



Walnut Springs ISD	SWAARMing for Excellence
Teacher Recruitment / Retention Plan	

College Courses

Stipend

Teachers - Post graduate course work

3hr course: upon completion,

University A = \$500.00 B = \$400.00 C = \$300.00

At-Will Employees - College credit relating to employment

3hr course: upon completion

Jr College A = \$150.00 B = \$125.00 C = \$100.00

University A = \$300.00 B = \$250.00 C = \$200.00

Employee Leave

State

5 days

Local

7 days (2 additional from 2022-2023

3.5 available Aug 1 / 3.5 available Jan 1

Certification Reimbursement

Certification Exams (passed)

Cost to add to Certificate

Additional Degrees

Masters = \$2,000.00

Doctorate = \$3,000

Currently receiving TIA pay

Remember – Your TIA incentive follows you to the district in which you are currently employed!

Teacher Salary Scale

State Base for Years experience + Local Longevity Stipend (Years at Walnut Springs

Beginning "0 year" \$2,500.00

<i>Local Longevity Stipend for years @ WS</i>			
Months in contract			
	<i>10 months</i>	<i>11 months</i>	<i>12 months</i>
0 years	\$2,500.00	\$2,750.00	\$3,000.00
1-3 years	\$3,000.00	\$3,300.00	\$3,600.00
4-6 years	\$3,500.00	\$3,850.00	\$4,200.00
7-9 years	\$4,000.00	\$4,400.00	\$4,800.00
10+ years	\$4,500.00	\$4,950.00	\$5,400.00