



College Station ISD 2021-2022 Compensation Plan Summary

College Station ISD's compensation plan for the 2021-2022 fiscal as presented is summarized below:

- Beginning teacher increase from \$45,500 to \$47,000
- At least a \$1,000 increase from prior year base salary for each eligible teacher
- 1.5% increase for administrative/professional, clerical/paraprofessional and auxiliary pay groups based on pay grade midpoint
- Adjustments/corrections to existing pay scales as needed for market and equity purposes
- The addition of a pilot attendance incentive program for bus drivers, bus monitors, custodians, and cafeteria workers
- Increase in the employer contribution for employee health coverage
- Additions/change to the stipend schedule as needed for equity and payment purposes

Details of the plan can be found on the following pages.

College Station ISD

2021-2022 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$47,000 starting, 1.8% GPI

Years of Experience	New Hire Salary
0	\$47,000
1	\$47,200
2	\$47,400
3	\$47,600
4	\$47,800
5	\$48,000
6	\$48,200
7	\$48,400
8	\$49,050
9	\$49,450
10	\$49,750
11	\$50,050
12	\$50,350
13	\$51,000
14	\$51,750
15	\$52,150
16	\$53,000
17	\$53,825
18	\$54,700
19	\$55,550
20	\$56,150
21	\$57,010
22	\$57,875
23	\$58,730
24	\$59,600
25	\$60,450
26+	\$61,418

Continuing Teachers, Librarians, and Nurses (RN) will receive an
The salaries listed above are based on 10-month employment for the
2021-2022 school year. Salary plans are determined on an annual
basis and salary advancement is not guaranteed. Pay increases are
\$2,000 General Master's Degree Stipend

2021-2022 Proposed Administrative Professional Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$200.08	\$244.00	\$287.92
	Child Nutrition Supervisor	240	240 Days	48,019	58,560	69,101
	Manager - Early Head Start Operations	240	261 Days	52,221	63,684	75,147
	Office Manager - Education Foundation	240				
	Specialist - Communications	240				
	Specialist - Compliance/Data, Head Start	240				
	Specialist - Family Engagement	240				
	Specialist - Textbook	240				
	Supervisor - Custodial	261				
2			Daily	\$224.09	\$273.28	\$322.47
	Accountant	240	187 Days	41,905	51,103	60,302
	Coordinator - Child Nutrition	240	207 Days	46,387	56,569	66,751
	Instructional Specialist - Early Edu	207	240 Days	53,782	65,587	77,393
	Jr System Administrator	240				
	Physical Therapy Assistant	187				
	Programmer I	240				
	Speech Language Pathology Assistant	187				
3			Daily	\$253.22	\$308.81	\$364.40
	Analyst - Data Systems	240	187 Days	47,352	57,747	68,143
	Counselor - ES	197, 207	197 Days	49,884	60,836	71,787
	Counselor - HS	207, 240	207 Days	52,417	63,924	75,431
	Counselor - IS	207	240 Days	60,773	74,114	87,456
	Counselor - MS	207	261 Days	66,090	80,599	95,108
	Facilitator - ARD	197				
	Senior Accountant	240				
	Specialist - Behavioral	197				
	Specialist - Edu/Disability, Head Start	240				
	Specialist - Health Safety/Nutrition, Early Head Start	207				
	Specialist - Health Safety/Nutrition, Head Start	240				
	Speech Language Pathologist - CFY	187				
	Supervisor - Community Ed	240				
	Supervisor - Computer Technicians	240				
	Supervisor - Grounds	261				
	Supervisor - Maintenance	261				

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Analyst - Telecomm	240
Asst Director - Child Nutrition	240
Asst Principal - ES	220
Asst Principal - Int	220
Coordinator - Custodial Services	261
Coordinator - Digital Learning	240
Coordinator - HS Testing	220, 240
Coordinator - Instructional Technology	240
Coordinator - MH & Crisis Intervention	192
Coordinator - SpEd Transition	197
Network Administrator I	240
Payroll Coordinator	240
Programmer II	240
System Administrator I	240

Daily	\$268.42	\$327.34	\$386.26
192 Days	51,537	62,849	74,162
197 Days	52,879	64,486	76,093
220 Days	59,052	72,015	84,977
240 Days	64,421	78,562	92,702
261 Days	70,058	85,436	100,814

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Asst Director - Transportation	240
Principal DAEP	220
Asst Principal - MS	220
Athletic Trainer	207
Coordinator - AVID	220
Coordinator - Instructional	240
Coordinator - Instructional SpEd	207
Coordinator - Network	240
Coordinator - SpEd Specialized Programs	220
Coordinator - SpEd Specialized Support	207
Dean of Students	220
Diagnostician	202
Inspector - Construction	261
LSSP	202
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187, 202
Systems Administrator II	240

Daily	\$284.52	\$346.98	\$409.44
187 Days	53,205	64,885	76,565
202 Days	57,473	70,090	82,707
207 Days	58,896	71,825	84,754
220 Days	62,594	76,336	90,077
240 Days	68,285	83,275	98,266
261 Days	74,260	90,562	106,864

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Asst Director - Business Services	240
Asst Director - Special Services	240
Asst Principal - HS	220

Daily	\$301.60	\$367.80	\$434.00
220 Days	66,352	80,916	95,480
240 Days	72,384	88,272	104,160

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Asst Director - Facilities	240
Director - Assessment	240
Director - Child Nutrition	240
Director - Community Services	240
Director - Data Services	240
Director - Early Child Services	240
Director - Education Foundation	240
Director - Fine Arts	240
Director - Purchasing	240
Director - Special Programs	240
Director - Student Services	240
Director - Transportation	240
Principal - ES	220, 240
Principal - Int	220

Daily	\$325.72	\$397.22	\$468.72
220 Days	71,658	87,388	103,118
240 Days	78,173	95,333	112,493

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Athletic Coordinator/Head Football Coach	240
Director - Business Services	240
Director - Communications	240
Director - CTE	240
Director - HR Employee Engagement	240
Director - HR Talent Mgmt	240
Director - Instructional Leadership Dev	240
Director - Student Activities	240
Director - Technology	240
Principal - MS	240

Daily	\$351.78	\$429.00	\$506.22
240 Days	84,427	102,960	121,493

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Principal - Choice HS	240
Principal - HS	240

Daily	\$418.02	\$497.64	\$577.26
240 Days	100,325	119,434	138,542

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Exec Director - Facilities	240
Executive Director - Secondary Education	240
Executive Director - Special Services	240

Daily	\$456.83	\$537.45	\$618.07
240 Days	109,639	128,988	148,337

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Chief Academic Officer	240
Chief Admin Officer	240
Chief Financial Officer	240

Daily	\$508.43	\$591.20	\$673.97
240 Days	122,023	141,888	161,753

2021-2022 Proposed Clerical Paraprofessional Pay Plan

College Station ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.65	\$13.05	\$15.45
	Clerk - Athletics	220, 240	187 Days	14,937	18,303	21,669
	Instructional Asst - General Ed	187	220 Days	17,573	21,533	25,493
	Instructional Asst - Computer Lab	187	240 Days	19,170	23,490	27,810
	Instructional Asst - ESL	187				
	Instructional Asst - General Ed	187				
	Instructional Asst - PE	187				
2			Hourly	\$11.13	\$13.90	\$16.67
	Family Facilitator - Head Start	187	187 Days	15,610	19,495	23,380
	Instructional Asst - Credit Recover	187				
	Instructional Asst - Dual Language	187				
	Instructional Asst - Head Start	187				
	Instructional Asst - ISS	187				
	Instructional Asst - Library	187				
	Instructional Asst - Office	187				
	Instructional Asst - Pre K	187				
	Instructional Asst - SpEd, AB	187				
	Instructional Asst - SpEd, Applied	187				
	Instructional Asst - SpEd, Bridges	187				
	Instructional Asst - SpEd, CASL	187				
	Instructional Asst - SpEd, Life Skills	187				
	Instructional Asst - SpEd, PPCD	187				
	Instructional Asst - SpEd, Project Search	187				
	Instructional Asst - SpEd, Resource	187				
	Instructional Asst - Title I	187				
	Receptionist - ES	187				
	Receptionist - Int	187				
3			Hourly	\$12.46	\$15.57	\$18.68
	Admin Asst - Child Nutrition	240	187 Days	17,475	21,837	26,199
	Attendance Clerk - ES	202	197 Days	18,410	23,005	27,600
	Attendance Clerk - HS	202	202 Days	18,877	23,589	28,300
	Attendance Clerk - Int	202	207 Days	19,344	24,172	29,001
	Attendance Clerk - MS	202	220 Days	20,559	25,691	30,822
	Catering Manager	220	240 Days	22,428	28,026	33,624
	Clerk - Data Input	240				
	Clerk - SpEd, Campus	197, 220				
	Clerk - Textbooks HS	207				
	Driver - Early Childhood	240				
	Facilitator - Family Services, Head Start	187				

Home Visitor - EHS	240
Program Asst - Pre K, Head Start	240
Receptionist - HS	240
Receptionist - MS	197
Receptionist - SpEd, C&I	240
Secretary - Counselor	187, 197, 220, 240
Secretary - EHS	240
Secretary - Office HS	220
Secretary - Parent Center	240

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Bookkeeper - Athletics	240
Bookkeeper - HS	240
Clerk - PEIMS/Records, SpEd	240
Clerk - SHARS/Early Childhood Dev	220
Receptionist - Communications	240
Registrar - MS	240
Secretary - Community Ed	240
Secretary - Principal ES	220
Secretary - Principal Int	220
Secretary - Principal MS	240
Secretary - Principal, Alt HS	240

Hourly	\$14.02	\$17.43	\$20.84
220 Days	23,133	28,760	34,386
240 Days	25,236	31,374	37,512

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Admin Asst - Assessment/C&I	240
Admin Asst - Athletics	240
Admin Asst - C&I	240
Admin Asst - CTE	240
Admin Asst - Head Start	240
Admin Asst - Operations	240
Admin Asst - Principal HS	240
Admin Asst - Special Programs	240
Admin Asst - Technology	240
Admin Asst - Transportation	240
Clerk - Accounts Payable	240
Computer Tech I	240
HR Associate	240
Receptionist - Purchasing	240
Registrar - HS	240

Hourly	\$16.28	\$20.22	\$24.16
240 Days	29,304	36,396	43,488

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Communication Tech	240
Computer Tech II	240
Coordinator - Facility Use	240
Instructional Technology Technician	240
Specialist - Accounting	240
Specialist - Aquatics	240

Hourly	\$18.52	\$22.85	\$27.18
240 Days	33,336	41,130	48,924

Specialist - Business Services	240
Specialist - Child Nutrition	240
Specialist - Position Mgmt	240
Specialist - Purchasing	240
Specialist - Revenue	240
System Support Technician	240

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Admin Assoc - Admin Services	240
Admin Assoc - Curriculum	240
Admin Assoc - Facilities	240
Computer Tech - Lead	240
Coordinator - Benefits	240
LVN	192
Secretary - Special Services	240
Specialist - HR	240
Specialist - Lead Position Mgmt	240

Hourly	\$20.80	\$25.36	\$29.92
187 Days	29,172	35,567	41,963
192 Days	29,952	36,518	43,085
240 Days	37,440	45,648	53,856

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Exec Asst - Superintendent	240
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Hourly	\$24.42	\$29.42	\$34.42
240 Days	43,956	52,956	61,956

2021-2022 Proposed Auxiliary Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.58	\$12.90	\$15.22
	Bus Monitor	174, 175	174 Days	14,727	17,957	21,186
	Child Nutrition Asst	174, 175, 183	175 Days	14,812	18,060	21,308
	Child Nutrition Cashier	174, 181, 183	181 Days	15,320	18,679	22,039
	Crossing Guard/Parking Attendant	174	183 Days	15,489	18,886	22,282
	Custodian	261, 262	261 Days	22,091	26,935	31,779
			262 Days	22,176	27,038	31,901
2			Hourly	\$12.32	\$14.84	\$17.36
	Child Nutrition Asst Manager	183	183 Days	18,036	21,726	25,415
	Child Nutrition Asst Manager - HS	183	261 Days	25,724	30,986	36,248
	Grounds Worker I	261				
	Head Custodian - ES	261				
	Head Custodian - Int	261				
	Warehouse/Courier	261				
3			Hourly	\$13.67	\$16.47	\$19.27
	Child Nutrition Manager - ES	181	181 Days	19,794	23,849	27,903
	Child Nutrition Manager - INT	181, 183	183 Days	20,013	24,112	28,211
	Child Nutrition Manager - MS	181	261 Days	28,543	34,389	40,236
	Grounds Sprayer Tech	261				
	Grounds Worker II	261				
	Head Custodian - HS	261				
	Head Custodian - MS	261				
	Specialist - Irrigation	261				
4			Hourly	\$15.63	\$18.61	\$21.59
	Bus Driver	174, 175, 187	174 Days	21,757	25,905	30,053
	Child Nutrition Manager - HS	181	175 Days	21,882	26,054	30,226
	Custodial Warehouse Manager	261	181 Days	22,632	26,947	31,262
	Lead Courier	261	187 Days	23,382	27,841	32,299
	Parts Clerk - Transportation	261	261 Days	32,635	38,858	45,080
	Specialist - Preventative Maintenance	261				
5			Hourly	\$18.23	\$21.96	\$25.69
	Carpenter	261	174 Days	25,376	30,568	35,760
	Dispatcher	174, 261	261 Days	38,064	45,852	53,641
	Locksmith/Carpenter	261				
	Mechanic	261				
	Painter	261				
	Routing Clerk	261				
	Specialist - Pest Control	261				

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Electrician	261
HVAC - Refrigeration Tech	261
HVAC Tech	261
Plumber (Licensed)	261
Security Alarm Technician	261

Hourly	\$21.14	\$25.47	\$29.80
261 Days	44,140	53,181	62,222

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Foreman - Fleet/Shop	261
Supervisor - Warehouse	261

Hourly	\$23.46	\$28.27	\$33.08
261 Days	48,984	59,028	69,071

Performance Pay

For any funds received by College Station 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 training and support of the system, expansion of the system, administrative expenses, and/or 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 teacher as soon as practicable.

2021-2022 Athletic Stipends
College Station ISD

Extra/Co-Curricular	Stipend Amount	Extra Days	Extra/Co-Curricular	Stipend Amount	Extra Days
<u>Football</u>			<u>Tennis</u>		
Coordinator - Offense	\$5,500	10	Head Coach	\$6,500	10
Coordinator - Defense	\$5,500	10	Varsity Assistant Coach	\$3,500	10
9th Grade Coach	\$3,000	10	MS Coach	\$2,000	10
MS Coordinator	\$4,500	10	<u>Golf</u>		
MS Coach	\$1,750	10	Head Coach	\$5,500	0
Assistant Football	\$4,000	10	Assistant Coach	\$3,000	0
<u>Basketball</u>			MS Coach	\$2,000	0
Head Coach	\$10,000	0	<u>Swimming</u>		
First Varsity Assistant Coach	\$4,000	0	Head Coach	\$5,500	0
Assistant Coach - HS boys	\$3,250	0	Assistant Coach	\$3,000	0
Assistant Coach - HS girls	\$3,250	0	<u>Cross Country</u>		
MS Coach	\$2,500	0	Head Coach	\$3,750	10
<u>Baseball</u>			Assistant Coach	\$2,000	10
Head Coach	\$6,500	0	MS Coach	\$2,000	0
First Varsity Assistant Coach	\$4,000	0	<u>Power Lifting</u>		
Assistant Coach HS	\$3,250	0	Head Coach	\$4,500	0
9th Grade Coach	\$3,250	0	Assistant Coach	\$3,000	0
<u>Softball</u>			<u>Wrestling</u>		
Head Coach	\$6,500	0	Head Coach	\$5,500	0
First Varsity Assistant Coach	\$4,000	0	Assistant Coach	\$2,500	0
Assistant Coach	\$3,250	0	<u>Gymnastics</u>		
<u>Soccer</u>			Head Coach	\$3,500	0
Head Coach	\$6,000	0	Assistant Coach	\$2,500	0
First Varsity Assistant Coach	\$3,500	0	Sponsor	\$1,000	0
Assistant Coach	\$3,000	0	<u>Special Olympics</u>		
<u>Volleyball</u>				\$2,000	0
Head Coach	\$7,000	10	<u>Trainer</u>		
First Varsity Assistant Coach	\$3,500	10	HS Assistant Trainer	\$8,000	20
Assistant Coach	\$2,500	10	MS Trainer	\$4,000	10
MS Coach	\$1,750	5	<u>Game Administrator</u>		
<u>Track</u>				\$1,750	0
Head Coach	\$5,000	0	<u>Film</u>		
First Varsity Assistant Coach	\$3,500	0		\$2,000	0
Assistant Coach	\$3,000	0	<u>Weight Room</u>		
MS Coach	\$2,000	0		\$2,700	0
			<u>HS Athletic Liaison</u>		
				\$6,000	15

2021-2022 Extra and Co-Curricular and Other Stipends
College Station ISD

Extra/Co-Curricular	Stipend Amount	Extra Days	Extra/Co-Curricular	Stipend Amount	Extra Days
<u>Band</u>			<u>Speech/Debate</u>		
HS Director	\$9,000	33	HS Advisor	\$2,500	0
HS Assistant Director	\$4,200	20	HS Assistant Advisor	\$500	0
MS Director	\$4,200	15	MS Advisor	\$1,500	0
MS Assistant Director	\$3,250	15			
IS Director	\$3,250	15	<u>Yearbook</u>		
Color Guard Director	\$3,250	20	HS Advisor	\$2,500	5
			HS Assistant Advisor	\$1,000	0
			MS Advisor	\$950	0
<u>Choir</u>			<u>HS Class Advisor</u>		
HS Director	\$5,250	5	Grade level	\$1,000	0
HS Asst Director	\$3,250	5			
MS Director	\$3,250	5	<u>NHS Advisor</u>		
IS Choir Director	\$1,000	0	HS Advisor	\$1,000	0
			MS Advisor	\$750	0
<u>Orchestra</u>			<u>Student Council</u>		
HS Director	\$8,100	10	HS Advisor	\$2,500	0
HS Assistant Director	\$4,200	5	HS Assistant Advisor	\$1,000	0
MS Director	\$4,200	10	MS Advisor	\$1,400	0
IS Director	\$3,250	10			
IS Assistant Director	\$3,250	5	<u>UIL Academic Sponsor</u>		
Guitar (CVHS only)	\$3,250	0	HS - per club/team*	\$700	0
			MS - per club/team*	\$500	0
<u>Cheerleading</u>			<u>CTE/CTSO Sponsors</u>		
HS Sponsor	\$3,000	10	BPA Sponsor*	\$1,000	0
HS Assistant Sponsor	\$1,800	5	SKILLS USA Sponsor*	\$1,000	0
MS Sponsor	\$1,600	0	HOSA Sponsor*	\$1,000	0
Spirit Sponsor	\$1,000	0	FCCLA Sponsor*	\$1,000	0
			Agriculture Teacher		39
<u>Dance</u>			<u>Department Chair</u>		
HS Director	\$6,000	10	HS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$2,250	0
HS Assistant Director	\$2,500	5	MS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$1,000	0
MS Sponsor	\$1,600	0	<u>Campus Tech Facilitator</u>	\$2,250	0
			<u>Interact Sponsor</u>	\$500	0
<u>Theater Arts</u>			<u>Speech Language Pathologist, CCC</u>	\$5,000	0
HS Director	\$5,250	10	<u>Diagnostician</u>	\$6,000	0
HS Assistant Director	\$3,250	10	<u>LSSP</u>	\$6,000	0
Theater/Auditorium Manager	\$2,000	0	<u>Lead Speech/LSSP/Diag</u>	\$2,500	0
MS Director	\$1,000	0	<u>Bilingual Certified Teacher</u>	\$5,000	0
IS Director	\$1,000	0	<u>Bilingual Assessment Staff</u>	\$5,000	0
			<u>Social Studies Campus Facilitator (ES and IS only)</u>	\$500	
<u>Newspaper</u>			<u>Science Campus Facilitator (ES and IS only)</u>	\$500	
HS Advisor	\$2,500	0	HS Science Bowl*	\$750	
HS Assistant Advisor	\$750	0	MS Science Bowl*	\$500	
			HS Auditorium Manager	\$2,000	
<u>Robotics</u>					
HS Sponsor*	\$1,500	0			
HS Assistant Advisor*	\$750	0			
MS Advisor*	\$750	0			
<u>HS UIL Coordinator</u>	\$2,500	0			
<u>MS UIL coordinator</u>	\$1,000	0			
<u>Nurse Coordinator</u>	\$2,000	5			
<u>HS Library</u>	\$500	0			
<u>Night School Coordinator</u>	\$2,000	0			
<u>Night School Teacher</u>	\$25/hour				
<u>HS Media Technology</u>	\$1,000	10			

*Designated stipends are a one-time payment upon completion of work

COLLEGE STATION ISD HEALTH INSURANCE PREMIUMS
TRS ACTIVECARE AND HMO PLANS 2021-2022

	Monthly Premium	Monthly District Contribution	Monthly Employee Cost	Cost to Employee Per Pay Check (24 pays)
ActiveCare Primary				
Employee	\$ 417	\$ 401	\$ 16	\$ 8.00
Employee & Spouse	\$ 1,176	\$ 485	\$ 691	\$ 345.50
Employee & Child(ren)	\$ 751	\$ 450	\$ 301	\$ 150.50
Family	\$ 1,405	\$ 500	\$ 905	\$ 452.50
ActiveCare HD				
Employee	\$ 429	\$ 412	\$ 17	\$ 8.50
Employee & Spouse	\$ 1,209	\$ 485	\$ 724	\$ 362.00
Employee & Child(ren)	\$ 772	\$ 450	\$ 322	\$ 161.00
Family	\$ 1,445	\$ 500	\$ 945	\$ 472.50
ActiveCare Primary +				
Employee	\$ 542	\$ 420	\$ 122	\$ 61.00
Employee & Spouse	\$ 1,334	\$ 485	\$ 849	\$ 424.50
Employee & Child(ren)	\$ 879	\$ 450	\$ 429	\$ 214.50
Family	\$ 1,675	\$ 500	\$ 1,175	\$ 587.50
ActiveCare 2 (Closed to new participants)				
Employee	\$ 1,013	\$ 420	\$ 593	\$ 296.50
Employee & Spouse	\$ 2,402	\$ 485	\$ 1,917	\$ 958.50
Employee & Child(ren)	\$ 1,507	\$ 450	\$ 1,057	\$ 528.50
Family	\$ 2,841	\$ 500	\$ 2,341	\$ 1,170.50
HMO - Scott & White				
Employee	\$ 542	\$ 405	\$ 137	\$ 68.50
Employee & Spouse	\$ 1,363	\$ 470	\$ 893	\$ 446.50
Employee & Child(ren)	\$ 872	\$ 435	\$ 437	\$ 218.50
Family	\$ 1,568	\$ 500	\$ 1,068	\$ 534.00



COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

Transportation: 2021-2022

In an effort to increase employee retention and promote and reward good attendance, an Attendance Incentive Plan for College Station ISD's transportation department is proposed. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime. The program can be partially funded by the decreased overtime currently experienced due to absences and vacant positions.

Employee Types:

- Bus drivers / bus aides (10 Month benefit eligible employees)

Eligibility:

- Employees may not be absent more than 2 days (4 shifts) in a semester.
- Active employees must be benefit eligible and hired by the following dates:
 - September 1 for first semester
 - February 1 for second semester
- Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

Exceptions:

- Jury Duty
- Absences related to a court subpoena

Award Amount:

- \$250 per semester

Pay-out:

Awards will be paid on the second payroll of January for the first semester and the last payroll of June for the second semester.

Review of the Plan –

Results of the plan will be reviewed at the end of June to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.



COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

School Nutrition Services: 2021-2022

In an effort to increase employee retention and promote and reward good attendance the district has implemented an attendance incentive program. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime.

Employee Type:

- Benefit eligible cafeteria worker

Eligibility:

- Employees may not be absent more than 2 days in a semester.
- Active employees must be benefit eligible and hired by the following dates:
 - September 1 for first semester
 - February 1 for second semester
 - Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

Exceptions:

- Jury Duty
- Absences related to a court subpoena

Award Amount:

- \$250 per semester

Pay-out:

Awards will be paid on the second payroll of January for the first semester and the last payroll of June for the second semester.

Review of the Plan –

Results of the plan will be reviewed at the end of June to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.



COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

Custodial Services: 2021-2022

In an effort to increase employee retention and promote and reward good attendance, an Attendance Incentive Plan for College Station ISD's custodial department is being implemented. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime. It is intended the program will be partially funded by the decreased overtime currently experienced due to absences and vacant positions.

Employee Types:

- 12-month benefit eligible custodians

Eligibility:

- Employees may not be absent more than 3 days in the designated period.
 - 12-month employee semesters: July-December & January-June
- Active employees must be benefit eligible and hired by the following dates:
 - September 1 for first semester
 - February 1 for second semester
- Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

Exceptions:

- Jury Duty
- Absences related to a court subpoena
- Discretionary vacation days, if used accordingly to plan

Award Amount:

- \$250 per semester

Pay-out:

Awards will be paid on the first payroll of January for the Fall semester and the last payroll in June for the Spring semester.

Use of discretionary vacation days:

It is encouraged vacation days be used during holidays and summer breaks when students are not in school. A minimum of 5 days advance notice is required before discretionary leave may be used. Abuse of discretionary leave will disqualify an employee from receiving the attendance incentive.



COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

To make final preparations for the start of school and other key periods of time, custodial staff will be made aware of specific days during the course of the school year when vacation days are not allowed.

Review of the Plan –

Results of the plan will be reviewed at the end of June to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.