

TIDEHAVEN INDEPENDENT SCHOOL DISTRICT STAFF COMPENSATION PLAN for the 2010-2011 SCHOOL YEAR

The Tidehaven ISD Salary Schedule for the 2010-2011 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 2010-2011 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.

Teachers/Librarians and Auxiliary Personnel Salary Schedule

Tidehaven ISD will pay all full time teachers/librarians/nurses with a **bachelor's degree \$6,150.00 above state base for the 2010-2011 school year**. Tidehaven ISD will pay all full time teachers/librarians/nurses with a master's degree **\$7,500.00 above state base for the 2010-2011 school year**. (See attached salary schedules for teachers/librarians and auxiliary personnel.)

Fringe 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.

Fringe 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 \$297.00 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 2010-2011 cost of the TRS-ActiveCare health insurance plan for Tidehaven ISD employees will be as follows:

	<u>ActiveCare 1-HD</u>	<u>ActiveCare 1</u>	<u>Active Care2</u>	<u>ActiveCare 3</u>
Employee Only	\$262	\$297	\$396	\$ 533
Employee & Spouse	\$642	\$677	\$901	\$1213
Employee & Child(ren)	\$409	\$474	\$630	\$ 850
Employee & Family	\$840	\$746	\$991	\$1334

Long- Term Care Insurance (LTC) is available to eligible TRS members. This LTC benefit is underwritten by Genworth Insurance Company. You may find additional information about LTC by visiting Genworth's long-term care website at www.genworth.com/groupHC. Enter ID, TRS and Code : Group HC

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 Ms Christy Alley for more information about these.

The cost to the employee for dental and vision insurance are as follows:

<u>Compbenefits - Prepaid Plan</u> (May change in Nov. of each year)	<u>Compbenefits – Prepaid Plan Plan</u>
Employee Only - \$16.50 per month	EO - \$28.14
Employee/plus one- \$30.20 per month	E+1 - \$56.10
Employee/Family - \$43.36 per month	EF - \$99.69

Compbenefits – Vision

EO - \$6.12	Employee/One - \$12.24	Employee/Family - \$16.38
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The district also offers a Flexible Benefits Plan with a Medical Reimbursement Account. See Ms Christy Alley for more information about this.

TIDEHAVEN ISD

2010-2011 SALARY PLACEMENT SCHEDULE - 187 DAYS

For those teaching at TISD during the 2010-11 school year

Adopted by TISD Board in April 2010

BACHELOR'S DEGREE

<u>YEARS of EXP. AS OF 9-1-2010</u>	<u>STATE BASE</u>	<u>LOCAL</u>	<u>TIDEHAVEN SALARY</u>
0	\$27,320.00	\$6,150.00	\$33,470.00
1	\$27,910.00	\$6,150.00	\$34,060.00
2	\$28,490.00	\$6,150.00	\$34,640.00
3	\$29,080.00	\$6,150.00	\$35,230.00
4	\$30,320.00	\$6,150.00	\$36,470.00
5	\$31,560.00	\$6,150.00	\$37,710.00
6	\$32,800.00	\$6,150.00	\$38,950.00
7	\$33,950.00	\$6,150.00	\$40,100.00
8	\$35,040.00	\$6,150.00	\$41,190.00
9	\$36,070.00	\$6,150.00	\$42,220.00
10	\$37,040.00	\$6,150.00	\$43,190.00
11	\$37,960.00	\$6,150.00	\$44,110.00
12	\$38,840.00	\$6,150.00	\$44,990.00
13	\$39,650.00	\$6,150.00	\$45,800.00
14	\$40,430.00	\$6,150.00	\$46,580.00
15	\$41,160.00	\$6,150.00	\$47,310.00
16	\$41,860.00	\$6,150.00	\$48,010.00
17	\$42,510.00	\$6,150.00	\$48,660.00
18	\$43,130.00	\$6,150.00	\$49,280.00
19	\$43,720.00	\$6,150.00	\$49,870.00
20	\$44,270.00	\$6,150.00	\$50,420.00
21	\$44,270.00	\$6,150.00	\$50,420.00
22	\$44,270.00	\$6,150.00	\$50,420.00
23	\$44,270.00	\$6,150.00	\$50,420.00
24	\$44,270.00	\$6,150.00	\$50,420.00
25	\$44,270.00	\$6,150.00	\$50,420.00
26	\$44,270.00	\$6,150.00	\$50,420.00
27	\$44,270.00	\$6,150.00	\$50,420.00
28	\$44,270.00	\$6,150.00	\$50,420.00
29	\$44,270.00	\$6,150.00	\$50,420.00
30	\$44,270.00	\$6,150.00	\$50,420.00
31	\$44,270.00	\$6,150.00	\$50,420.00
32	\$44,270.00	\$6,150.00	\$50,420.00
33	\$44,270.00	\$6,150.00	\$50,420.00
34	\$44,270.00	\$6,150.00	\$50,420.00
35	\$44,270.00	\$6,150.00	\$50,420.00

TIDEHAVEN ISD

2010-2011 SALARY PLACEMENT SCHEDULE - 187 DAYS

For those teaching at TISD during the 2010-11 school year

Adopted by TISD Board in April 2010

MASTER's DEGREE

<u>YEARS of EXP. AS OF 9-1-2010</u>	<u>STATE BASE</u>	<u>LOCAL</u>	<u>TIDEHAVEN SALARY</u>
0	\$27,320.00	\$7,500.00	\$34,820.00
1	\$27,910.00	\$7,500.00	\$35,410.00
2	\$28,490.00	\$7,500.00	\$35,990.00
3	\$29,080.00	\$7,500.00	\$36,580.00
4	\$30,320.00	\$7,500.00	\$37,820.00
5	\$31,560.00	\$7,500.00	\$39,060.00
6	\$32,800.00	\$7,500.00	\$40,300.00
7	\$33,950.00	\$7,500.00	\$41,450.00
8	\$35,040.00	\$7,500.00	\$42,540.00
9	\$36,070.00	\$7,500.00	\$43,570.00
10	\$37,040.00	\$7,500.00	\$44,540.00
11	\$37,960.00	\$7,500.00	\$45,460.00
12	\$38,840.00	\$7,500.00	\$46,340.00
13	\$39,650.00	\$7,500.00	\$47,150.00
14	\$40,430.00	\$7,500.00	\$47,930.00
15	\$41,160.00	\$7,500.00	\$48,660.00
16	\$41,860.00	\$7,500.00	\$49,360.00
17	\$42,510.00	\$7,500.00	\$50,010.00
18	\$43,130.00	\$7,500.00	\$50,630.00
19	\$43,720.00	\$7,500.00	\$51,220.00
20	\$44,270.00	\$7,500.00	\$51,770.00
21	\$44,270.00	\$7,500.00	\$51,770.00
22	\$44,270.00	\$7,500.00	\$51,770.00
23	\$44,270.00	\$7,500.00	\$51,770.00
24	\$44,270.00	\$7,500.00	\$51,770.00
25	\$44,270.00	\$7,500.00	\$51,770.00
26	\$44,270.00	\$7,500.00	\$51,770.00
27	\$44,270.00	\$7,500.00	\$51,770.00
28	\$44,270.00	\$7,500.00	\$51,770.00
29	\$44,270.00	\$7,500.00	\$51,770.00
30	\$44,270.00	\$7,500.00	\$51,770.00
31	\$44,270.00	\$7,500.00	\$51,770.00
32	\$44,270.00	\$7,500.00	\$51,770.00
33	\$44,270.00	\$7,500.00	\$51,770.00
34	\$44,270.00	\$7,500.00	\$51,770.00
35	\$44,270.00	\$7,500.00	\$51,770.00

TIDEHAVEN ISD

2010-2011 "SALARY PLACEMENT" SCHEDULE - 187 DAYS