

Alto ISD Longevity Pay Program

Subject to eligibility requirements, employees will receive a specified amount based on their completed years of continuous service in Alto ISD as an annual lump sum payment.

| Completed years of continuous service in | Longevity Pay Program Amount |
|--|------------------------------|
| Completed 3-5 years | \$500 |
| Completed 6-10 years | \$750 |
| Completed 11-15 years | \$1,000 |
| Completed 16-20 years | \$1,250 |
| Completed 21 or more years | \$1,500 |

- Years of service will be awarded based on TRS guidelines for a creditable year of service.
- The current year completed will be counted when determining the amount for the current year.
- Payment is made in one lump sum in November of the following year to eligible teachers.

Other Benefits

- Alto ISD and the State contribute \$232 per month for health insurance coverage.
- Alto ISD offers a cafeteria plan which provides tax savings benefits to employees.
- Annual incentive (paid in December) \$1500 for professionals and \$1000 for paraprofessionals and auxiliary staff.
- Attendance Incentive (paid in June)
- A variety of supplemental products, such as dental, vision, disability, life, AD&D, and cancer are available for the employee to purchase.

Alto ISD Base Teacher Salary

Table does not include amounts for Attendance, Longevity, or other Stipend Incentives.

| <u>Years of Credited Experience</u> | <u>Annual Local Base Teacher Salary</u> <u>10 month contract paid over 12 months</u> |
|-------------------------------------|---|
| 0 | \$34,333 |
| 1 | \$35,078 |
| 2 | \$35,802 |
| 3 | \$36,546 |
| 4 | \$38,097 |
| 5 | \$39,657 |
| 6 | \$41,218 |
| 7 | \$42,666 |
| 8 | \$44,033 |
| 9 | \$45,328 |
| 10 | \$41,543 |
| 11 | \$47,705 |
| 12 | \$48,807 |
| 13 | \$49,827 |
| 14 | \$50,806 |
| 15 | \$51,724 |
| 16 | \$52,601 |
| 17 | \$53,417 |
| 18 | \$54,203 |
| 19 | \$54,937 |
| 20 | \$55,631 |

Stipends for high need areas include: HS Math, HS Science, STAAR tested areas, Special Education, and ESL.



Alto ISD Compensation Information

**244 CR 2429
Alto, Texas 75925
Phone: 936-858-7101
Fax: 936-858-2101
www.alto.esc7.net**

**Alto ISD’s
Compensation Program**

The Alto Independent School District Compensation Plan is produced to provide information about the district’s compensation procedures. It is intended to facilitate salary communications within the district and serve as a guide for administering salaries and wages for all employees. The contents of this document will be updated each year to reflect changes that are made and will be available on the AISD website at www.alto.esc7.net.

Alto Independent School District believes that our compensation system is essential for communicating performance expectations, for improving the quality of instruction in the classrooms, and for recognizing contributions to the success of Alto’s educational system.

- The objectives of our compensation program are:
- to achieve a performance-driven work culture that ensures every student has access to an effective teacher;
 - to pay employees what they are worth and give them the opportunity to influence their earning potential; and
 - to provide competitive compensation opportunities that attract and retain top performers.

AISD offers a team-oriented environment that encourages personal and professional growth and success. To help you achieve your goals, we strive to provide a supportive atmosphere across all campuses and departments. Whether it is assisting new educators or supporting existing employees in reaching their goals, our commitment to **#jacketpride** positively impacts every member of the AISD family.

All employees are welcomed, invited, and encouraged to bring to the attention of administration any concerns related to compensation.

Kelly West
AISD Superintendent

Administrators
Kelly West - AISD Superintendent
936-858-7101
Shanequa Redd-Dorsey – AHS Principal
936-858-7110
Brandi Tiner - AMS Principal
936-858-7140
Candis Mabry - AES Principal
936-858-7170
AHS Counselor
936-858-7113
Krystin Lucas - AES & AMS Counselor
936-858-7173

Directors
Paula Low - Testing & Special Programs
936-858-7141
Misty Townsend - Curriculum & Instruction
936-858-7123
Ricky Meeks -Athletic Director
936-858-7114
John Griffith-Agriculture Director
936-858-7120
Timothy Ektefaei-Band Director
936-858-7117

Alto ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant’s job qualifications, experience, and abilities.

Alto ISD Base Pay

All employees other than teachers are paid on a market-based compensation plan that is studied and updated yearly. Annual percentage raises are determined during the budget process.

Classroom teachers, full-time librarians, and full-time nurses are paid base pay according to the scale provided on the back of this brochure. Employees on this scale receive annual raises based on years of experience.

Annual Incentive

Subject to eligibility requirements, all district employees participate in this program. Payment is made in one lump sum (\$150) in November of each year to eligible employees.

Attendance Incentive

District employees who are employed for the full school year will receive an attendance incentive. For this program, an absence is defined as missing any part of an instructional period. Payment is made in May to eligible employees.

\$500 - 0 days missed
\$300 - 1 day missed