebound Pregnancy	187	\$1,775.25
Homebound Teacher (MILEAGE)	187	\$1,775.25
Nurse	187	\$591.75
Orientation & Mobility Instructor (Lane)	187	\$1,775.25
Physical Therapist (Itinerant)	189	\$1,775.25
Physical Therapist (assigned to Lane and 1 PK)	189/202	\$1,775.25
Principal - Elementary	226	\$394.50
Principal - High School	226	\$1,315.00
Principal - Intermediate	226	\$394.50
Principal - Middle School	226	\$789.00
Program Director	210/220/226	\$2,498.50
Public Information/Student Services	226	\$2,498.50
Risk Management	226	\$2,498.50
School Psychologist (LSSP)	210	\$2,498.50
Shared Band Director	192	\$591.75
Shared Choir Director	187	\$591.75
Social Worker	200/226	\$1,315.00
Special Education Counselor	199	\$591.75
Special Education-Program Director/Bilingual Diagnosticians (housed at CO)	210	\$2,498.50
Speech Pathologist (AU team; or serves entire district)	187	\$1,709.50
Speech Pathologist (tests within large geographical area of district)	187	\$1,249.25
Speech Pathologist (travels to 3 or more schools for testing/therapy)	187	\$591.71
Speech Pathologist (travels to 3 or more for therapy only; travels to more than one school for testing)	187	\$394.50
Traveling Bookkeeper	226	\$2,498.50
Visually Impaired (Lane)	187	\$1,775.25
Vocational Coordinator (Lane) (POSITION NOT ACTIVE)	210	\$1,775.25
Diagnostician Intern	187	\$591.75
Diagnostician AU team; LSSP for district	199	\$1,709.50
Special Education Counselor (itinerant)	199	\$1,315.00