



<b>Walnut Springs ISD</b>	<b>SWAAARMing</b> for Excellence
Teacher Recruitment / Retention Plan	

### College Courses

Stipends for college courses taken while employed at WSISD

#### Teachers - Post graduate course work

3hr course: upon completion

*University*    A = \$500.00      B = \$400.00      C = \$300.00

#### At-Will Employees - College credit relating to employment

3hr course: upon completion

*Jr College*    A = \$150.00      B = \$125.00      C = \$100.00

*University*    A = \$300.00      B = \$250.00      C = \$200.00

### Employee Leave

State

5 days

Local

7 days (2 additional from 2022-2023)

3.5 available Aug 1 / 3.5 available Jan 1

### Certification Reimbursement

Certification Exams (passed)

Cost to add to Certificate

### Additional Degrees

Masters = \$2,000.00

Doctorate = \$3,000

### Currently receiving TIA pay

Remember – Your TIA incentive follows you to the district in which you are currently employed!

### Teacher Salary Scale

State Base for Years experience + Local Longevity Stipend (years at WS)

Beginning "0 year" \$2,500.00 (an increase from \$1,500.00 to \$2,500.00 from prior school years)

	<b>Local Longevity Stipend</b>			<b>\$500 end of sem 1 / \$500.00 end of sem 2</b>		
	<b>Months in contract</b>			<b>Remainder in each monthly paycheck - 12 checks</b>		
	<i>10 months</i>	<i>11 months</i>	<i>12 months</i>	<i>10 months</i>	<i>11 months</i>	<i>12 months</i>
0 years	\$2,500.00	\$2,750.00	\$3,000.00	\$125.00	\$145.83	\$166.67
1-3 years	\$3,000.00	\$3,300.00	\$3,600.00	\$166.66	\$191.67	\$216.67
4-6 years	\$3,500.00	\$3,850.00	\$4,200.00	\$208.33	\$237.50	\$266.67
7-9 years	\$4,000.00	\$4,400.00	\$4,800.00	\$250.00	\$283.33	\$316.67
10+ years	\$4,500.00	\$4,950.00	\$5,400.00	\$291.66	\$329.17	\$366.67