

**CHILTON ISD  
SUPPLEMENTAL DUTY AND STIPEND SCHEDULE  
2017-2018 School Year**

**A. Athletics**

<b>Duty</b>	<b>Stipend</b>	<b>Additional Days On Duty (Encompassed with-in Stipend)</b>
Athletic Director	\$10,000	Usually a 227 employee (40 additional days)
Head Football Coach	\$8,000	See above
Assistant Football Coach	\$4,500	10 (Begin July 31)
Head Volleyball Coach	\$4,000	10 (Begin July 31)
Assistant Volleyball Coach	\$2,500	10 (Begin July 31)
Head Basketball Coach	\$4,000	10 (Summer work-out)
Assistant Basketball Coach	\$2,500	10 (Summer work-out)
Head Track Coach	\$2,000	10 (Summer work-out)
Assistant Track Coach	\$1,500	10 (Summer work-out)
Assistant Tennis Coach	\$1,500	10 (Summer work-out)
Head Tennis Coach	\$2,000	10 (Summer work-out)
Power Lifting Coach	\$2,000	10 (Summer work-out)
Assistant Power Lifting	\$1,000	10 (Summer work-out)
Offensive Coordinator	\$2000	10 (Summer work-out)
Defensive Coordinator	\$2000	10 (Summer work-out)
Head Cross-Country	\$2000	10 (Summer work-out)
Assistant Cross-Country	\$1,500	10 (Summer work-out)
Asst. Athletic Director	\$5000	20 (begin August 1 and works 10 additional days during summer.

**B. Fine Arts**

<b>Duty</b>	<b>Stipend</b>	<b>Extra Duty Days</b>
Band Director	\$4000	10 (Summer Band)
Assistant Band Director	\$2,500	
Choir Director	\$2,000	
One Act Play	\$1,500	

**C. Cheer and Dance**

<b>Duty</b>	<b>Stipend</b>	<b>Extra Duty Days</b>
High School Cheer Coach	\$2,500	10 (Summer Cheer Work-outs)
Junior High Cheer Coach	\$1,500	
Dance Team Coach	\$1,500	

**D. Academics/Student Leadership Activities**

<b>Duty</b>	<b>Stipend</b>	<b>Extra Duty Days</b>
Yearbook	\$1,000	0
National Honor Society	\$500	0
FFA	\$1,000	0
FCCLA	\$1,000	0
CATE (FFA, FCCLA)	\$1,000	0
Gifted and Talented Campus Coordinator	\$2,000	0
Gifted and Talented Sponsor	\$500	0
Counselor	\$5,000	(11 month)

**E. Peer Leadership Activities**

<b>Duty</b>	<b>Stipend</b>	<b>Extra Duty Days</b>
District Testing Coordinator	\$1,500	0
Campus Testing Coordinator	\$1,000	0
Teacher Mentor	\$1,500	0
Technology Support (Web)	\$1,500	0
Technology Support (Chromebooks)	\$1,500	0
Parent Involvement Coordinator	\$5,000	0
Instructional Coach (11-month Contract)		

**F. Academic Shortage Areas**

<b>Subject Area</b>	<b>Stipend</b>	<b>Extra Duty Days</b>
High School Math	\$3,000	0
High School Science	\$3,000	0
ESL	\$5,000	0
Spanish	\$4,000	0
Special Education	\$2,000	0

**G. Longevity Supplemental Pay**

All employees who have worked for Chilton ISD for 5 consecutive years shall receive an additional \$500 per year.

All employees who have worked for Chilton ISD for 10 consecutive years shall receive an additional \$1000 per year.

All employees who have worked for Chilton ISD for 15 consecutive years shall receive an additional \$1500 per year.

All employees who have worked for Chilton ISD for 20 consecutive years shall receive an additional \$2000 per year.

**H. LIFTS (Local Incentives For Teacher Success) Merit System**

**Phase I: (2017-2018) Distinction Based Compensation Plan**

**Project Rationale:** To provide incentive pay for all employees of Chilton ISD if/when the district earns Distinction Designations.

**Potential Cost to District:**

The program will pay each employee \$75 for every academic distinction the district received. (Estimate 85 full-time employees.)

No Distinctions: \$0

One Distinction: \$6375

Two Distinctions: \$12750

Three Distinctions: \$19125

Four Distinctions: \$25500

Five Distinctions: \$31875

Six Distinctions: \$38250

Seven Distinctions: \$44625

**Eligibility:**

- All Full-time Employees
- Must be in the district for the entire 2017-2018 testing cycle
- Must be employed by district during the following December when incentives are distributed
- Must have attendance percentage of 96% (180 of 187 contract days; 199 of 207 contract days; 217 of 226 contract days; 238 of 247 contract days). This does not apply to school related absences. Personal and sick days COUNT.

The implementation of this system will impact the 2018-2019 fiscal budget as incentives for 2017-2018 accountability will be paid in December 2018.

**Phase II: (2018-2019) Growth Based Compensation Plan**

**Project Rationale:** To provide merit-based compensation to teachers, inclusionists, and interventionists who directly teach students in STAAR tested subjects and grade levels.

**Potential Cost to District:**

- Pay teachers, interventionists and instructional aides \$34.50 for each student exhibiting growth at one standard deviation above the average for Chilton ISD
- Pay teachers, interventionists and instructional aides \$52.00 for each student exhibiting growth at two standard deviations above the average for Chilton ISD
- Highest potential cost to district is estimated at \$16,536

**Eligibility:**

- Must be a teacher, interventionist, or instructional aide who directly teaches or provides documented intervention to students in STAAR tested grades or subjects
- Must be in the district for the entire 2018-2019 testing cycle
- Must be employed by the district in December 2019 when Phase II incentives are distributed.
- Must have attendance percentage of 96% (180 of 187 contract days; 199 of 207 contract days). This does not apply to school related absences. Personal and sick days COUNT.

**Phase III (2019-2020): High-Risk Compensation Plan**

**Project Scope:** To provide merit based pay to teachers, interventionists and instructional aides who serve students in grade 5 (reading/mathematics); grade 8 (reading/mathematics); and HS EOCs who must retest due to first administration failure.

**Potential Cost to District:**

- Teachers, interventionists, and instructional aides who serve retesting students in remediation, pull-outs, or in assigned classes will receive \$34.50 for each student who passes a subsequent administration.
- This compensation is only available if students pass during the 2<sup>nd</sup> administration of the assessment.

**Eligibility:**

- Teacher, interventionist, or instructional aide who serve grade 5 (reading/mathematics); grade 8 (reading/mathematics), or HS EOCs students who must retest due to first administration failure.
- Compensation is only available if student passes on the second administration of an assessment.
- Teacher must serve student in pull-out intervention, scheduled remediation course, after-school session, or summer session. Teacher must maintain documentation of student attendance.