

COMPENSATION PLAN
INCENTIVES AND STIPENDS

DEAA
(LOCAL)

Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

Supplemental
Duties

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

**Incentive and
Innovation Programs**

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

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

Education Incentive
Pay

Eligibility

Any full-time employee who earns an advanced degree such as a bachelor's degree, master's degree, doctorate, or licensure as a registered nurse, shall receive a one-time \$1,000 education incentive in addition to his or her regular compensation and benefits. The employee must have worked in the District for at least one year. If an employee earns a second advanced degree, he or she shall again be eligible for the education incentive pay.

*Payment
Schedule*

The \$1,000 education incentive pay shall be issued in two increments of \$500 each. The first \$500 payment shall be made at the beginning of the school year following the completion of the degree or registered nurse licensure, and the second \$500 increment shall be paid in January of that school year.

An eligible employee whose employment with the District ends prior to January 1 of the school year by termination, resignation, retirement, or for any reason other than death or disability shall not receive the second \$500 increment.