

LONGEVITY STIPEND AT FIVE YEAR MARK

At the December 1, 2003 meeting of the Districtwide Educational Improvement Council, questions were raised regarding the district's Longevity Pay Plan. The purpose of this memo is to provide you with the details regarding this fringe benefit.

At the June 25, 2002 meeting of the Sharyland ISD Board of Trustees, approval was granted for a supplemental pay schedule for professional, contracted employees who remain with the district for consecutive five-year periods. Cyclical payments will be made on a lump sum basis at the completion of each five-year cycle as follows:

<u>SISD Service</u>	<u>Longevity Pay</u>
5 years	\$2500
10 years	\$3000
15 years	\$3500
20 years	\$4000
25 years	\$4500
30 years	\$5000
35 years	\$6000
40 years	\$7500

For those professional, contracted employees who became employees on or before January 7, 2002, the 2001-2002 school year will count as year one of the first five year cycle. Employees signing a contract after January 7, 2002 would not be able to use 2001-2002 as year one. In subsequent years the employee must begin service by the deadline that the Teacher Retirement System and the Texas Education Agency use to grant credit for a year of service (a semester or 90 days). An employee who breaks service for any length of time and returns to the district will need to begin again with year one. Employees leaving the district prior to the first full five-year cycle (or prior to subsequent five year periods) will forfeit the entire amount of the longevity pay. This forfeiture applies to employees who retire/rehire as well. The longevity payment will be included with the June paycheck in the eligible year(s) as long as the contract term has been completed for that year.

We are pleased to offer this fringe benefit to Sharyland ISD professional, contracted employees, and we thank the members of the Districtwide Educational Improvement Council who researched other district plans and recommended this one for Board consideration.