



2021-2022
COMPENSATION PLAN

Board Approved

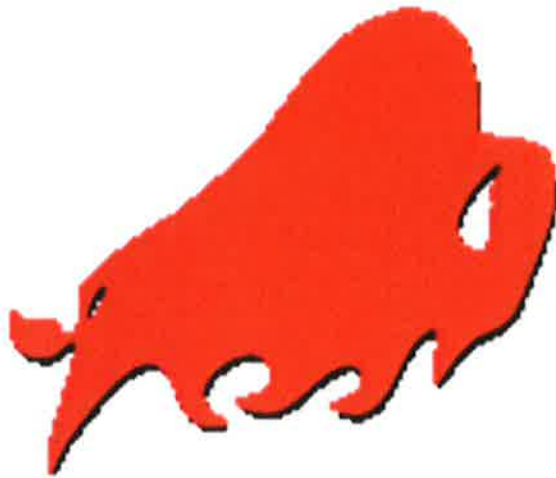
Stanton Independent School District

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PLAN PURPOSE

This plan is a guide for salaries and wages for employees including Teachers/Librarians/Counselors/Nurses (RN), Auxiliary staff, and administrative staff of Stanton Independent School District

The compensation plan is for the 2021-2022 school year only. No salary increases are granted automatically each year. This means that no salaries can be calculated or assumed in future years based on these salary schedules. The Board of Trustees adopt a new compensation plan each year.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with the requirements of House Bill 3 as passed by the 86th Texas Legislature and the associated funding levels.



SALARY SCHEDULES

Teachers, Librarians, Counselors, Nurses (RN)

Stanton Independent School District

Salary Schedule - 2021-2022

Classroom Teachers, Librarians, & School Nurses - 187 Days

Bachelors Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$47,500	\$254.011	
2	1	\$47,970	\$256.524	\$470
3	2	\$48,630	\$260.053	\$660
4	3	\$49,280	\$263.529	\$650
5	4	\$49,940	\$267.059	\$660
6	5	\$51,100	\$273.262	\$1,160
7	6	\$51,760	\$276.791	\$660
8	7	\$52,420	\$280.321	\$660
9	8	\$53,080	\$283.850	\$660
10	9	\$53,740	\$287.380	\$660
11	10	\$54,620	\$292.086	\$880
12	11	\$55,540	\$297.005	\$920
13	12	\$56,430	\$301.765	\$890
14	13	\$57,250	\$306.150	\$820
15	14	\$58,030	\$310.321	\$780
16	15	\$58,770	\$314.278	\$740
17	16	\$59,470	\$318.021	\$700
18	17	\$60,130	\$321.551	\$660
19	18	\$60,760	\$324.920	\$630
20	19	\$61,350	\$328.075	\$590
21	20	\$61,900	\$331.016	\$550
22	21	\$62,300	\$333.155	\$400
23	22	\$62,700	\$335.294	\$400
24	23	\$63,100	\$337.433	\$400
25	24	\$63,500	\$339.572	\$400
26	25	\$63,900	\$341.711	\$400
27	26	\$64,300	\$343.850	\$400
28	27	\$64,700	\$345.989	\$400
29	28	\$65,100	\$348.128	\$400
30	29	\$65,500	\$350.267	\$400
31	30	\$65,900	\$352.406	\$400
32	31	\$66,300	\$354.545	\$400
33	32	\$66,700	\$356.684	\$400
34	33	\$67,100	\$358.824	\$400
35	34	\$67,500	\$360.963	\$400
36	35	\$67,900	\$363.102	\$400
37	36	\$68,300	\$365.241	\$400
38	37	\$68,700	\$367.380	\$400
39	38	\$69,100	\$369.519	\$400
40	39	\$69,500	\$371.658	\$400
41	40	\$69,900	\$373.797	\$400

Stanton Independent School District

Salary Schedule - 2021-2022

Classroom Teachers, Librarians, & School Nurses - 187 Days

Masters Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$48,500	\$259.358	
2	1	\$48,970	\$261.872	\$470
3	2	\$49,630	\$265.401	\$660
4	3	\$50,280	\$268.877	\$650
5	4	\$50,940	\$272.406	\$660
6	5	\$52,100	\$278.610	\$1,160
7	6	\$52,760	\$282.139	\$660
8	7	\$53,420	\$285.668	\$660
9	8	\$54,080	\$289.198	\$660
10	9	\$54,740	\$292.727	\$660
11	10	\$55,620	\$297.433	\$880
12	11	\$56,540	\$302.353	\$920
13	12	\$57,430	\$307.112	\$890
14	13	\$58,250	\$311.497	\$820
15	14	\$59,030	\$315.668	\$780
16	15	\$59,770	\$319.626	\$740
17	16	\$60,470	\$323.369	\$700
18	17	\$61,130	\$326.898	\$660
19	18	\$61,760	\$330.267	\$630
20	19	\$62,350	\$333.422	\$590
21	20	\$62,900	\$336.364	\$550
22	21	\$63,350	\$338.770	\$450
23	22	\$63,800	\$341.176	\$450
24	23	\$64,250	\$343.583	\$450
25	24	\$64,700	\$345.989	\$450
26	25	\$65,150	\$348.396	\$450
27	26	\$65,600	\$350.802	\$450
28	27	\$66,050	\$353.209	\$450
29	28	\$66,500	\$355.615	\$450
30	29	\$66,950	\$358.021	\$450
31	30	\$67,400	\$360.428	\$450
32	31	\$67,850	\$362.834	\$450
33	32	\$68,300	\$365.241	\$450
34	33	\$68,750	\$367.647	\$450
35	34	\$69,200	\$370.053	\$450
36	35	\$69,650	\$372.460	\$450
37	36	\$70,100	\$374.866	\$450
38	37	\$70,550	\$377.273	\$450
39	38	\$71,000	\$379.679	\$450
40	39	\$71,450	\$382.086	\$450
41	40	\$71,900	\$384.492	\$450

Stanton Independent School District

Salary Schedule - 2021-2022

Middle School/Elementary School Counselors - 207 Days

Masters Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$56,187	\$300.466	
2	1	\$56,707	\$303.248	\$520
3	2	\$57,438	\$307.155	\$731
4	3	\$58,158	\$311.003	\$720
5	4	\$58,888	\$314.910	\$731
6	5	\$60,172	\$321.776	\$1,284
7	6	\$60,903	\$325.683	\$731
8	7	\$61,633	\$329.590	\$731
9	8	\$62,364	\$333.497	\$731
10	9	\$63,095	\$337.404	\$731
11	10	\$64,069	\$342.613	\$974
12	11	\$65,087	\$348.059	\$1,018
13	12	\$66,072	\$353.328	\$985
14	13	\$66,980	\$358.182	\$908
15	14	\$67,843	\$362.799	\$863
16	15	\$68,663	\$367.179	\$819
17	16	\$69,437	\$371.323	\$775
18	17	\$70,168	\$375.230	\$731
19	18	\$70,865	\$378.959	\$697
20	19	\$71,518	\$382.452	\$653
21	20	\$72,127	\$385.707	\$609
22	21	\$72,625	\$388.371	\$498
23	22	\$73,124	\$391.035	\$498
24	23	\$73,622	\$393.699	\$498
25	24	\$74,120	\$396.362	\$498
26	25	\$74,618	\$399.026	\$498
27	26	\$75,116	\$401.690	\$498
28	27	\$75,614	\$404.354	\$498
29	28	\$76,112	\$407.018	\$498
30	29	\$76,610	\$409.681	\$498
31	30	\$77,109	\$412.345	\$498
32	31	\$77,607	\$415.009	\$498
33	32	\$78,105	\$417.673	\$498
34	33	\$78,603	\$420.337	\$498
35	34	\$79,101	\$423.000	\$498
36	35	\$79,599	\$425.664	\$498
37	36	\$80,097	\$428.328	\$498
38	37	\$80,595	\$430.992	\$498
39	38	\$81,094	\$433.656	\$498
40	39	\$81,592	\$436.319	\$498
41	40	\$82,090	\$438.983	\$498

Stanton Independent School District
Salary Schedule - 2021-2022
 High School Counselors - 207 Days

Masters Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$57,687	\$308.488	
2	1	\$58,207	\$311.270	\$520
3	2	\$58,938	\$315.177	\$731
4	3	\$59,658	\$319.024	\$720
5	4	\$60,388	\$322.931	\$731
6	5	\$61,672	\$329.798	\$1,284
7	6	\$62,403	\$333.705	\$731
8	7	\$63,133	\$337.612	\$731
9	8	\$63,864	\$341.518	\$731
10	9	\$64,595	\$345.425	\$731
11	10	\$65,569	\$350.635	\$974
12	11	\$66,587	\$356.081	\$1,018
13	12	\$67,572	\$361.349	\$985
14	13	\$68,480	\$366.203	\$908
15	14	\$69,343	\$370.820	\$863
16	15	\$70,163	\$375.201	\$819
17	16	\$70,937	\$379.344	\$775
18	17	\$71,668	\$383.251	\$731
19	18	\$72,365	\$386.980	\$697
20	19	\$73,018	\$390.473	\$653
21	20	\$73,627	\$393.729	\$609
22	21	\$74,125	\$396.393	\$498
23	22	\$74,624	\$399.056	\$498
24	23	\$75,122	\$401.720	\$498
25	24	\$75,620	\$404.384	\$498
26	25	\$76,118	\$407.048	\$498
27	26	\$76,616	\$409.711	\$498
28	27	\$77,114	\$412.375	\$498
29	28	\$77,612	\$415.039	\$498
30	29	\$78,110	\$417.703	\$498
31	30	\$78,609	\$420.367	\$498
32	31	\$79,107	\$423.030	\$498
33	32	\$79,605	\$425.694	\$498
34	33	\$80,103	\$428.358	\$498
35	34	\$80,601	\$431.022	\$498
36	35	\$81,099	\$433.686	\$498
37	36	\$81,597	\$436.349	\$498
38	37	\$82,095	\$439.013	\$498
39	38	\$82,594	\$441.677	\$498
40	39	\$83,092	\$444.341	\$498
41	40	\$83,590	\$447.004	\$498



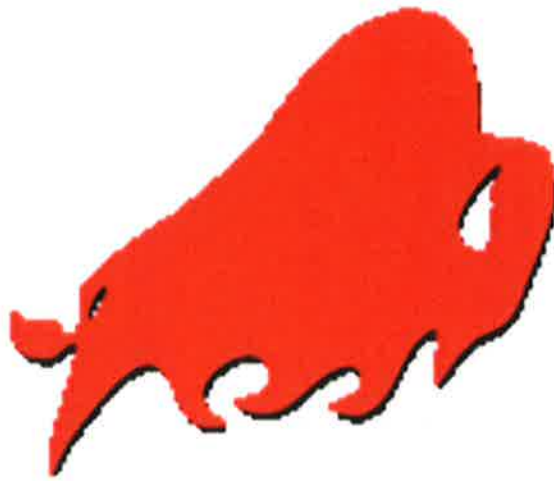
SALARY SCHEDULES
Auxiliary Personnel

Stanton Independent School District
2021-2022 Clerical Paraprofessional Pay Plan

Job Title	Calendar	Hourly	Minimum	Midpoint	Maximum
Maint/Trans Secretary	226	Hourly	\$17.50	\$20.93	\$24.36
		226 Days	\$31,640	\$37,844	\$44,048
Campus Secretaries	207	Hourly	\$16.95	\$20.38	\$23.81
		207 Days	\$28,076	\$33,755	\$39,434
Campus Receptionist	207	Hourly	\$15.40	\$18.65	\$21.90
		207 Days	\$25,508	\$30,887	\$36,266
LVN	187	Hourly	\$19.00	\$22.25	\$25.50
		187 Days	\$28,425	\$33,284	\$38,143
Teacher Aides - Classroom	187	Daily	\$15.50	\$18.75	\$22.00
		187 Days	\$23,189	\$28,048	\$32,907
Teacher Aides - Life Skills	187	Daily	\$16.00	\$19.25	\$22.50
		187 Days	\$23,937	\$28,796	\$33,655

Stanton Independent School District
2021-2022 Auxillary Pay Plan

Job Title	Calendar	Hourly	Minimum	Midpoint	Maximum
Maintenance - Skilled	260	Hourly	\$18.70	\$24.36	\$30.01
		260 Days	\$38,898	\$50,660	\$62,421
Custodial	260	Hourly	\$12.22	\$15.50	\$18.77
		260 Days	\$25,420	\$32,231	\$39,042
Food Service	180	Hourly	\$12.22	\$15.23	\$18.23
		180 Days	\$15,397	\$19,184	\$22,970



SALARY SCHEDULES
Administrative Personnel

Stanton Independent School District
2021-2022 Administrative Professional Pay Plan

Job Title	Calendar	Daily	Minimum	Midpoint	Maximum
Assistant Superintendent - C&I	226	Daily 226 Days	\$367.26 \$83,000	\$440.27 \$99,500	\$513.27 \$116,000
Chief Financial Officer	226	Daily 226 Days	\$367.26 \$83,000	\$433.63 \$98,000	\$500.00 \$113,000
Business Manager	226	Daily 226 Days	\$318.58 \$72,000	\$365.04 \$82,500	\$411.50 \$93,000
High School Principal	226	Daily 226 Days	\$358.41 \$81,000	\$404.87 \$91,500	\$451.33 \$102,000
Middle School Principal	226	Daily 226 Days	\$340.71 \$77,000	\$387.17 \$87,500	\$433.63 \$98,000
Elementary School Principal	226	Daily 226 Days	\$323.01 \$73,000	\$369.47 \$83,500	\$415.93 \$94,000
Technology Director	226	Daily 226 Days	\$282.74 \$63,900	\$323.01 \$73,000	\$363.27 \$82,100
Technology Coordinator	221	Daily 221 Days	\$235.29 \$52,000	\$265.84 \$58,750	\$296.38 \$65,500
Athletic Director	216	Daily 216 Days	\$356.48 \$77,000	\$391.78 \$84,625	\$427.08 \$92,250
Assistant Principals Special Programs	207	Daily 207 Days	\$289.86 \$60,000	\$330.31 \$68,375	\$370.77 \$76,750
Special Education Coordinator	197	Daily 197 Days	\$304.57 \$60,000	\$342.64 \$67,500	\$380.71 \$75,000



STIPENDS and EXTRA DUTY

Function 11 – Instruction

- * Math Signing Bonus – Grades 4-12 (New Employees) - \$3,000
- * Science Signing Bonus – Grades 4-12 (New Employees) - \$3,000
- * Math Stipend (Grades 4-12) - \$3,000
- * Science Stipend (Grades 4-12) - \$3,000

Life Skills Stipend - \$2,000

Dyslexia Stipend - \$1,500

Retention Stipend - \$1,400 (per eligible employee)

Retention Stipend Augmentation \$600 (per eligible employee)

Teacher Mentors Stipend- \$300

** STARR/EOC Stipend – (Grades 3-10) - \$1,250

Tutorials - \$60.00 per hour

Tutorial Stipend - \$60/day (ESSER II and ESSER III)

Summer School - \$50.00 per hour

Substitute Teachers – Non Degreed \$85/Full Day

Substitute Teachers – Degreed \$95/Full Day

Substitute Teachers – Long Term

\$150/Full Day, \$75/Half Day – Certified Teacher

\$125/Full Day, \$62.50/Half Day – Non Certified Teacher

Starts after 20 consecutive days working for the same teaching position.

Absences will reset the daily rate back to a full time substitute pay if absences exceed local days earned. Subject to review by the administration team.

* - Stanton ISD pays a \$3,000 sign on bonus to full-time teachers assigned to math and science courses grades 4-12. The teacher must provide instruction in math or science for more than ½ of the instructional day to qualify for the sign on bonus.

The \$3,000 is payable in the September pay period. The district also pays a \$3,000 yearly stipend for certified teachers providing instruction in math or science in grades 4-12 that have passed the appropriate grade level certification exam in math or science. If a teacher teaching math or science in grades 4-12 does not have the appropriate certification, the district will pay the \$3,000 stipend for up to two school years pending the teacher's passage of the appropriate certification. If the teacher has not achieved the appropriate math or science certification by the end of the second year, the teacher will forfeit the stipend. If the teacher obtains the appropriate certification at any point in the future and continues to teach math or science, the stipend will be reinstated.

****** - As part of our District ESSA grant funds, the district is able to spend monies for recruitment and retention of teachers. The district feels a stipend paid to the teacher of record for STAAR and EOC testing grades and subjects will be beneficial. For the 2021-22 school year, the District will receive approximately \$32,373 in Title II, Part A funding and there are approximately 26 STAAR/EOC teachers in grades 3-10. This stipend may fluctuate from year to year or be removed based on funding.

Performance Pay: Teacher Incentive Allotment

For any funds received by Stanton ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 80% will be paid to the designated teacher and 10% will go to the team (teachers, instructional coaches, teacher assistants, interventionists, or other staff in a student-facing role) that works with the designated teacher. The remaining 10% will go to the district to help provide professional development for teachers seeking designation or for systems that will support the implementation of the local designation system.

For National Board certified teachers, the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher and 10% will go to the district to support systems for implementation or provide professional development for teachers seeking designations.

For both spending plans, fringe benefits will be taken out of the 80%, 90%, or 10% of teacher compensation including TRS contributions as this funding will be TRS eligible. Designated teachers and their teams will receive a one-time payment in July of each year.

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

Rounding Time Chart

According to the FLSA, an employer may disregard working time that is insubstantial or insignificant periods of time beyond the scheduled working hours, which cannot as a practical administrative matter be precisely recorded for payroll purposes. These periods of time are referred to as de minimis. Employers should establish rounding rules (**CFR 785.47**). Stanton ISD has established a 7 ½ minute rounding rule as illustrated below:

Minutes rounding rules:

00 - 07 minutes = 0.00

08 – 22 minutes = 0.25

23 – 27 minutes = 0.50

38 – 52 minutes = 0.75

53 – 60 minutes = 1.00

Function 12 – Instructional Resources & Media

Retention Stipend - \$1,400 (per eligible employee)

Function 13 – Instructional Administration

Retention Stipend - \$1,400 (per eligible employee)

Function 23 – Campus Administration

Retention Stipend - \$1,400 (per eligible employee)

Function 31 – Guidance and Counseling

Retention Stipend - \$1,400 (per eligible employee)

Function 33 – Health Services

Health Services Director Stipend - \$5,000

Retention Stipend - \$1,400 (per eligible employee)

Function 34 – Pupil Transportation

Retention Stipend - \$1,400 (per eligible employee)

Bus Driving Stipend (Salaried) - \$9,000

Bus Driving (Hourly) - \$18.00 per hour

Bus Monitor (Hourly) - \$10.00 per hour

Bus Training Stipend - \$500

Function 35 – Food Service

Retention Stipend - \$1,400 (per eligible employee)

Function 36 – Extracurricular Activities

HS Band Director Stipend - \$9,500

HS One Act Play Stipend - \$3,000

HS/MS Assistant Coach Stipend - \$2,000 per sport

HS/MS Cheerleader Stipend - \$2,000
HS Yearbook Stipend - \$2,000
HS UIL Stipend - \$1,500
HS Student Council Stipend - \$1,200
HS Junior Class Stipend - \$1,000
HS Culinary Arts Stipend - \$1,000
HS HOSA Stipend - \$1,000
MS UIL Stipend - \$1,000
MS One Act Play Stipend - \$1,000
MS Student Council Stipend - \$1,000
ES Student Council Stipend - \$1,000
Head Coach Stipend (Basketball, Baseball, Softball) - \$1,000
Offensive/Defensive Coordinator Stipend - \$500
Head Coach Stipend (CC, PL, Golf, Tennis, Track) - \$500
Gate Workers - \$10.00 per hour
UIL Sponsors - \$60.00 to \$75.00 per event
UIL Trips - \$50.00 per trip
UIL Driver - \$50.00 per trip
Book/Clock/Gate Workers - \$10.00 per hour
Weight room (Summer) - \$25.00 per hour maximum. Subject to budget
Trip Driver (Band) - \$15.00 per hour (\$200.00 maximum)

Function 41 – General Administration

Retention Stipend - \$1,400 (per eligible employee)

Function 51 – Plant, Maintenance, & Operations

Certifications Stipend - \$1,500/\$1,000

Retention Stipend - \$1,400 (per eligible employee)

Night Shift Pay - \$1.00/Hour

Function 53 – Data Processing

Retention Stipend - \$1,400 (per eligible employee)