AUGUST 27, 2020

Subject:	2020-2021 Bellville ISD Compensation Plan
Presenter:	Dennis Jurek
Board Policy:	DEA(local)
BISD Goal:	1. Develop and attain local standards for high levels of integrated learning and performance. [LEARNING] 2. Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP] 3. Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [HUMAN CAPITAL] 4. Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]

Summary:	The compensation plan attached is included in the 2020-2021 Bellville ISD Budget. The COVID Stipend as presented is based on providing a compensation increase of around 2% The Enhancement/Retention Stipend Plan designates three possible times during the year the stipend may be awarded. The 2020-2021 plan only has been budgeted one of these possible award dates.
Attachments:	▪ Bellville ISD 2020-2021 Compensation Plan
Recommendation:	The recommendation is for the Board to: Approve the 2020-2021 Compensation Plan

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Bellville ISD 2020-2021 Compensation Plan

The Bellville ISD Board of Trustees will be adopting a budget that includes the following compensation plan.

	Salary Increases	One Time Payment	Hiring Schedule
PROPOSED	COVID Stipend Bellville ISD is assigning a COVID Stipend to employees for the 2020-2021 school year for additional duties associated with but not limited to the current pandemic. Exempt employees shall receive the COVID Stipend as a supplement to their regular salary. Non-exempt employees shall receive the COVID compensation as an hourly wage increase equivalent to the assigned amounts.	$500 for all + $100 x Years in BISD for 3+ Up to $2,000 (see One Time Payment Scale)	Remains the Same **Minimum $44,000** **Midpoint $49,000** **Maximum $55,000**

COMPENSATION PROPOSAL 2020-2021

BELLVILLE ISD TEACHER HIRING RANGE

Minimum	0 Years	$44,000
Mid-Point	10 Years	$49,000
Maximum	20+ Years	$55,000

BELLVILLE ISD PARAPROFESSIONAL STARTING SALARY

Instructional Paraprofessional	$19,000
Life Skills Paraprofessional	$20,000

Starting salaries for all newly hired teachers, librarians, nurses, and counselors is based on the Board adopted hiring range. Salary ranges are developed for entry year only. Future salaries are based on general pay increases granted by the board. Only employees continuing employment with the district are eligible for salary raises and loyalty benefits.

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COVID Stipend

TEA HB3 Group	Position	COVID Stipend/Compensation Amount
Group 1	Teacher, Counselor, Librarian, Nurse	$1,200
Group 2	Instructional Aides	$600
Group 2	Food Service	$400
Group 2	Maintenance	$600
Group 2	Transportation	$400
Group 2	Office Staff Non-Exempt (209 days and below)	$650
Group 2	Office Staff Non-Exempt (226 days and above)	$750
Group 2	Specialized Staff (professional exempt)	$1,200
Group 3	Administrators	$1,200

- Employees working less than full time will receive a prorated amount, based on full time equivalents.
- Employees hired after September 1, 2020 shall receive a prorated amount, based on calendar days.

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Bellville ISD Enhancement/Retention Stipend Plan 2020-2021

The Bellville ISD Board of Trustees will be adopting a budget that includes an enhancement/retention component as funds are available*. Specifically, the Board has designated August, December, and May as possible times to reward staff for their ongoing commitment to BISD.

August – Retention Incentive for returning employees (up to $2,000*)
December – Staff Morale Enhancement Incentive (up to $2,000*)

December Incentive		May Incentive	
September	Full Amount	January	Full Amount
October	75%	February	75%
November	50%	March	50%
December	Does not Qualify	April	Does not Qualify

May – Appreciation Enhancement Incentive (up to $2,000*)

*The amounts listed above will be based on available funds as determined by the Superintendent.
*Enhancement/Retention Stipends are adopted on a per employee basis, the number of positions does not dictate the number of stipends. One stipend per employee.

BISD Years of Service	COVID Stipend/Compensation Amount
0	$500
1	$500
2	$500
3	$600
4	$700
5	$800
6	$900
7	$1,000
8	$1,100
9	$1,200
10	$1,300
11	$1,400
12	$1,500
13	$1,600
14	$1,700
15	$1,800
16	$1,900
17	$2,000
18….	$2,000…

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2020-2021 CDL Bus Driver Hiring Range

Bellville Independent School District
Bus Driver Hiring Range (CDL)

Creditable Years Experience	New Hire Hourly Rate
0	$15.25
1	$15.35
2	$15.45
3	$15.55
4	$15.65
5	$15.75
6	$15.85
7	$15.95
8	$16.05
9	$16.15
10	$16.25
11	$16.35
12	$16.45
13	$16.55
14	$16.65
15	$16.75
16	$16.85
17	$16.95
18	$17.05
19	$17.15
20	$17.25
20+(No Step)	$17.25

Hourly rates for all newly hired CDL Bus Drivers are determined on an individual basis, based upon consideration for creditable years of experience and credentials.

Hourly range scale is developed for entry year only. Future hourly rate increases are based on general pay increases granted by the board. Only employees continuing employment with the district are eligible for pay raises.

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Bellville ISD Substitute Teacher Compensation Plan 2020-2021

Certified Teacher Sub	$95.00 per Day
Degreed Teacher Sub	$85.00 per Day
Non-Certified/Non-Degreed Teacher Sub	$65.00 per Day
Aide Sub	$65.00 per Day
Long Term Teacher Sub (certified or degreed)	$100.00 per Day
Long Term Teacher Sub (non-certified or non-degreed)	$65.00 per Day
Long Term Aide Sub	$65.00 per Day

- *Substitute compensation rates are listed on a daily pay rate*
- *Degreed Teacher Sub is defined as associated degree or higher*
- *Certified Teacher Sub must have held a teaching certificate at any time*
- *½ Day pay is $48.00 for either teacher or aide substitute position position*
- *Combination of 2 half days on any campus on the same calendar is paid as a full day*
- *Aide Sub pay is for any and all degree and/or certification levels*
- *Long Term substitute pay starts after 20 days, long term pay is retroactive for the first 20 days*

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Bellville ISD
Annual Reimbursement for Leave &
Reimbursement for Leave Upon Retirement Rates
Per DEC(local)

The Bellville ISD Board of Trustees rate for annual reimbursement rate for leave and reimbursement rate for leave upon retirement is established at $50.00 per day for use under DEC(local). This rate shall remain in effect until the board establishes a new rate.

Bellville ISD
Other Compensation Consideration

Additional Class Stipend $2000.00/year
Applicable to teachers schedule a 7th section of classes under Block

Summer School (credit recovery, ESL, ESY, EOC)
Teachers $30.00/hour
Aides $12.70/hour

Staff Development Outside of Contract Days
Teachers $120.00/day

Teacher Incentive Allotment

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

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