

COMPENSATION AND BENEFITS
INCENTIVES AND STIPENDS

DEAA

Incentives and Stipends The school may use incentives and salary stipends to provide incentives to achieve strategic goals.

Stipends and Extra Duty Pay Contract and exempt classified employees who perform extracurricular or supplemental duties may be paid a stipend in addition to their salary.

Non-exempt classified employees may receive a stipend when the employee volunteers their time in an area that is not similar to their regular positions, such as to serve as a coach. Stipends must be a “permissible nominal fee” that is not more than 20% of what it would otherwise cost to hire a coach or advisor to perform those services. Stipends for non-exempt staff may not be based on wins or losses or number of hours spent in related activities.

Non-exempt employees working in an area that is similar to their regular position or in situations where the outcome and/or number of hours spent in related activities are considerations will receive compensation in the form of overtime or compensatory time leave.

Tex. Education Code Section 30.055 (b); DOL’s FLSA2005-51

Incentive and Innovation Programs The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA, on behalf of the Board. The incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive plans, if any, shall be addressed in the School’s administrative procedures.

Mentor Teachers Tex. Government Code, 659.255
The School may assign a mentor teacher to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned. A teacher assigned as a mentor must:

1. To the extent practicable, teach in the same school;
2. To the extent practicable, teach the same subject or grade level, as applicable; and

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3. Meet the qualifications prescribed by Commissioner's rules.

Education Code 21.458; 19 TAC 153.1011

Attendance
Supplement

The School shall not deny an educator a salary bonus or similar compensation given in whole or in part on the basis of educator attendance because of the educator's absence from school for observance of a religious holy day observed by a religion whose places of worship are exempt from property taxation under Tax Code 11.20. *Education Code 21.406*

Adopted: 04.20.2012
Amended: 12.12.2014
Amended: 08.16.2019