



Kaufman ISD 2021-2022 Employee Compensation Plan

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Superintendent

Kell Clopton
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HR/Operations

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Chief Financial Officer

- 1. Teacher Pay schedule as attached**
- 2. Life Insurance**
 - a. KISD purchases a \$15,000 life insurance policy for each KISD employee (excluding substitute teachers).
- 3. Health Care Contribution**
 - a. All KISD employees who enroll in TRS Active Care insurance, and pay into TRS retirement, are compensated \$260/month.
- 4. Employee pass to all home athletic events**
- 5. Employee Meal Card**
 - a. All KISD employees, SSC staff, and SFE staff receive a punch card for 10 free meals/year in our school cafeterias.
- 6. Reimbursement for leave upon retirement**
 - a. KISD Board Policy DEC Local
- 7. Master's Degree Stipend**
 - a. All KISD employees, on the teacher salary schedule, with a master's degree, are eligible for a \$1,500 stipend.
- 8. Retention Stipend**
 - a. All eligible Kaufman ISD employees receive an annual retention stipend, paid in November. The stipend amount is \$250. Eligible employees are those employees employed on/before September 1st and continuously employed through November 20th. Payments will be pro-rated for KISD employees considered less than full time.
- 9. CDL Bus Driver Incentive Plan**
 - a. Full time CDL licensed bus drivers may receive \$100 per pay period for perfect attendance (am & pm routes) during each of their 10 month pay periods. Incentives will be paid twice annually in December and June.
- 10. Longevity Stipend**
 - a. Kaufman ISD employees are eligible to receive the longevity stipend. This stipend is paid at the end-of-year convocation in May. Payment is made to the employee upon initially reaching the benchmark year of KISD service according to the following pay schedule. Years of service are consecutive Kaufman ISD TRS creditable years. Eligible employees must be employed on May 1, 2022.

Years of Service	Stipend Amount	Years of Service	Stipend Amount
5	\$50	30	\$300
10	\$100	35	\$300
15	\$150	40	\$300
20	\$200	45	\$300
25	\$250	50	\$300

All compensation items are subject to annual review and approval by Kaufman ISD. The Employee Compensation Plan is for the 2021-2022 school year only, and does not make any representation or promise regarding any future years' compensation.