

TERRELL INDEPENDENT SCHOOL DISTRICT 2011-12 COMPENSATION PLAN

Salary Schedule for Teachers, Librarians, and Registered Nurses:

- \$44,250 beginning salary
- No pay increases
- Salary Schedule attached

Compensation for All Other Employees:

- No pay increases
- Pay Range Schedules attached

TRS-ActiveCare Health Insurance Program:

All employees participating in the TRS-ActiveCare health insurance program will receive a \$248 district/state monthly contribution or an annual contribution of \$2,976.

Group Life Insurance:

All employees are eligible for district paid life insurance in the following amounts:

- \$50,000-Superintendent, Assistant Superintendent, Executive Director, and Director positions
- \$25,000-All other Administrative/Professional pay grade positions
- \$10,000-All other employees

Sick Leave Pool:

The Sick Leave Pool is made up of voluntary donations by District employees to assist fellow employees or members of an employee's immediate family suffering from a catastrophic health condition. The pool excludes elective procedures. To receive days from the pool, the employee must have used all leave available. District staff can donate up to four local or state days per school year (two days during the first semester and two days during the remaining school year) with a limit of two days to any one pool. A maximum of 30 days may be contributed to a specific sick leave pool.

Local Leave:

All employees shall earn five local leave days per school year, at a rate of one-half day for each 18 days worked. Local leave shall accumulate to a

maximum of 30 workdays and shall be taken with no loss of pay. Local leave days shall be used according to the terms and conditions of state personal leave.

Use and Recording of Leave:

Available leave shall be used in the following order unless an employee requests a different order: compensatory time accumulated by nonexempt employees, local leave, state sick leave accumulated prior to the 1995-96 school year, and state personal leave.

Teacher Shortage Area Stipends for Math and Science:

- High School \$2,000
- DAEP \$2,000
- Middle School \$1,000

Requirements: A minimum of five classes of Math or Science must be taught daily, teachers must meet highly qualified guidelines, and Special Education Resource Math and Science teachers qualify for the stipend if they meet the above two requirements.

Compensation for Unused Leave:

As an incentive to encourage staff attendance, employees will be paid as soon as feasible following the end of each school year the following compensation:

Professional Employees:

- \$500 for zero leave days used,
- \$400 for only one leave day used,
- \$300 for only two leave days used,
- \$200 for only three leave days used, and
- \$100 for only four leave days used
- Half days shall be prorated

Paraprofessional and Auxiliary Employees:

- \$250 for zero leave days used,
- \$200 for only one leave day used,
- \$150 for only two leave days used,
- \$100 for only three leave days used, and
- \$50 for only four leave days used

Employees will be required to sign a statement verifying leave information recorded in the TxEIS system.

