

# **TIDEHAVEN ISD'S**

## **STAFF COMPENSATION PLAN**

### **for the**

### **2025-2026 SCHOOL YEAR**



*"Creating a Boundless Energy to Learn."*

## **TIDEHAVEN INDEPENDENT SCHOOL DISTRICT STAFF COMPENSATION PLAN for the 2025-2026 SCHOOL YEAR**

The Tidehaven ISD Salary Schedule for the 2025-2026 school year is intended to facilitate salary communications within the District and to serve as a guide for administering salaries and wages for all employees of the District. The provisions and information set forth in this document are intended to be **informational**. Thus, this document is not intended and shall not be construed to constitute a contract between the Tidehaven Independent School District and any other employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any and every nature whatsoever. The salary schedules listed are for the 2025-2026 school year only. Future salaries cannot be predicted from this booklet as the Board of Education has the right to change/modify the new compensation plan each year. The District hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of this document from time-to-time in the best interest of the District.

### **Teacher Incentive Allotment:**

(Language from TEA)

For any funds received by Tidehaven ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 Percent will be paid to the designated teacher. The remaining 10 percent will be used for any professional development for teachers, TIA assessment costs, observation rubric costs, rater training or certification, other student growth costs, central supports (funding for TIA coordinator or HR needs, or compensation for staff associated with TIA needs or with professional development.

Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired designated teacher as soon as practicable.

### **Retention Stipend:**

In an effort to retain highly qualified employees, retention stipends may be given to Tidehaven ISD employees in a one-time lump sum payment based on school board approval. The stipend will be a specified amount based on full or part time employment status and school board approval.

### **Teachers/Librarians and Auxiliary Personnel Salary Schedule**

**(See attached salary \schedules for teachers/librarians and auxiliary personnel.)**

### **Benefits for Tidehaven Employees**

State Personal Leave - A state minimum personal leave program consisting of five days per year of personal leave, with no limit on accumulation and no restrictions on transfer among districts, shall be provided to school district employees. In order to preserve the employee's leave entitlement while minimizing disruption to the instructional program, the board requires employees to differentiate between uses of personal leave:

1) Discretionary: To be taken at the individual employee's discretion, subject to limitations set out below. The employee shall submit a written request to his/her supervisor in advance in accordance with administrative regulations. Discretionary use of state personal leave shall not exceed three consecutive

workdays, except in extenuating circumstances as determined by the Superintendent. These days shall not be allowed on the day before a school holiday, the day after a school holiday, days scheduled for end-of-semester or end-of-year exams, days scheduled for state-mandated assessments, or professional or staff development days. For additional information regarding state personal leave, refer to Board Policy at

<http://www.tasb.org/policy/pol/private/158902/>

2) Non-discretionary: To be used for the same reasons and in the same manner as state sick leave accumulated prior to May 30, 1995.

Local Sick Leave - A local sick leave program consisting of five days per year sick leave shall be provided for every person regularly employed in the district. Local sick leave days will accumulate to twenty days and are not transferable among school districts.

After all sick/leave days are exhausted, the employee has 20 more sick/leave days, minus the cost of the substitute. After all leave is exhausted and the employee has used the 20 sick/leave days with substitutes pay docked from his/her salary, an employee is docked at his/her daily rate of pay.

A sick leave pool consists of voluntary donations of local sick leave days or state personal days by employees who, after exhausting all paid leave, has a catastrophic personal illness or disability that prevents him or her from reporting to work.

### **Benefits for Tidehaven employees** (cont'd)

Thanks to the passage of HB 3343 in 2001 by the state legislature, eligible district employees will have the opportunity to participate in the state-wide health insurance plan called TRS-ActiveCare. The District will provide all eligible employees up to \$529.00 per month for health insurance premiums to offset the cost of the employees' health insurance plan. Tidehaven ISD offers all employees the opportunity to participate in the Section 125/Cafeteria Plan. This plan allows employees to have specific expenses (i.e. - insurance premiums) excluded from your gross income, therefore, reducing taxable income. Pre-tax deductions are made for insurance premiums (health, dental, cancer and life). (See the district's payroll clerk for info concerning the cafeteria plan that is offered to all the district's employees.) TISD also offers its employees the opportunity to participate in tax-sheltered annuity products. Several outside companies provide this service to all employees. (See your TRS-ActiveCare Insurance booklet for more information about benefits for this health insurance plan or go to the TRS website - <http://www.trs.state.tx.us/>.)

The 2025-2026 cost of the TRS-ActiveCare health insurance plan for Tidehaven ISD employees will be as follows:

	<u>TRS-ActiveCare Primary</u>	<u>ActiveCare HD</u>	<u>Active-Care Primary+</u>	<u>*TRS ActiveCare2</u>
Employee Only	\$ 516	\$ 529	\$ 606	\$ 1013
Employee & Spouse	\$1394	\$1429	\$ 1576	\$ 2402
Employee & Child(ren)	\$ 878	\$ 900	\$ 1031	\$ 1507
Employee & Family	\$1755	\$1799	\$ 2000	\$ 2841

**\*If you are currently enrolled in Trs-ActiveCare2, you can remain in this plan. However, as of 9-1-2018, Trs-ActiveCare 2 is closed to new enrollees.**

The district provides a \$10,000.00 Basic AD&D life insurance policy for each employee at no cost. Additional life insurance coverage can be purchased by the employee. The employee may also purchase optional life insurance for their spouse and/or children.

The District also offers dental, vision, cancer and long-term disability insurance to all of its employees. The employee pays the costs for these benefits. See Christy Alley for more information about these.

The district also offers a Flexible Benefits Plan with a Medical Reimbursement Account and a Health Savings Account. See Christy Alley for more information about this.

### **TISD 2025-2026 Salary Schedule for Substitute Teachers/Aides/Cafeteria Workers**

The position of substitute staff member is a part-time, non-contract, as needed position. The District has no obligation to guarantee assignments. Substitute staff members' names will be removed from the roster if they fail to meet the expectations of the required position. All substitutes will receive a Substitute Orientation Booklet prior to substituting.

#### **Substitute Pay Schedule**

##### **1. Substitute Teacher pay**

Level 1 –HS diploma less than 60 college hours	\$70.00
Level 2 –HS diploma 60+ college hours	\$70.00
Level 3 –Bachelor’s degree NO teaching cert.	\$80.00
Level 4 –Bachelor’s degree w/teaching cert.	\$90.00

After ten consecutive days, Levels 1-3 will pay \$90.00 per day and Level 4 will pay \$150.00.

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|----|--------------------------------|------------------|
| 2. | Substitute Food Service Worker | \$10.00 per hour |
| 3. | Substitute Custodial Worker    | \$10.00 per hour |

Substitutes are not eligible for insurance or leave benefits that are provided for regular employees of the TISD. However, substitutes are covered under the District's legal liability plan.

### **SUPPLEMENTAL DUTY PAY SCHEDULE**

Extra duty assignments are considered at-will and employees given extra duty assignments are paid based on the schedule listed below. Extra duty assignments, including coaching, are not considered part of the teaching contract and may be assigned and reassigned during the school year by the Superintendent of Schools.

#### **Supplemental Duty Coaching Pay Schedule**

Local coaching stipends are paid to teachers during the course of the school year on a monthly basis. Coaching stipends are not part of the employment contract. It is paid as extra duty and subject to revocation anytime during the contract year. These pay stipends are approved annually by the board of trustees.

Head Coach of a high school sport	\$3,500.00/sport, plus \$2,150.00 for 12 extra days
Assist. Coach of a high school sport	\$2,000.00/sport, plus \$2,150.00 for 12 extra days
Jr. High Coach	\$1,500.00/sport, plus \$2,150.00 for 12 extra days
Scouting for high school football	\$500.00

Athletic Director	Salary quoted by Superintendent, 226 days
Cross-Country	\$1,500.00 boys & \$1500.00 girls
Golf	\$1,000.00

### **Supplemental Duty Band Director's Pay Schedule**

A local stipend is paid to the band director during the course of the school year on a monthly basis. This stipend is not a part of the employment contract. It is paid as extra duty and subject to revocation anytime during the contract year. This pay stipend is approved annually by the board of trustees.

High School Band Director	Salary quoted by Superintendent, 226 days
Jr. High Band Director	Salary quoted by Superintendent, 10 extra days

### **High School Academic Stipends**

Math	\$5,000 per year
Science	\$2,000 per year
Foreign Language	\$5,000 per year

### **Jr. High Academic Stipend**

Math	\$5,000 per year
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### **Supplemental Duty High School/Jr. High UIL Academic Sponsors** (As requested by campus principals, 1/2 PAY IF SPONSOR DOES NOT ATTEND UIL ACADEMIC MEET)

Local stipends are paid to teachers after the contests have been completed or before the end of the school year. These stipends are not part of the employment contract. It is paid as extra duty and subject to revocation anytime during the contract year. These pay stipends are approved annually by the Board of Trustees.

High School UIL Coordinator	\$ 675.00
High School UIL Academic Contest	\$ 150.00 per event; up to a maximum of three (3) events **See Extra Duty Stipend below.
High School Prom Sponsor	\$ 500.00
High School Student Council	\$1500.00
NHS Sponsor	\$ 250.00
Jr. High NHS Sponsor	\$ 250.00
High School Yearbook	\$1500.00
Concession Stand	\$3000.00
Jr. High Student Council	\$ 500.00
Jr. High UIL Academic Coordinator	\$ 475.00
Jr. High UIL Academic Contest	\$ 150.00 per event; up to a maximum of three (3) events. **See Extra Duty Stipend below.
Elementary UIL Academic Coordinator	\$300.00
Elementary UIL Academic Sponsor	\$150.00 per event; up to a maximum of three (3) events. **See Extra Duty Stipend below.

\*(Extra Duty Stipends) UIL events will be paid in the following manner. One event area such as "Number Sense" will be paid. The district will not pay separate stipends per grade level, only per event. All

grade levels competing in Number Sense will be included in a single stipend of \$150.00. Two coaches may divide the subject area and divide the stipend. High School Debate is one event. One teacher will coach both Lincoln/Douglas as well as Cross X Debate. Any event that uses more than one coach must be approved in writing by the campus principal showing the division of the stipend. **All UIL coaches must be approved (in advance) of practices and competition by the principal, in writing.**

**Supplemental Duty Cheerleaders Sponsors**

High School Varsity	\$3500.00
High School Jr. Varsity	\$2000.00
Jr. High 7th Grade	\$1000.00
Jr. High 8th Grade	\$1000.00

**2025-2026 Supplemental Duty Pay Schedule for Athletic Events**

Workers at Football Games

Gatekeepers (Varsity games)	\$40.00
Gatekeepers (JV/Jr. High games)	\$40.00
Filming	\$20.00
Announcer (Varsity games)	\$30.00
Announcer (Sub-varsity games)	\$15.00
Clock (Varsity & JV games)	\$20.00
Game Crowd Monitor (Varsity FB)	\$40.00

Workers at Basketball & Volleyball Games

Gatekeeper (Jr. High & High School games) \$30.00 minimum 1 game and \$45.00 max 3 games  
Scorebook (Jr. High & High School games) \$20./night

Workers at Baseball Games

Announcer	\$15.00
Scorebook	\$15.00

**2025-2026 Supplemental Duty Pay Schedule for AEP/Detention/Homebound Classes**

Homebound Teacher	\$20.00 per hour
Saturday School Employee	\$25.00 per hour
After School Tutorials/PASS Teacher	\$20.00 per hour
Summer School	\$30.00 per hour

**2025-2026 Transportation Pay Schedule** - Local supplements are paid for driving a bus on a regular route based on the following schedule:

3 hours	\$ 12,021.00
3.5 hours	\$ 13,469.00
4 hours	\$ 15,484.00

**Sub runs pay \$30 for AM run and \$30 for PM run or \$60 per day: Sept PR**  
**Sub runs pay \$40 for AM run and \$40 for PM run or \$80 per day: effective with Oct. PR**

**After school athletic run pays \$20.00/day**

**Tutorial runs pay \$35.00/day**

**Summer school runs pay \$25.00 AM and \$25.00 PM**