

# ROCKSPRINGS ISD/ESC 2020–2021 Compensation Plan



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## Pay Structures

The following pay structures were approved by the Board of Trustees of Rocksprings ISD on April 14, 2021 and are effective for the 2020–2021 school year.



COMPENSATION PLAN – ROCKSPRINGS ISD

2020–2021 New Hire Guide for (*Teachers and Librarians*)

| Years of Experience Credited | Monthly Salary | Annual Salary (10 month contract) |
|------------------------------|----------------|-----------------------------------|
| 0                            | 3,366          | 33,660                            |
| 1                            | 3,439          | 34,390                            |
| 2                            | 3,510          | 35,100                            |
| 3                            | 3,583          | 35,830                            |
| 4                            | 3,735          | 37,350                            |
| 5                            | 3,888          | 38,880                            |
| 6                            | 4,041          | 40,410                            |
| 7                            | 4,183          | 41,830                            |
| 8                            | 4,317          | 43,170                            |
| 9                            | 4,444          | 44,440                            |
| 10                           | 4,563          | 45,630                            |
| 11                           | 4,677          | 46,770                            |
| 12                           | 4,785          | 47,850                            |
| 13                           | 4,885          | 48,850                            |
| 14                           | 4,981          | 49,810                            |
| 15                           | 5,071          | 50,710                            |
| 16                           | 5,157          | 51,570                            |
| 17                           | 5,237          | 52,370                            |
| 18                           | 5,314          | 53,140                            |
| 19                           | 5,386          | 53,860                            |
| 20 & Over                    | 5,454          | 54,540                            |

The salaries listed above are based on 10-month employment for the 2020-2021 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$ 800 General Master's Degree Stipend**



**COMPENSATION PLAN – ROCKSPRINGS ISD**

**2020–2021 Clerical - Paraprofessional Pay Plan**

Rocksprings ISD Salary Scale  
At-Will Employees – Clerical and Paraprofessionals

| Step | 1      | 1-S    | 1-SS   | 1-L    | 2      | 2-S    | 2-SS   | 2-L    | 3      | 4      | 5      | 6      |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1    | 67.94  | 76.43  | 84.93  | 78.13  | 69.81  | 78.54  | 87.26  | 80.28  | 72.40  | 80.62  | 77.20  | 84.92  |
| 2    | 70.47  | 79.28  | 88.09  | 81.04  | 73.06  | 82.19  | 91.33  | 84.02  | 76.49  | 85.56  | 81.52  | 89.67  |
| 3    | 73.06  | 82.19  | 91.33  | 84.02  | 76.29  | 85.83  | 95.36  | 87.73  | 80.57  | 90.51  | 85.92  | 94.51  |
| 4    | 75.63  | 85.08  | 94.54  | 86.97  | 79.53  | 89.47  | 99.41  | 91.46  | 84.66  | 95.52  | 90.24  | 99.26  |
| 5    | 78.21  | 87.99  | 97.76  | 89.94  | 82.76  | 93.10  | 103.45 | 95.17  | 88.73  | 100.47 | 94.64  | 104.10 |
| 6    | 83.37  | 93.79  | 104.21 | 95.86  | 89.23  | 100.38 | 111.54 | 102.61 | 96.90  | 110.44 | 103.36 | 113.70 |
| 7    | 85.94  | 96.68  | 107.43 | 98.83  | 92.47  | 104.03 | 115.59 | 106.34 | 100.99 | 115.45 | 107.68 | 118.45 |
| 8    | 88.52  | 99.59  | 110.65 | 101.80 | 95.71  | 107.67 | 119.64 | 110.07 | 105.08 | 120.40 | 112.08 | 123.29 |
| 9    | 91.10  | 102.49 | 113.88 | 104.77 | 98.94  | 111.31 | 123.68 | 113.78 | 109.16 | 125.42 | 116.40 | 128.04 |
| 10   | 93.68  | 105.39 | 117.10 | 107.73 | 102.18 | 114.95 | 127.73 | 117.51 | 113.25 | 130.37 | 120.80 | 132.88 |
| 11   | 96.25  | 108.28 | 120.31 | 110.69 | 105.41 | 118.59 | 131.76 | 121.22 | 116.65 | 135.31 | 124.40 | 136.84 |
| 12   | 98.84  | 111.20 | 123.55 | 113.67 | 108.64 | 122.22 | 135.80 | 124.94 | 121.42 | 140.33 | 129.44 | 142.38 |
| 13   | 101.41 | 114.09 | 126.76 | 116.62 | 111.88 | 125.87 | 139.85 | 128.66 | 125.50 | 145.27 | 133.84 | 147.22 |
| 14   | 103.99 | 116.99 | 129.99 | 119.59 | 115.12 | 129.51 | 143.90 | 132.39 | 129.58 | 150.30 | 138.16 | 151.98 |
| 15   | 106.56 | 119.88 | 133.20 | 122.54 | 118.36 | 133.16 | 147.95 | 136.11 | 133.66 | 155.24 | 142.56 | 156.82 |
| 16   | 109.15 | 122.79 | 136.44 | 125.52 | 121.59 | 136.79 | 151.99 | 139.83 | 137.75 | 160.26 | 146.88 | 161.57 |
| 17   | 111.72 | 125.69 | 139.65 | 128.48 | 124.83 | 140.43 | 156.04 | 143.55 | 141.84 | 165.20 | 151.28 | 166.41 |
| 18   | 114.30 | 128.59 | 142.88 | 131.45 | 128.06 | 144.07 | 160.08 | 147.27 | 145.92 | 170.23 | 155.60 | 171.16 |
| 19   | 116.88 | 131.49 | 146.10 | 134.41 | 131.29 | 147.70 | 164.11 | 150.98 | 150.01 | 175.17 | 160.00 | 176.00 |
| 20   | 119.46 | 134.39 | 149.33 | 137.38 | 134.53 | 151.35 | 189.18 | 154.71 | 154.09 | 180.19 | 164.32 | 180.75 |
| 20+  |        |        |        |        |        |        |        |        |        |        |        |        |

- Pay Grade 1 187 Days, 7.5 Hours Regular Classroom Aide with less than 60 college hours
- Pay Grade 1-S 187 days, 7.5 Hours Special Education Aide with less than 60 college hours
- Pay Grade 1-SS 187 Days, 7.5 Hours Special Education Aide-Severe with less than 60 college hours
- Pay Grade 1-L 187 Days, 7.5 Hours Library Aide with less than 60 college hours
- Pay Grade 2 187 Days, 7.5 Hours Regular Classroom Aide & CNA with more than 60 college hours
- Pay Grade 2-S 187 Days, 7.5 Hours Special Education Aide with more than 60 college hours
- Pay Grade 2-SS 187 Days, 7.5 Hours Special Education Aide-Severe with more than 60 college hours
- Pay Grade 2-L 187 Days, 7.5 Hours Library Aide with more than 60 college hours
- Pay Grade 3 187-226 Days, 7.5 Hrs Campus Secretary/Campus PEIMS
- Pay Grade 4 226 Days, 7.5 Hours Accts Payable&Rec/HR/Payroll/Supt. Secretary & District PEIMS
- Pay Grade 5 187 Days, 8.0 Hours LVN
- Pay Grade 6 207 Days, 8.0 Hours LVN/Campus Secretary and Campus PEIMS



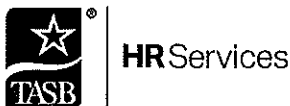
**COMPENSATION PLAN – ROCKSPRINGS ISD**

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**2020–2021 Auxiliary Pay Plan**

**2020-2021 EXTRA DUTY STIPENDS**

| <b>EVENT</b>                   | <b>STIPEND</b> | <b>EMPLOYEE</b> | <b>ANNUALIZED</b> |
|--------------------------------|----------------|-----------------|-------------------|
| <b>Gate Keeper</b>             |                |                 |                   |
| Paraprofessional               | Comp. Time     |                 | N per hour        |
| Professional                   |                |                 | N                 |
| <b>Officials</b>               |                |                 |                   |
|                                | LOCAL          |                 |                   |
| 1 Game                         | \$30.00        |                 | N                 |
| 2 Games                        | \$42.00        |                 | N                 |
| <b>Bus Drivers</b>             |                |                 |                   |
| Co-Curricular/Extra-Curricular | \$60.00        |                 | N round trip      |
| Routes                         | \$12.36        |                 | N per hour        |
| No CDL                         | \$8.50         |                 | N per hour        |
| <b>Substitutes</b>             |                |                 |                   |
| Non Degreed                    | \$70.00        |                 | N per day         |
| Certified/Degreed              | \$85.00        |                 | N per day         |
| <b>Tutorials</b>               | \$18.00        |                 | N per hour        |
| <b>Moving Expense</b>          | \$1,000.00     |                 | N one time only   |
| <b>PEIMS</b>                   |                |                 |                   |
| Elementary                     |                |                 | Y                 |
| Jr High/High School            | \$1,000.00     |                 | Y                 |
| Coordinator                    | \$3,000.00     |                 | Y                 |
| <b>Accounts Payable</b>        | \$4,000.00     |                 | Y                 |
| <b>BUSINESS OFFICE</b>         | \$4,000.00     |                 | Y                 |
| <b>Election Clerk</b>          | \$800.00       |                 | N                 |
| <b>Maintenance</b>             |                |                 |                   |
| Part Time                      | \$12.50        |                 | N                 |
| Student Summer                 | \$10.00        |                 | N                 |
| <b>Driver's Education</b>      | \$300.00       |                 | N per student     |



## COMPENSATION PLAN – ROCKSPRINGS ISD

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|                          |                           |           |   |
|--------------------------|---------------------------|-----------|---|
| <b>Insurance Stipend</b> | \$311.00                  | per month | If they provide proof of outside insurance coverage |
| <b>DAEP</b>              | \$75.00                   | per day   | non-certified                                       |
| <b>ISS</b>               | \$60.00                   | per day   | non-certified                                       |
| <b>Summer School</b>     | Daily Rate                | per day   | certified   |
| <b>Long Term Sub</b>     | \$70.00                   | 1-10 days | non-certified                                       |
| (Not in cafeteria)       | \$75.00                   | 11 + days | non-certified                                       |
|                          | Daily Rate up to 15 years |           | certified   |



**COMPENSATION PLAN – ROCKSPRINGS ISD**

**Stipends and Extracurricular Duty Pay**

The following stipend and extracurricular duty pay structures were approved by the Board of Trustees of Rocksprings ISD on March 11, 2021 and are effective for the 2020–2021 school year.

**2020–2021 Stipends/Extracurricular Duty Pay Plan**

| 2020-2021 STIPENDS             | 20-21              |            |  |
|--------------------------------|--------------------|------------|--|
| EVENT                          | STIPEND            | ANNUALIZED |  |
| Literary Sponsor               | \$150.00 per event | N          |  |
| Journalism                     | \$600.00           | Y          |  |
| OAP Director                   |                    |            |  |
| Junior High                    | \$1,000.00         | Y          |  |
| High School                    | \$2,000.00         | Y          |  |
| UIL Coordinator                |                    |            |  |
| Elementary                     | \$240.00           | Y          |  |
| Junior High                    | \$240.00           | Y          |  |
| High School                    | \$400.00           | Y          |  |
| Web Mastering                  | \$400.00           | Y          |  |
| Cheerleader Sponsor            |                    |            |  |
| Junior High - Paraprofessional | \$7.50             | N          |  |
| Junior High - Professional     | \$400.00           | N          |  |
| High School - Paraprofessional | \$7.50             | N          |  |
| High School - Professional     | \$400.00           | N          |  |
| Flag Sponsor                   |                    |            |  |
| Paraprofessional               | \$7.50             | N          |  |
| Professional                   | \$200.00           | N          |  |
| Band Director                  | \$6,000.00         | Y          |  |
| Ag Science Teacher             | \$1,300.00         | Y          |  |

|                                |      |
|--------------------------------|------|
| <b><u>ATHLETIC</u></b>         |      |
| <b><u>Football</u></b>         |      |
| Head                           | 5000 |
| Assistant                      | 1500 |
| Assistant                      | 1500 |
| Assistant                      | 1500 |
| OC                             | 1500 |
| DC                             | 1500 |
| <b><u>Boys Basketball</u></b>  |      |
| Head                           | 3500 |
| Assistant                      | 1000 |
| Assistant                      | 1000 |
| <b><u>Girls Basketball</u></b> |      |
| Head                           | 3500 |
| Assistant                      | 1000 |
| Assistant                      | 1000 |
| <b><u>Tennis</u></b>           |      |
| Head                           | 2000 |
| Assistant                      | 1000 |
| <b><u>Powerlifting</u></b>     |      |
| Head                           | 2000 |
| Assistant                      | 1000 |





**COMPENSATION PLAN – ROCKSPRINGS ISD**

|                                     |            |   |                             |
|-------------------------------------|------------|---|-----------------------------|
|                                     |            |   | <b><u>ATHLETIC</u></b>      |
| <b>Special Programs Coordinator</b> | \$1,200.00 | Y | <b><u>Cont.</u></b>         |
|                                     |            |   |                             |
| <b>Gifted &amp; Talented</b>        |            |   | <b><u>Track</u></b>         |
| Elementary                          | \$1,000.00 | Y | Head Boys 2000              |
| Junior High                         | \$500.00   | Y | Head Girls 2000             |
| High School                         | \$500.00   | Y | Assistant 1000              |
|                                     |            |   | Assistant 1000              |
|                                     |            |   | Assistant 1000              |
| <b>ELS District Coor</b>            | \$2,400.00 |   |                             |
| Elementary                          |            | Y | <b><u>Cross Country</u></b> |
| Jr High/High School                 |            | Y | Head 2000                   |
|                                     |            |   | Assistant 1000              |
| <b>Math Certification</b>           | \$5,000.00 | Y |                             |
|                                     |            | Y |                             |
|                                     |            |   | 10 days Head XC             |
| <b>Science Certification</b>        | \$5,000.00 | Y |                             |
|                                     |            | Y | <b><u>Girls/Boys</u></b>    |
|                                     |            | Y | <b><u>Coordinator</u></b>   |
|                                     |            |   | 215 days                    |
| <b>Masters Degree</b>               | \$800.00   | Y |                             |
|                                     |            |   |                             |
| <b>Guardian Stipend</b>             | \$1,800.00 | N |                             |
|                                     |            |   |                             |
| <b>Testing Coordinator</b>          | \$2,000.00 | Y |                             |
|                                     |            |   |                             |
| <b>Truant Officer</b>               |            |   |                             |
| Elementary                          | \$160.00   | N |                             |
| Jr High/High School                 | \$160.00   | N |                             |
|                                     |            |   |                             |
| <b>Student Council</b>              | \$400.00   |   |                             |
|                                     |            |   |                             |
| <b>National Honor Society</b>       | \$400.00   |   |                             |
|                                     |            |   |                             |
| <b>504</b>                          | \$1,200.00 | Y |                             |



## Incentives and Performance Pay

The following incentives and performance pay were approved by the Board of Trustees of Rocksprings ISD on April 14, 2021 and are effective for the 2020–2021 school year.

### Incentives

Incentives that may be documented here include the following:

- Department chair
- Teacher shortage areas
- Achievement of additional certification or education (e.g., higher level Police Officer certifications, degree achievement for positions not requiring degrees)
- Completion of professional development
- Longevity

### Performance Pay: Teacher Incentive Allotment

For any funds received by Rocksprings ISD for a designated teacher under the Teacher Incentive Allotment (TIA), (90) percent will be paid to the designated teacher. The remaining (10) percent will be used for administrative expenses. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

*or*

For any funds received by Rocksprings ISD for a designated teacher under the Teacher Incentive Allotment (TIA), (70) percent will be paid to the designated teacher. Another (20) percent will be paid equally to the other teachers in the district. The remaining (10) percent will be used for administrative expenses, professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

