

ECISD 2024-2025

Compensation Plan

May 21, 2024



Presented by ECISD Human Resources Department

OUR students...THE future

Texas Teacher Vacancy Task Force

- ECISD Staff Involved
- Strategic Compensation
- Enhanced Stackable Compensation Packages
- Incentives and Support for Hard-to-Staff areas

2018-2019 1st day teacher vacancy rate – 18% (350 Vacancies)

2023-2024 1st day teacher vacancy rate – 1% (36 Vacancies)

SOURCE - Teacher Vacancy Task Force Executive Summary



Highlights for 2024-2025

1. Addition of Teacher with Resident Enhanced Certification Salary Scale
 - (Certification anticipated availability September, 2024 – first in TEXAS)
2. Proposed 3% Retention stipend for full-time 2023-2024 ECISD Employees returning for the 2024-2025 school year. (Min \$500)



Teacher Resident Salary Schedule

In response to the upcoming Teacher with Resident Enhanced Certification will have an accelerated salary schedule.

(Teacher with Resident Enhanced Certification anticipated to be available Fall 2024)

- Starting Salary \$61,500
- 10 year salary of \$70,000
- 30 year salary of \$80,000

*CERTIFIED TEACHER STARTING SALARY \$60,600
(ZERO YEARS OF EXPERIENCE)



Proposed ECISD Retention Stipend

All full-time, returning ECISD Employees will receive a one-time retention stipend of 3% of their Base Salary to be paid out to full-time employees returning from the 2023-2024 school year in Fall 2024.

- Average Teacher amount of \$1,950
 - Average Hourly amount of \$930
- Minimum retention stipend will be \$500

- Classroom Teachers, Nurses, Librarians
- Instructional Support Staff
- Clerical Support Staff
- Auxiliary Employees
- Child Nutrition Staff
- Paraprofessional Staff
- Technology
- Police
- Administrative Professional Staff



ADDITIONAL STACKABLE COMPENSATION IN 2024-2025

Teacher Stackable Compensation

- Ability to earn up to **\$32,000** via Teacher Incentive Allotment (TIA)
 - \$3.1 Million to 353 ECISD Teachers in May 2024, and expanding
- Ability to earn up to **\$17,000** via Opportunity Culture (OC)
- Ability to earn up to **\$15,000** via Leadership for Ector's Accelerated Progress (LEAP/TSL Grant)

Competitive Stipends and Supplemental Pay

Principal Stackable Compensation

- Ability to earn up to **\$30,000** via Leadership for Ector's Accelerated Progress (LEAP/TSL Grant)
- Ability to earn up to **\$25,000** via Principal Incentive Allotment (PIA) Payouts fall 2024



QUESTIONS



OUR students...THE future

Our mission is to become the preferred employer in the Permian Basin.