



2022-2023
COMPENSATION PLAN

Board Approved

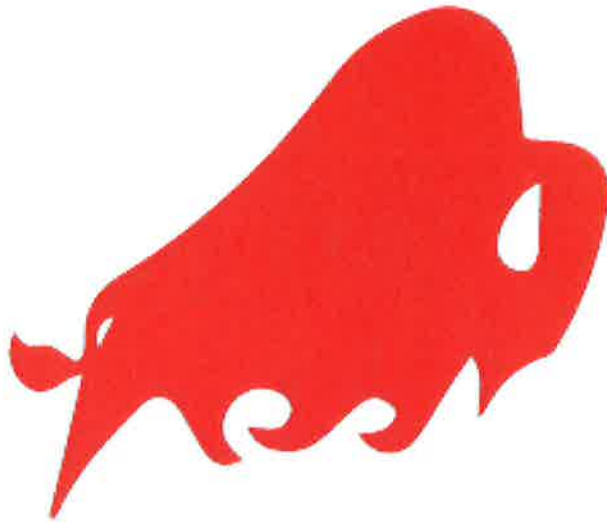
Stanton Independent School District

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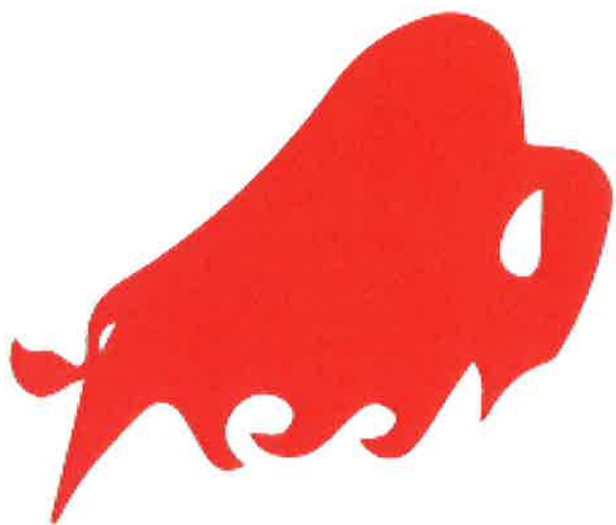


PLAN PURPOSE

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 2022-2023 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 - 2022-2023

Classroom Teachers, Librarians, & School Nurses - 187 Days

Bachelors Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$	Increase %
1	0	\$47,500	\$254.011		
2	1	\$47,970	\$256.524	\$470	0.99%
3	2	\$48,630	\$260.053	\$660	1.38%
4	3	\$49,280	\$263.529	\$650	1.34%
5	4	\$49,940	\$267.059	\$660	1.34%
6	5	\$51,100	\$273.262	\$1,160	2.32%
7	6	\$51,760	\$276.791	\$660	1.29%
8	7	\$52,420	\$280.321	\$660	1.28%
9	8	\$53,080	\$283.850	\$660	1.26%
10	9	\$53,740	\$287.380	\$660	1.24%
11	10	\$54,620	\$292.086	\$880	1.64%
12	11	\$55,540	\$297.005	\$920	1.68%
13	12	\$56,430	\$301.765	\$890	1.60%
14	13	\$57,250	\$306.150	\$820	1.45%
15	14	\$58,030	\$310.321	\$780	1.36%
16	15	\$58,770	\$314.278	\$740	1.28%
17	16	\$59,470	\$318.021	\$700	1.19%
18	17	\$60,130	\$321.551	\$660	1.11%
19	18	\$60,760	\$324.920	\$630	1.05%
20	19	\$61,350	\$328.075	\$590	0.97%
21	20	\$61,900	\$331.016	\$550	0.90%
22	21	\$62,300	\$333.155	\$400	0.65%
23	22	\$62,700	\$335.294	\$400	0.64%
24	23	\$63,100	\$337.433	\$400	0.64%
25	24	\$63,500	\$339.572	\$400	0.63%
26	25	\$63,900	\$341.711	\$400	0.63%
27	26	\$64,300	\$343.850	\$400	0.63%
28	27	\$64,700	\$345.989	\$400	0.62%
29	28	\$65,100	\$348.128	\$400	0.62%
30	29	\$65,500	\$350.267	\$400	0.61%
31	30	\$65,900	\$352.406	\$400	0.61%
32	31	\$66,300	\$354.545	\$400	0.61%
33	32	\$66,700	\$356.684	\$400	0.60%
34	33	\$67,100	\$358.824	\$400	0.60%
35	34	\$67,500	\$360.963	\$400	0.60%
36	35	\$67,900	\$363.102	\$400	0.59%
37	36	\$68,300	\$365.241	\$400	0.59%
38	37	\$68,700	\$367.380	\$400	0.59%
39	38	\$69,100	\$369.519	\$400	0.58%
40	39	\$69,500	\$371.658	\$400	0.58%
41	40	\$69,900	\$373.797	\$400	0.58%

Stanton Independent School District

Salary Schedule - 2022-2023

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 - 2022-2023

Middle School/Elementary School Counselors - 207 Days

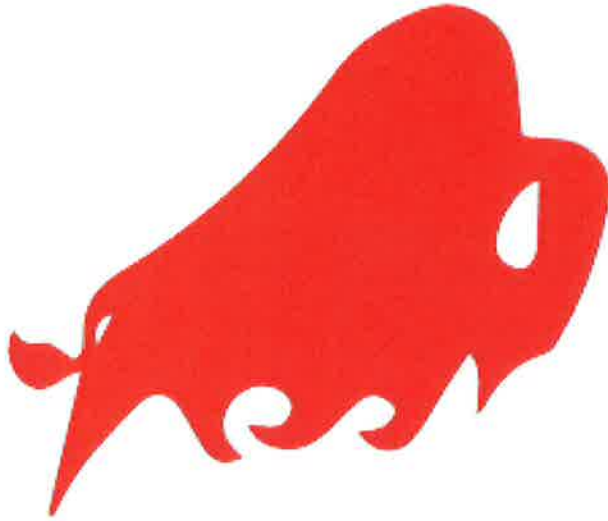
Masters Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$56,187	\$271.436	
2	1	\$56,707	\$273.949	\$520
3	2	\$57,438	\$277.478	\$731
4	3	\$58,158	\$280.954	\$720
5	4	\$58,888	\$284.484	\$731
6	5	\$60,172	\$290.687	\$1,284
7	6	\$60,903	\$294.216	\$731
8	7	\$61,633	\$297.746	\$731
9	8	\$62,364	\$301.275	\$731
10	9	\$63,095	\$304.805	\$731
11	10	\$64,069	\$309.510	\$974
12	11	\$65,087	\$314.430	\$1,018
13	12	\$66,072	\$319.190	\$985
14	13	\$66,980	\$323.575	\$908
15	14	\$67,843	\$327.746	\$863
16	15	\$68,663	\$331.703	\$819
17	16	\$69,437	\$335.446	\$775
18	17	\$70,168	\$338.976	\$731
19	18	\$70,865	\$342.345	\$697
20	19	\$71,518	\$345.500	\$653
21	20	\$72,127	\$348.441	\$609
22	21	\$72,625	\$350.847	\$498
23	22	\$73,124	\$353.254	\$498
24	23	\$73,622	\$355.660	\$498
25	24	\$74,120	\$358.067	\$498
26	25	\$74,618	\$360.473	\$498
27	26	\$75,116	\$362.879	\$498
28	27	\$75,614	\$365.286	\$498
29	28	\$76,112	\$367.692	\$498
30	29	\$76,610	\$370.099	\$498
31	30	\$77,109	\$372.505	\$498
32	31	\$77,607	\$374.912	\$498
33	32	\$78,105	\$377.318	\$498
34	33	\$78,603	\$379.724	\$498
35	34	\$79,101	\$382.131	\$498
36	35	\$79,599	\$384.537	\$498
37	36	\$80,097	\$386.944	\$498
38	37	\$80,595	\$389.350	\$498
39	38	\$81,094	\$391.756	\$498
40	39	\$81,592	\$394.163	\$498
41	40	\$82,090	\$396.569	\$498

Stanton Independent School District
Salary Schedule - 2022-2023
 High School Counselors - 207 Days

Masters Degree - Final

Years Experience	Pay Step	Total Salary	Daily Rate	Increase \$
1	0	\$57,687	\$278.682	
2	1	\$58,207	\$281.195	\$520
3	2	\$58,938	\$284.725	\$731
4	3	\$59,658	\$288.201	\$720
5	4	\$60,388	\$291.730	\$731
6	5	\$61,672	\$297.933	\$1,284
7	6	\$62,403	\$301.463	\$731
8	7	\$63,133	\$304.992	\$731
9	8	\$63,864	\$308.522	\$731
10	9	\$64,595	\$312.051	\$731
11	10	\$65,569	\$316.757	\$974
12	11	\$66,587	\$321.677	\$1,018
13	12	\$67,572	\$326.436	\$985
14	13	\$68,480	\$330.821	\$908
15	14	\$69,343	\$334.992	\$863
16	15	\$70,163	\$338.949	\$819
17	16	\$70,937	\$342.693	\$775
18	17	\$71,668	\$346.222	\$731
19	18	\$72,365	\$349.591	\$697
20	19	\$73,018	\$352.746	\$653
21	20	\$73,627	\$355.687	\$609
22	21	\$74,125	\$358.094	\$498
23	22	\$74,624	\$360.500	\$498
24	23	\$75,122	\$362.907	\$498
25	24	\$75,620	\$365.313	\$498
26	25	\$76,118	\$367.719	\$498
27	26	\$76,616	\$370.126	\$498
28	27	\$77,114	\$372.532	\$498
29	28	\$77,612	\$374.939	\$498
30	29	\$78,110	\$377.345	\$498
31	30	\$78,609	\$379.751	\$498
32	31	\$79,107	\$382.158	\$498
33	32	\$79,605	\$384.564	\$498
34	33	\$80,103	\$386.971	\$498
35	34	\$80,601	\$389.377	\$498
36	35	\$81,099	\$391.784	\$498
37	36	\$81,597	\$394.190	\$498
38	37	\$82,095	\$396.596	\$498
39	38	\$82,594	\$399.003	\$498
40	39	\$83,092	\$401.409	\$498
41	40	\$83,590	\$403.816	\$498



SALARY SCHEDULES

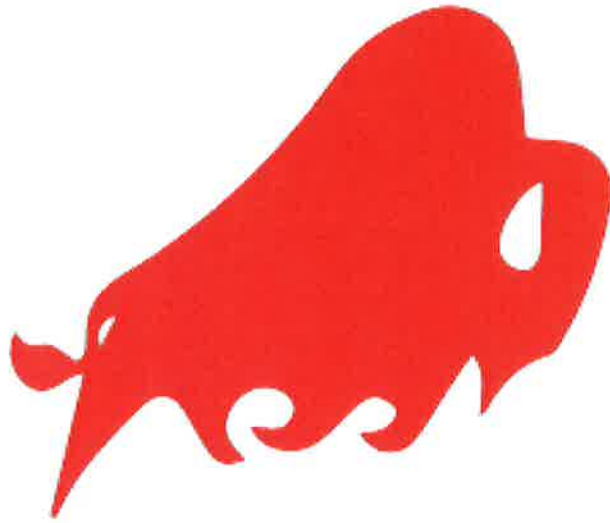
Auxiliary Personnel

Stanton Independent School District
2022-2023 Clerical Paraprofessional Pay Plan

Job Title	Calendar	Hourly	Minimum	Midpoint	Maximum
Maint/Trans Secretary	260	Hourly	\$17.50	\$20.93	\$24.36
		260 Days	\$36,400	\$43,538	\$50,675
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	\$22.00	\$27.25	\$32.50
		187 Days	\$32,912	\$40,766	\$48,619
Teacher Aides - Special Ed.	187	Daily	\$16.00	\$19.25	\$22.50
		187 Days	\$23,937	\$28,796	\$33,655
Teacher Aides - Classroom	187	Daily	\$15.50	\$18.75	\$22.00
		187 Days	\$23,189	\$28,048	\$32,907
Day Care Workers	187	Daily	\$12.00	\$14.26	\$16.52
		187 Days	\$17,952	\$21,333	\$24,714

Stanton Independent School District
2022-2023 Auxillary Pay Plan

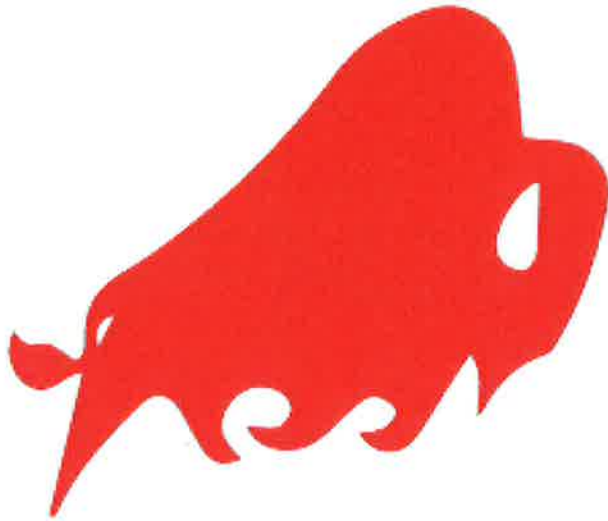
Job Title	Calendar	Hourly	Minimum	Midpoint	Maximum
Maintenance - Skilled	260	Hourly	\$18.70	\$24.48	\$30.26
		260 Days	\$38,898	\$50,920	\$62,941
Custodial	260	Hourly	\$12.22	\$15.62	\$19.02
		260 Days	\$25,420	\$32,491	\$39,562
Food Service	180	Hourly	\$12.22	\$15.35	\$18.48
		180 Days	\$15,397	\$19,341	\$23,285



SALARY SCHEDULES
Administrative Personnel

Stanton Independent School District
2022-2023 Administrative Professional Pay Plan

Job Title	Calendar	Daily	Minimum	Midpoint	Maximum
Assistant Superintendent - C&I	226	Daily	\$367.26	\$469.21	\$571.16
		226 Days	\$83,000	\$106,042	\$129,083
Chief Financial Officer	226	Daily	\$367.26	\$449.12	\$530.97
		226 Days	\$83,000	\$101,500	\$120,000
Business Mgr/HR/Federal Pgrms	226	Daily	\$358.41	\$404.87	\$451.33
		226 Days	\$81,000	\$91,500	\$102,000
High School Principal	226	Daily	\$358.41	\$404.87	\$451.33
		226 Days	\$81,000	\$91,500	\$102,000
Middle School Principal	226	Daily	\$340.71	\$387.17	\$433.63
		226 Days	\$77,000	\$87,500	\$98,000
Elementary School Principal	226	Daily	\$323.01	\$369.47	\$415.93
		226 Days	\$73,000	\$83,500	\$94,000
Athletic Director	216	Daily	\$356.48	\$391.78	\$427.08
		216 Days	\$77,000	\$84,625	\$92,250
Technology Director	226	Daily	\$282.74	\$323.01	\$363.27
		226 Days	\$63,900	\$73,000	\$82,100
Technology Coordinator	221	Daily	\$235.29	\$268.21	\$301.13
		221 Days	\$52,000	\$59,275	\$66,550
Asst. Principals/Special Pgrms	207	Daily	\$289.86	\$338.16	\$386.47
		207 Days	\$60,000	\$70,000	\$80,000
Special Education Coordinator	197	Daily	\$304.57	\$342.64	\$380.71
		197 Days	\$60,000	\$67,500	\$75,000



STIPENDS and EXTRA DUTY

District Wide Retention Stipends

From year to year depending on budget parameters, the Board of Trustees may elect to provide a district wide salary augmentation - retention incentive stipend for all employees. With this type of stipend, several parameters must be met to receive the funds.

The retention incentive and the parameters of distribution are designed to encourage continued employment with the district. The salary augmentation is based on the continued availability of funds and may or may not be paid each year. The Board of Trustees will set the amount of the salary augmentation each year.

Stanton ISD Retention Incentive Parameters:

To receive the retention incentive stipend, employees must:

- Be under contract / letter of reasonable assurance on the date the incentive is to be paid
- Have been employed a minimum of 90 calendar days before the date the incentive is to be paid
- Any incentive approved in the fall semester will be paid in the December pay period
- Any incentive approved in the spring semester or summer will be paid in the July pay period
- Half-time employees will receive half of the approved salary augmentation
- Substitutes do not qualify for the retention stipend
- Any employee receiving the retention stipend that resigns before September 1 will have the full amount of the retention stipend deducted from their final paycheck or payoff amount

Employees retiring from Stanton ISD will receive any incentive that is to be paid within 90 calendar days of the employee's retirement date. Retention stipend funds are not eligible as part of the Texas Teacher Retirement System (TRS).

Permian Basin Foundation Salary Augmentation - Retention Incentive Stipend

Beginning in 2022, the Millhollon Educational Foundation expressed a desire to provide stipends to educators in Martin County as part of their educational trust. With the assistance of the Permian Basin Area Foundation, a one-time retention stipend was approved to provide each Stanton ISD employee with a one-time, \$5,000 stipend. Parameters set by the foundation include:

- Only full time District employees would be eligible for the stipend.
- Employees receiving the stipend must have been on the school district's payroll during the April pay period.
- The stipend is to be paid in August to employees under contract or receiving a letter of reasonable assurance for the upcoming school year.

- Employees retiring or leaving the district between April and September of the school year the stipend is to be paid will not be eligible for the stipend.
- Half-time employees will receive half of the approved salary augmentation
- Substitutes do not qualify for the retention stipend
- The stipend is not TRS eligible and is not guaranteed beyond August 2022
- Stanton ISD school board will approve the stipend (if available) annually.

Reading Academy Stipends

- \$3,000 stipend paid upon successful completion of the reading academy modules and submission of the certificate of completion
- The stipend will be paid to teachers returning to the District the following school year. The stipend encourages retention of classroom teachers that have completed the reading academy training and are now implementing those practices with Stanton ISD students.

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

CTE Stipend - \$2,500 (Pathway 1 teacher who teaches Education/Training courses. Must meet full time equivalency criteria to be eligible).

Dual Credit Stipend - \$1,000 per Semester + \$50 per Student Enrolled. Teachers must meet certification requirements.

Dyslexia Stipend - \$1,500

Longevity Stipend - \$500 (per eligible employee)

Life Skills Stipend - \$2,000

Planning Period Stipend - \$30.00 (HS) Teachers that cover classes during planning period

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

Retention Stipend Augmentation - \$600 (per eligible employee)

Teacher Mentors Stipend - \$1,500 (\$600 per semester, \$300 upon completion of training program)

** STARR/EOC Stipend – (Grades 3-12) - \$2,000 (ESSER II and ESSER III)

Function 11 – Instruction (cont.)

Tutorials - \$60.00 per hour (ESSER II and ESSER III)

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

Summer EOC Monitors - \$60 per Hour (ESSER II and ESSER III)

Summer School - \$50.00 per hour

Substitute Teachers – Non Degreed - \$85/Full Day, \$45/Half Day

Substitute Teachers – Degreed - \$95/Full Day, \$55/Half 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 ESSER II and ESSER III 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. 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 when 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)

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 13 – Instructional Administration

Function 13 – Instructional Administration (cont.)

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 23 – Campus Administration

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 31 – Guidance and Counseling

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 33 – Health Services

Health Services Director Stipend - \$5,000

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 34 – Pupil Transportation

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Bus Driving Stipend (Salaried) - \$12,000

Bus Driving (Hourly) - \$22.00 per hour

Function 34 – Pupil Transportation (cont.)

Bus Monitor (Hourly) - \$12.00 per hour

Bus Training Stipend - \$500

Function 35 – Food Service

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 36 – Extracurricular Activities

Athletic Director Stipend - \$12,711

Girls Athletic Coordinator - \$2,000

Head Coach Stipend (Basketball, Baseball, Softball) - \$1,000

Offensive/Defensive Coordinator Stipend - \$500

Head Coach Stipend (CC, PL, Golf, Tennis, Track) - \$500

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

HS Band Director Stipend - \$9,500

HS Color Guard Stipend - \$1,000

HS One Act Play Stipend - \$3,000

HS 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 Assistant Coach Stipend - \$2,000

MS Assistant Band Stipend - \$6,000

Function 36 – Extracurricular Activities (cont.)

MS Cheer Stipend - \$2,000

MS UIL Stipend - \$1,000

MS One Act Play Stipend - \$1,000

MS Student Council Stipend - \$1,000

ES UIL Stipend - \$1,000

ES Student Council Stipend - \$1,000

Gate Workers - \$12.00 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 - \$12.00 per hour

Weight room (Summer) - \$25.00 per hour maximum. Subject to budget allocation

Trip Driver (Band) - \$15.00 per hour (\$200.00 maximum)

Function 41 – General Administration

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Function 51 – Plant, Maintenance, & Operations

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

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

Longevity Stipend - \$500 (per eligible employee)

Night Shift Pay - \$1.00/Hour 2nd shift and \$2.00/Hour 3rd Shift

- Summer months (June & July) will be paid at will exclude Night Shift pay

Function 53 – Data Processing

Function 53 – Data Processing (cont.)

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

Retention Stipend Augmentation \$600 (per eligible employee)

Longevity Stipend - \$500 (per eligible employee)

Summer Help - \$10 per hour