

**Splendora ISD
Teacher, Librarian and Nurse (RN) COMPENSATION PLAN
2023-2024**

New Hires:

\$60,600 Starting Pay for 10-Months

Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty up to a maximum base pay of \$69,850 for 25 years.

Continuing Teachers, Librarian, and Nurse (RN):
Zero increase for 2023-2024 school year.

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session. The district reserves the right to adjust salary amounts for the 2023-2024 school year in response to legislative changes. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2023-2024 school year.

The district reserves the right to provide additional, one-time longevity compensation to any/all employees if and when funds are available.

Incentives:

\$1,000	Master's Degree in an area not required per assignment
\$2,500	Meeting SACS/Kingwood qualifications and instructing college credit course in Splendora ISD (1250 per semester)
\$1,000	Critical Need Retention Stipend (Paid to returning Staff that are originally eligible for critical need stipend).
\$1,000	Self-Contained SpEd Aide (Life Skills, Applied Skills, BSC, ECSE, SLC)
\$2,500	Foreign Language (Should teach at least half the class load for HS Credit)

Additional critical needs stipends will be paid to teachers only for the listed courses taught at the high school level and the additional criteria as specified by the administration. The teachers must be certified in one of the critical need areas listed below. A teacher is limited to only one critical need stipend per year.

\$3,500	Math courses at high school level: Teach a minimum of half the class load in a critical shortage area for High School Credit.
\$3,500	Science courses at high school level: Teach a minimum of half the class load in a critical shortage area for High school Credit.
\$4,000	Health Science Instructor (CNA Certified Trainer)
\$2,500	Self-Contained SpEd Teacher (Life Skills, Applied Skills, BSC, SLC, ECSE)
\$4,000	Certified Bilingual Teacher
\$5,000	Auto Body Instructor

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and **salary advancement is not guaranteed**. Pay increases are based on the annual cost of living adjustment budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job related experience and credentials.