



FORT STOCKTON

INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN 2023-2024

Approved 06/26/2023

Purpose

This Compensation Manual is a guide for administering salaries and wages for all District employees.

The annual compensation plan includes wages and salary structures, stipends and incentives. The pay schedules are designed to compensate employees for their job duties and experience.

The Board of Trustees shall approve the compensation plan annually. The Superintendent, or designee, shall implement the Compensation plan with established procedures consistent with the adopted budget.

Compensation Policy - DEA (local)

The Superintendent shall recommend an annual compensation plan for all District employees consistent with the budget.

The Superintendent or designee shall classify each job title within compensation plan based on qualifications, duties and market value of the position.

Salary placement of new hires

Teachers: Starting salaries for all newly hired Teachers will be based upon verification of prior experience.

Retired TRS Employees: The State Base Minimum Salary Schedule will be used for the base pay of employees that are compensated as teachers. Additional stipends will apply if applicable.

ZONE PAY- An alternative salary schedule (optional to employee and district) is available for fully certified teachers that meet all the criteria established by the district. Details available upon request.

Non-Certified Teachers – The District of Innovation (DOI) salary schedule will be used to compensation DOI, Alternative Cert, etc. non-certified teachers.

Other Staff: The starting salary is determined individually based on each person's job-related experience and salaries paid to peer employees in the same position with similar experience.

One Time Salary Adjustment

The Board of Trustees may consider a Retention Stipend or One-Time Salary Adjustment for employees of the district as budget funds allow.

Any One-time salary adjustment/stipend will be considered annually at the time of budget adoption.

Disclaimer and Notification

No employee will be placed below the minimum pay range.

(Beginning in 2022-2023 the district adopted state minimum salary schedule)

All Local Allotment Pay consists of Supplement, Incentive, and Performance above state minimum for employees compensated under teacher salary schedules are coded/distributed as annualized stipend pay.

Fort Stockton ISD

District Administration & Directors

<u>Position</u>	<u># Days contract</u>
Superintendent	234
Assistant Superintendent - Technology, Dual Credit & CTE	234
Assistant Superintendent - Maintenance & Operations & Federal Programs	234
Assistant Superintendent - Bilingual/ESL & GT	220
Assistant Superintendent - Special Programs	234
Assistant Superintendent - Curriculum	220
Business Manager	234
Principals	
High School Principal	234
Middle School Principal	234
Elementary Principals	
Alamo, Apache, Intermediate, Butz Preparatory	220
Assistant Principals	220
High School, Middle School Intermediate, Alamo, Apache	
Directors	
Athletics, PEIMS, Maintenance & Transportation	234
Food Service	220
Day Care	210
Safe & Security (Master Peace Officer)	210

Fort Stockton ISD

Professional Staff - Campus

Position	# Days contract	# months employed
High School Counselor	234	12
High School AG teacher	234	12
Head Athletic Trainer	234	12
High School Band Director	234	12
HS Assistant Band Director	220	11
MS Band Director	220	11
MS Asst Band Director	220	11
HS Counselor	220	11
MS Counselor	220	11
HS/MS Choir Director	210	11
Athletic Coaches - HS & MS	197-207	11
Assistant Athletic Trainer	207	11
Campus Curriculum Directors	202	11
Elementary Counselor	200	10
Diagnostician/LSSP	200	10
Speech Pathologist	192	10
ESL Campus Coordinators	190	10
Teachers	187	10
Teachers - Zone	202	10
Nurses (RN & LVN's)	187	10

Fort Stockton ISD

Technology Staff

<u>Position</u>	<u># Days contract</u>	<u># months employed</u>
Webmaster	234	12
Network Analyst	250	12
System Analyst	250	12
Field technicians	250	12
Secretary	234	12

Fort Stockton ISD

Support Staff

Position	# Days employed	# months employed
Instructional Aides classroom, computer, library, day care	187	10
HS Library Aide	200	10
Office Clerks		
Middle School	187	10
Intermediate, Alamo, Apache	197	10
HS Attendance Clerk	200	10
MS Attendance Clerk	210	11
HS Office Clerk	210	11
Secretaries - Directors		
Athletics, Food Service, Special Services, Bilingual/Testing	210	11
HS - Student Services/Counselor Secretary	220	11
MS - Counselor Secretary	220	11
Secretaries - Campus		
High School	234	12
High School - Registrar	234	12
Middle School, Intermediate, Alamo, Apache	220	11
Central Office	234	12
Operations Secretary	250	12
Bus Drivers	178	10
Food Service Staff	179	10
Campus Custodians	250	12
District Maintenance Staff	250	12
Transportation Staff	250	12

PAY SYSTEM UPDATES & CHANGES 2023-2024

At Will Pay System

Performance Based Criteria System
(Director led merit pay for at-will employees)

Math & Science Stipends

Replaced by STAAR tested stipends

Zone Salary Schedule

Qualifications/Eligibility

Fully Certified & teaching specified subject areas
at need of District, subject to Zone Agreement

District of Innovation (DOI) - Non Certified

Non certified teachers will be placed on the
DOI non- certified Salary Schedule

Retired TRS Employees

The state based minimum salary schedule is used
as the base pay to compensate teachers

Mentor Role

The Department Head/Lead teacher for each campus
will serve as the mentor for new staff.

**Fort Stockton Independent School District
2023-2024 - Salary Schedule
District of Innovation - Non Certified**

Years Experience	State Step	State Base	2021-2022 Salary Schedule	New DOI - Non Certified *	
				187 Day - 10 month Calendar	
				Bachelors	Masters
0	0	\$33,660	\$47,000	\$40,000	\$41,000
1	1	\$34,390	\$47,250	\$7,000 will be dispersed with certification of same year or adequate progress as determined by district. **	
2	2	\$35,100	\$47,500		
3	3	\$35,830	\$47,850		
4	4	\$37,350	\$48,250		
5	5	\$38,880	\$48,500		

* Effective the 2022-2023 school year and Beyond

** Adequate Progress Stipend can only be earned for 2 years. If an employee is retained beyond a second year they are no longer eligible for \$7,000.

DOI / Non-Certified Employees hired before the 2022-2023 school year are grandfathered into the 2021-2022 FSISD teacher Salary Schedule, but may not proceed beyond Step 5 as shown above.

Employees who achieve full certification during the school year will have their daily rate adjusted to FSISD Fully Certified Salary Scale beginning on date set by SBEC Certification Certificate Lookup. The \$7,000 will be prorated based on the number of days worked prior to achieving certification. The purpose of this program is to incentivize all professionals to achieve full certification.

Refer to page 8, Pay System, Updates & Changes for more details.

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**Fort Stockton Independent School District
2023-2024 - Salary Schedule**

Years Experience	State Step	State Base	FSISD Salary Schedule		
			187 Day - 10 month Calendar		
			Bachelors	Masters	Doctorate
0	0	\$33,660	\$55,000	\$56,000	\$56,500
1	1	\$34,390	\$55,250	\$56,250	\$56,750
2	2	\$35,100	\$55,500	\$56,500	\$57,000
3	3	\$35,830	\$55,750	\$56,750	\$57,250
4	4	\$37,350	\$56,000	\$57,000	\$57,500
5	5	\$38,880	\$56,500	\$57,500	\$58,000
6	6	\$40,410	\$56,750	\$57,750	\$58,250
7	7	\$41,830	\$56,950	\$57,950	\$58,450
8	8	\$43,170	\$57,200	\$58,200	\$58,700
9	9	\$44,440	\$57,400	\$58,400	\$58,900
10	10	\$45,630	\$57,900	\$58,900	\$59,400
11	11	\$46,770	\$58,100	\$59,100	\$59,600
12	12	\$47,850	\$58,300	\$59,300	\$59,800
13	13	\$48,850	\$58,500	\$59,500	\$60,000
14	14	\$49,810	\$58,750	\$59,750	\$60,250
15	15	\$50,710	\$59,000	\$60,000	\$60,500
16	16	\$51,570	\$59,200	\$60,200	\$60,700
17	17	\$52,370	\$59,450	\$60,450	\$60,950
18	18	\$53,140	\$59,600	\$60,600	\$61,100
19	19	\$53,860	\$59,750	\$60,750	\$61,250
20	20	\$54,540	\$60,500	\$61,500	\$62,000
21	20	\$54,540	\$60,850	\$61,850	\$62,350
22	20	\$54,540	\$61,600	\$62,600	\$63,100
23	20	\$54,540	\$62,100	\$63,100	\$63,600
24	20	\$54,540	\$63,000	\$64,000	\$64,500
25	20	\$54,540	\$64,250	\$65,250	\$65,750
26	20	\$54,540	\$64,800	\$65,800	\$66,300
27	20	\$54,540	\$65,500	\$66,500	\$67,000
28	20	\$54,540	\$66,400	\$67,400	\$67,900
29	20	\$54,540	\$67,500	\$68,500	\$69,000
30 +	20	\$54,540	\$68,000	\$69,000	\$69,500

Step 31 + \$1,500

\$3,000 stipend for SBEC Certified Counselor

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**PAY SYSTEM RULES, UPDATES & CHANGES (Original established June 2022)
2023-2024**

At Will Pay System

Performance Based Criteria System
(Director led merit pay for at-will employees)

A merit amount will be determined annually
by Superintendent/Business Manager
& provided to each director who has evaluated staff
and documented "Honest Day's Work" criteria

Math & Science Stipends

Replaced by STAAR tested stipends
teachers receiving stipends before 2022-23
& already receiving stipends in pay will be
allowed to keep stipend
except if receiving STAAR tested stipend
or chose Zone Pay

Zone Salary Schedule -----

Qualifications/Eligibility

Fully Certified & teaching specified subject areas
at need of District, agreement must be signed by both parties.

Zone 1 - all (K-2nd Generalist)
Zone 2 - STAAR tested subjects & Sp-ED Teachers Skip Zone 1
Zone 4 - 20 years prior experience or 5 years in FSISD
Zone 5 - 25 years prior experience or 5 years in FSISD
Zone 6 - only STAAR tested subjects & Sp-ED
Must have 5 years experience in District

Qualified K-2nd teachers and HS ELAR & Math (non-test grades)
\$5,000 reduction per zone (2-5)

15 additional days will be used for: Workshops/Training/Saturday School
Summer School/Coaching (AS approved and verified by Principal and/or AD)

Optional: Current year 10 local/5 state days maybe used, instead of
working extra days after 187 days have been full filled per local policy.

District of Innovation (DOI) - All Non-fully Certified

Non certified teachers will be placed on the
DOI non- certified Salary Schedule

Upon completion of certification - Salary will be adjusted
to the 2023-24 current amount listed on the DOI salary schedule

Teachers hired before the 2022-23 school year
Will remain on the 2021-2022 salary schedule
as displayed on DOI-Non-Certified schedule until
completion of certification. (Stops at Step-5)

Mentor Role

The Department Head/Lead teacher for each campus
will serve as the mentor for new staff.
An additional mentor is allowed if more than 3
new teachers are assigned to the designated mentor.

(Reserved for elite teachers that go above and beyond: a privilege not a right)

Pay System Rationale

The FSISD salary schedules were designed to reward our teachers with certifications that have been deemed most valuable based on the state's accountability system. The system rewards non-certified teachers the faster they attain SBEC certification. It also influences teachers certified in non-Zone subjects to seek Zone eligible certifications most needed by FSISD and state. We are publicly releasing details for the first time with the hope that as other districts adopt variations of our system it will positively impact education in our state and county.

**Fort Stockton Independent School District
2023-2024
ZONE SALARY SCHEDULE**

			Zone Salary Schedule	
Years Experience	State Step	State Base	202 days - 10 month Calendar	
			Fully Certified & Teaching - specified subject area	
0	0	\$33,860	Zone 1	\$60,000
1	1	\$34,390	* Refer to Pay System Rules Years experience working for FSISD in any capacity can be applied to Zone Salary Schedule	\$60,000
2	2	\$35,100		\$60,000
3	3	\$35,830		\$62,000
4	4	\$37,350		\$62,000
5	5	\$38,880		\$62,000
6	6	\$40,410		Zone 2
7	7	\$41,830	Criteria for Zones is established annually based on the needs of the district.	\$67,500
8	8	\$43,170		\$67,500
9	9	\$44,440		\$67,500
10	10	\$45,630		\$67,500
11	11	\$46,770	Zone 3	\$68,500
12	12	\$47,850	Zone Salary is a privilege not a right. Both the ISD and teach must agree in order to participate.	\$68,500
13	13	\$48,850		\$69,500
14	14	\$49,810		\$69,500
15	15	\$50,710		\$69,500
16	16	\$51,570	Zone 4	\$72,000
17	17	\$52,370		\$72,000
18	18	\$53,140		\$72,000
19	19	\$53,860		\$72,500
20	20	\$54,540		\$73,000
21	20	\$54,540	Zone 5	\$75,000
22	20	\$54,540		\$75,000
23	20	\$54,540		\$75,000
24	20	\$54,540		\$76,000
25	20	\$54,540		\$76,000
26	20	\$54,540	Zone 6	\$80,000
27	20	\$54,540		\$80,000
28	20	\$54,540		\$80,000
29	20	\$54,540		\$80,000
30 +	20	\$54,540		\$82,000

* Refer to page 9 for the Pay System Rules, Updates & Changes to determine appropriate pay. Please note that FSISD's claim that a "Zero Year" certified teacher can earn \$75,000 is based on a Zone contract High School EOC STAAR stipend in addition to beginning in Zone 2 as is allowed according to the Pay System Rules, Updates & Changes page.

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**ACADEMIC / UIL STIPENDS
2023-2024**

Activity/Event	Amount
High School	
<i>Academic UIL Events</i>	
UIL Coordinator	\$1,500
<hr/> Based on number of hours per event	
19 hours or less	\$350
20-29 hours	\$400
over 30 hours	\$700
Travel - per out of town trip	\$75
E- Sports	\$3,000
<i>Other</i>	
Cheerleading - per sponsor (2 limit)	\$2,000
National Honor Society	\$750
Theatre Arts/One Act play	\$2,500
Student Council	\$2,000
Yearbook	\$2,000
<i>Instruction</i>	
Assistant Band Director	\$4,000
Secondary Choir Director	\$5,000
Color Guard Instructor	\$2,500
Department Heads	
Core Subjects	
Math, ELA, Science, Social Studies	\$3,000
Career & Technology - CATE	\$2,000
Foreign Language	\$1,000
LSSP-Licensed Specialist in School Psychology	\$7,000
Speech Therapist/Pathologist	\$7,000
Diagnostician	\$7,000
Assistant Speech Therapist/Pathologist	\$3,000

District

Local Allotment: Supplement, Incentive Performance Stipend is all salary above state minimum as determined by the appropriate salary schedule.

Stipend by STAAR tested subject

High School	\$7,500
Middle School	\$6,000
Intermediate	\$5,000
Alamo	\$4,000

Activity/Event	Amount
Middle School	
<i>Academic UIL Events</i>	
UIL Coordinator	\$750
Each Event	\$375
Travel - per out of town trip	\$50
E- Sports	\$3,000
<i>Other</i>	
Cheerleading	\$1,500
National Junior Honor Society	\$500
Yearbook	\$500
Robotics	\$2,000
Student Council	\$500
Choir Accompanist	\$1,500
One Act Play	\$1,000
<i>Instruction</i>	
Band Director	\$7,000
Assistant Band Director	\$3,000
Department Heads	
Core Subjects	\$2,500
Other	\$500
Intermediate	
Department Heads	
Core Subjects	\$1,500
ELEMENTARY	
Department Heads	
Lead Teacher/Mentor (per grade level)	\$1,000

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Athletic Stipends 2023-2024

SPORT		SPORT	
Football		Powerlifting	
Defensive Coordinator	\$4,500	Head - Boys	\$3,000
Offensive Coordinator	\$4,500	Head - Girls	\$3,000
HS Assistants	\$3,000	HS Assistants	\$2,000
MS Football	\$2,500	Track	
Volleyball		Head Coach - Boys	\$4,500
Head Coach	\$4,500	Head Coach - Girls	\$4,500
HS Assistants	\$2,500	HS Assistants	\$2,500
MS Volleyball	\$2,250	MS Track	\$2,250
Basketball		Swimming	
Head Coach	\$4,500	Head Coach	\$4,500
HS Assistants	\$2,500	HS Assistant	\$2,500
MS Basketball	\$2,250	MS Swimming	\$2,250
Baseball		Golf	
Head Coach	\$4,500	Head - Girls	\$3,500
HS Assistants	\$2,500	Head - Boys	\$3,500
MS Baseball	\$1,500	HS Assistant	\$2,000
Softball		MS Golf	\$2,000
Head Softball	\$4,500	Tennis	
HS Assistants	\$2,500	Head Tennis	\$6,000
MS Softball	\$1,500	HS Assistants	\$2,500
Athletic Department		MS Tennis	\$3,000
MS Coordinator	\$3,500	Cross Country	
Head Athletic Trainer	\$5,500	Head Coach (B & G)	\$3,000
Assistant Athletic Trainer	\$2,750	HS Assistants	\$2,000
Strength & Condition	\$4,000	MS Cross Country	\$1,500
District Girls Coordinator	\$2,500	CDL license - Annual	\$750

Coaches may be paid up to 20 additional contract days per year
Additional days are determined by the Athletic Director

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**Other Stipends/Employee allowance
2023-2024**

Activity/Event	Amount
Mentor/Supervising Teacher (as needed to assist department head)	\$750
Secretaries/Aides	
Continuing Education College hours	Per year
15- 29 hours	\$300
30 - 44 hours	\$400
45 - 59 hours	\$500
60 + hours	\$600
Degree - Associates	\$800
Degree - Bachelor's	\$1,000
Election Clerk	\$1,000
Food Service	
Annual Uniform Allowance <i>after 3 months of employment</i>	\$250
Cell phone Allowance \$45 monthly	\$540
Automobile Allowance - In District travel \$175 per Semester	\$350
Manual Trades	
Other Certifications applicable to job responsibility HVAC, electrical, plumbing, etc...	\$1,000 - \$2,500
SRO Officer \$2,500 per Semester	\$5,000

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**Extra Duty Pay
2023-2024**

Teacher	Hourly rate	
Instructional Core Tutorials, Other	\$35	
Other noninstructional duties	\$25	
Staff Development presenters	\$25	
Daily Rate - \$150 Teachers exempt staff: Summer School, & other specialized duties/training		
Aides & Clerks Summer School, etc.... days over their normal employment	\$15	
Extra & Summer Help maintenance, transportation, technology & other departments as approved	\$15	
Athletic Workers Gate workers HS clock/book keeper MS clock/book keeper	\$25 per event \$15 per game \$10 per game	
Coaches - Out of Town Athletic Trip mileage radius up to 130 over 130	\$ 40 per trip \$ 85 per trip	Charter Buses \$ 55 per trip \$ 100 per trip

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**TRANSPORTATION
2023-2024**

<u>Bus Drivers with CDL license</u>	<u>hourly rate</u>
Starting pay	\$20
Extracurricular trips or bus driver current hourly rate	\$20
Extracurricular waiting time rate (non - charter)	\$10
Charter Buses waiting time	\$20
<u>Other Vehicle Drivers without Bus CDL License</u>	<u>hourly rate</u>
Starting pay or driver current hourly rate	\$15
Extracurricular trips or driver current hourly rate	\$15
Extracurricular waiting time rate	\$10
<u>OTHER</u>	
Bus Drivers - training non-bus driving duties	\$10

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**Substitute Pay
2023-2024**

Classroom Teacher	Daily Rate
Non - Certified Teacher	\$90
Certified Teacher	\$110

LONG TERM TEACHER SUBSTITUTE	
15 or more consecutive days	
<i>for same teacher</i>	daily rate
long term - non degree	\$100
long term - degree	\$110
long term certified teacher	\$135

Vacant Position - Long Term	
non degree	\$100
Degree	\$150
Certified Teacher	\$200

Instructional aides/clerical (typically absorbed)	Hourly Rate
Regular - \$12 per hour	
Long Term - \$13 per hour	
15 or more consecutive days for same person	

Food Service	\$12
Custodian	\$13
Route Drivers	\$20

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Licensed Vocation Nurse - LVN
Pay Grade

2023-2024

Minimum hourly	Mid-point hourly	Maximum hourly
\$21.00	\$22.00	\$25.00

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Support Staff
Clerical/Support
Job Classifications
2023-2024

	# days employed
Pay Grade 1	
Instructional Aides	
Classroom/computer lab /library child care	
Early childhood/life skills	
Certified child care aides - mid-point	187-200
Office Clerks	197-210
Attendance Clerks	200-210

Pay Grade 2	
Directors Secretaries	
Athletic, Food Service, Special Services	
Bilingual/testing, Counselors	210-220

Pay Grade 3	
Secretaries & Other 12 month staff	
High School, Middle school, Intermediate, Alamo & Apache	
High School Registrar, Operations Secretary	
Superintendent & Assistant Superintendent Secretary, Accounts payable	
Finance assistant/benefits coordinator & Payroll Coordinator	220-250

Clerical / Support Pay Ranges

2023-2024 School Year

Pay Grade	Minimum hourly	Mid-point hourly	Maximum hourly
1	\$15.00	\$16.00	\$18.00

2	\$16.00	\$17.00	\$18.00
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3	\$17.00	\$18.00	\$20.00
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**Manual Trades
Job Classifications
2023-2024**

	# days employed
Pay Grade 1	
Food Service worker	
Food Service Campus Manager - max pay grade	178
Pay Grade 2	
Campus Custodian	
Food Service Operations Assistant	
Transportation worker	250
Pay Grade 3	
Building Maintenance & Grounds worker	
Mechanical Maintenance worker	
Transportation - mechanic assistant	250
Pay Grade 4	
Mechanic	250

Manual Trades Pay Ranges

2023-2024 School Year

Pay Grade	Minimum hourly	Mid-point hourly	Maximum hourly
1	\$16.00	\$17.00	\$19.00

2	\$16.00	\$17.00	\$20.00
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3	\$17.00	\$18.00	\$20.00
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4	\$18.00	\$19.00	\$22.00
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Route Bus Drivers			\$20.00
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**Technology - Pay Grade
2023-2024**

Position	Qualifications	Hourly Rate	# days employed	Amount
Field Tech 1 years experience 0-3	no training no degree no certifications	\$18	250	\$36,000
Field Tech 2 years experience 4-6	degree or no degree with training experience and/or certifications	\$20	250	\$40,000
Field Tech 3 Tech/net work Assistant	degree or no degree with training experience and/or certifications	\$23	250	\$46,000
Systems Analyst	degree or no degree with training experience and/or certifications	exempt position	250	\$52,000
Network Analyst	degree or no degree with training experience and/or certifications	exempt position	250	\$54,000
Office Secretary/inventory Part time Tech	no training no degree no certifications	\$17.00	234	\$32,000
Web Master Technology Coordinator	degree or no degree with training experience and/or certifications	exempt Position	234	\$45,000

Other:

\$300 per required Certification - up to four (Criteria set by Technology Director)

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