

Bellville ISD Teacher Compensation Summary

| School Year | Raise | Stipend | |
|--------------|-----------------|----------------|-----------------|
| 2012-2013 | - | \$2,000 | |
| 2013-2014 | \$2,000 | \$1,000 | |
| 2014-2015 | \$1,500 | \$2,000 | |
| 2015-2016 | \$3,000 | \$1,000 | |
| 2016-2017 | \$2,500 | \$1,000 | |
| 2017-2018 | \$1,250 | \$1,000 | |
| 2018-2019 | 2% of salary | - | |
| TOTAL | \$11,150 | \$8,000 | \$19,150 |

Bellville ISD Beginning Teacher Pay

2011
\$32,400

2018
\$42,075

2018-2019 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|------------|-------------------------------|-----------------|
| Professional Staff | 0 yr. | \$825 | 2.00% |
| Professional Staff | 10 yr. | \$899 | 2.00% |
| Professional Staff | 20 yr. | \$1,025 | 2.00% |
| Para-Professionals | Zero Year | \$0.20/hr | 2.00% |
| Maint./Custodial | Zero Year | \$0.20/hr | 2.00% |
| Food Service | Zero Year | \$0.20/hr | 2.00% |
| Transportation | | Years of Service Increment | |

2017-2018 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|-------------------|--------------------------|-----------------|
| Professional Staff | 0 yr. | \$1,250 - <i>raise</i> | 3.13% |
| Professional Staff | 10 yr. | \$1,250 - <i>raise</i> | 2.86% |
| Professional Staff | 20 yr. | \$1,250 - <i>raise</i> | 2.50% |
| Para-Professionals | Ave. Compensation | \$750 - <i>raise</i> | 4.05% |
| Maint./Custodial | Ave. Compensation | \$0.25/hr - <i>raise</i> | 2.15% |
| Food Service | Ave. Compensation | \$0.25/hr - <i>raise</i> | 2.23% |
| Transportation | Ave. Compensation | \$0.25/hr - <i>raise</i> | 1.48% |

2016-2017 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|-------------------|--------------------------|-----------------|
| Professional Staff | 0 yr. | \$2,500 - <i>raise</i> | 6.67% |
| Professional Staff | 10 yr. | \$2,500 - <i>raise</i> | 5.75% |
| Professional Staff | 20 yr. | \$2,500 - <i>raise</i> | 5.05% |
| Para-Professionals | Ave. Compensation | \$1,500 - <i>raise</i> | 7.20% |
| Maint./Custodial | Ave. Compensation | \$0.50/hr - <i>raise</i> | 4.13% |
| Food Service | Ave. Compensation | \$0.50/hr - <i>raise</i> | 4.21% |
| Transportation | Ave. Compensation | \$750 - <i>stipend</i> | 6.21% |

2015-2016 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|-------------------|--------------------------|-----------------|
| Professional Staff | 0 yr. | \$3,000 - <i>raise</i> | 8.69% |
| Professional Staff | 10 yr. | \$3,000 - <i>raise</i> | 7.40% |
| Professional Staff | 20 yr. | \$3,000 - <i>raise</i> | 6.45% |
| Para-Professionals | Ave. Compensation | \$1,500 - <i>raise</i> | 7.90% |
| Maint./Custodial | Ave. Compensation | \$0.75/hr - <i>raise</i> | 6.84% |
| Food Service | Ave. Compensation | \$0.75/hr - <i>raise</i> | 7.55% |
| Transportation | Ave. Compensation | \$750 - <i>stipend</i> | 5.61% |

2014-2015 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|-------------------|--------------------------|-----------------|
| Professional Staff | 0 yr. | \$1,500 - <i>raise</i> | 4.41% |
| Professional Staff | 10 yr. | \$1,500 - <i>raise</i> | 3.75% |
| Professional Staff | 20 yr. | \$1,500 - <i>raise</i> | 3.26% |
| Para-Professionals | Ave. Compensation | \$1,500 - <i>stipend</i> | 7.78% |
| Maint./Custodial | Ave. Compensation | \$1,000 - <i>stipend</i> | 3.67% |
| Food Service | Ave. Compensation | \$1,000 - <i>stipend</i> | 6.60% |
| Transportation | Ave. Compensation | \$1,000 - <i>stipend</i> | 9.04% |

2013-2014 Compensation Plan

| Employee | % Based On | Compensation | Percentage Inc. |
|--------------------|-------------------|--------------------------|-----------------|
| Professional Staff | 0 yr. | \$2,000 - <i>raise</i> | 6.17% |
| Professional Staff | 10 yr. | \$2,000 - <i>raise</i> | 5.15% |
| Professional Staff | 20 yr. | \$2,000 - <i>raise</i> | 4.28% |
| Para-Professionals | Ave. Compensation | \$1,000 - <i>raise</i> | 5.09% |
| Maint./Custodial | Ave. Compensation | \$1,000 - <i>raise</i> | 4.16% |
| Food Service | Ave. Compensation | \$1,000 - <i>raise</i> | 7.08% |
| Transportation | Ave. Compensation | \$1.00/hr - <i>raise</i> | 6.51% |