



# ALDINE INDEPENDENT SCHOOL DISTRICT

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## Compensation Questions and Answers 2016

### Compensation Questions and Answers 2016

### Why is Aldine ISD making changes to the compensation plan for teachers and staff evaluated under Invest?

This change will move compensation away from an arbitrary seniority system that increases teacher pay based solely on years of service, regardless of the effectiveness of the teacher, and toward a performance based system that rewards all highly

## UPCOMING EVENTS

13  
Mar Spring Break

20  
Mar Study Session

21  
Mar Board Workshop -  
DOI/Strategic Design

21  
Mar Board Meeting

14  
Apr Good Friday Holiday

## QUICK LINKS



### School Directory

Overview of our campuses



### Department

effective professionals. This puts compensation in line with district goals of providing each student with a highly effective teacher as well as recruiting and retaining highly effective teachers.

### When does the change take place?

The new compensation plan will take effect for the 2016-2017 school year.

### How will the new plan work?

The new compensation plan will take effect for the 2016-2017 school year based on ratings from the 2015-2016 school year. Two pay increases are part of the plan for eligible employees. See board policy DEA (Local) and DEAA (Local) to see what conditions cause an employee to be ineligible. You can find the board policy on the website [www.aldineisd.org](http://www.aldineisd.org), then go to the About tab, then go to Leadership à School Board à Policies.

1. All eligible district staff (including teachers) would receive a percentage increase to their base pay as approved by the board with the 2016-2017 budget.



## Directory

Easy to navigate list of our departments



## Career & Technical Education HS

### Your Future. Our Mission.

Your Future. Our Mission.



## Home Access Center

Student grades, assignments, schedules



## Aldine Virtual School

Flexible - Individualized - Responsive - Engaged



## College Scholarships

The coordinator for student financial aid



## Aldine

2. Eligible teachers and staff appraised with Invest and rated “Highly Effective” in Part A: Teacher Practice will receive variable pay in addition to any Board approved increase noted in step 1. The one-time payment would be paid in January 2017.

The amount of any board approved increase or variable pay for teachers will depend on the needs and financial considerations of the district.

### **Will Part B: Student Growth be used for compensation?**

Aldine ISD will NOT use Part B: Student Growth data for compensation purposes for the 2016-2017 school year. The district DOES plan to use that data for compensation at some point in the future.

### **Will the variable pay based on Part A: Teacher Practice become a permanent part of my salary?**

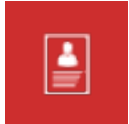
The compensation based on Part A: Teacher Practice will be variable pay, so it will NOT become part of a teacher’s permanent salary. Teachers will be eligible to receive variable pay in



## AIDME Education

### Foundation

Community-based Support for AISD  
Students



## Magnet Application

Download the Magnet School  
Applications



## Food Service

Get in the game with school  
lunch



## MyPaymentsPlus

Deposit money for student snacks and  
beverages



## Online Meal Application

consecutive years, based on their performance on Part A: Teacher Practice.

### **What if I am rated Highly Effective in Part A: Teacher Practice for the 2015-16 school year but leave the district at the end of the year?**

To receive variable pay for ratings in the 2015-16 school year, the teacher or staff member must be employed with the district for the 2016-17 school year.

### **Does the compensation plan affect paraprofessionals?**

This plan is focused on teachers and professional staff who are rated under Invest.

Application for free and reduced-price meals



**ActionLine**

Board meeting updates

# ALDINE INDEPENDENT SCHOOL DISTRICT

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**Non-Discrimination Policy**

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