



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Gregory C. Nelson, Ed.D, Assistant Superintendent of Human Resources

SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL TO REVISE THE SCHEDULE OF SUPPLEMENTAL PAY PLAN 2019-2020

DATE: January 21, 2020

Administration requests Board approval for the revision to the Schedule of Supplemental Pay Plan for 2019-2020. This revision is necessary as we have discovered too few teachers are volunteering to tutor students and provide supplemental instructional services at the current rate. It is recommended that we adjust the current pay for Tutoring from \$22 per hour to \$32 per hour. This would create a rate of \$32 per hour for Tutoring and Instruction. This matches the current rate of \$32 per hour approved for After School Credit Recovery – Odyssey Ware.

In addition, we recommend the rate for Tutoring and Instruction at “F” Campuses be set at \$40 per hour. This is needed to encourage teachers at those campuses and beyond to provide the important service to our students at our high-need campuses.

If approved, the new rates would become effective February 1, 2020 and the rate would not be retroactive for any work completed before that date.

Administrative Recommendation:

Request for approval of Revised Schedule of Supplemental Pay 2019-2020.