

Hays Consolidated +A1:C22Independent School District
Incentive/Supplemental Pay Programs Approved
for the Fiscal Year ending June 30, 2025

Updated 10/22/2024

Incentive Pay		
Special Assignment Pay	Rate	Per
*Bilingual Teacher/Admin/Counselor Incentive	\$1,500	Year
**Special Education Classroom Teacher Recruitment/Retention Incentive	\$1,500	Year
Employee Referral Incentive Program	\$50	Referral
Bilingual Teacher Referral Incentive Program	\$250	Referral
Employee Referral Incentive Program - 6 month stay	\$50	Referral
Employee Sub Coverage	Sub Rate for Position	Per Class Covered
60hr. Reading Academy (K-3 Required / PK, 4, 5 Optional)	\$300	Year
30hr. Reading Academy (K-3 Required / PK, 4, 5 Optional)	\$240	Year
****Guest Teacher Incentive Pay (90 days or more)	\$5	Half Day

Sub Shortage employee compensation will be paid at the hourly sub rate for the position. Only certified classroom teachers covering for a classroom without sub coverage are eligible for pay when covering during their conference period. This is on a voluntary basis only and the teacher can refuse to work during their conference period at any time when they need that time for planning for their own classes. Sub shortage compensation should only be utilized when there are no available guest teachers on campus or other staff available to cover during the class period. The amount shall not exceed the daily sub rate for the absent or vacant position.

*The Bilingual Incentive is paid in three \$500 increments.

The first payment is in September, the second in December, and the final payment is in June.

Administrators/counselors must serve at UES, HES, SHES, CRES, BVES or TGES.

**The Special Education Classroom Teacher Incentive will pay current SPED classroom teachers a retention incentive of \$1,500 per year. This year, the one-time retention incentive will be paid on January 24, 2025. Future newly hired SPED classroom teachers will be paid a recruitment incentive of \$1,500 in their first paycheck. Next year, the SPED Classroom Teacher Incentive for retention will be paid in three \$500 increments in September 2025, December 2025, and June 2026. Newly hired teachers receiving \$1,500 as a recruitment incentive would not receive a retention incentive within the same school year.

A longevity incentive will be offered to any Guest Teacher who works as a classroom teacher and/or classroom paraprofessional for at least 45 calendar days by the end of each semester during the 2024-2025 school year.

The incentive is \$5.00 per half day worked, paid as a lump sum. For the first semester, the lump sum will be paid on January 15, 2025, and for the spring semester, it will be paid on July 15, 2025.

If a Guest Teacher does not qualify for the semester-based incentive but works a total of 90 or more calendar days throughout the entire school year, they will receive the incentive as a lump sum on July 15, 2025.