


# **R**OSCOE COLLEGIATE INDEPENDENT SCHOOL DISTRICT

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www.roscoe.esc14.net

To: RCISD 2024-25 Employees

From: Guillermo Mancha, Jr., Superintendent of Schools 

Re: RCISD 2024-25 Employee Compensation and Benefits

Date: June 25, 2024

Roscoe Collegiate ISD Employees:

I wanted to inform and CONGRATULATE! our fantastic staff that our RCISD Board of Trustees adopted the RCISD 2024-25 Budget and Compensation Plan at a Special Board Meeting held on June 24, 2024. Included in the budget is a general pay increase for all fulltime employees of 5%. The 5% increase will elevate base pay of all returning RCISD teachers by an additional \$2,500 dollars per school year. Furthermore, for new hires, the RCISD Board will value experienced teachers by giving them credit for their experience up to 30 years upon hire. According to the RCISD 2024-25 Hiring Guide for Teachers, base pay benchmarks for 10-month contracts are as follows:

- 0 year experience - \$45,000 dollars
- 10 years' experience - \$52,670 dollars
- 20 years' experience - \$62,640 dollars
- 30 years' experience - \$72,040 dollars

RCISD non-teaching staff will be provided a 5% base pay increase of the midpoint of their paygrade. The complete hiring guide and pay plans may be found on the RCISD website at <https://www.roscoe.esc14.net/>. RCISD employees will be provided their specific 2024-25 salary sheets starting July 8,

2024, for their review. The salary sheets will be distributed by RCISD payroll clerk, Ms. Melissa Garcia.

Additionally, I want inform our faculty and staff that RCISD will continue to reward employees possessing a valid CDL with a \$1,000 dollar stipend. When an employee drives students in a vehicle requiring a CDL, RCISD has increased the driving to a rate of \$22 dollars per hour. On a different note, the RCISD Board of Trustees may or may not provide a retention stipend during the 2024-25 school year. At the Board's discretion, if a retention stipend is provided, it will be communicated at the end of the Fall Semester.

As communicated this past Spring Semester, RCISD will be moving toward a new Employee Benefit package/offerings. RCISD has partnered with FBMC to assist in seeking and identifying a Third-Party Administrator (TPA) in order to provide medical insurance plans for our employees. Moreover, RCISD has further selected Baylor Scott & White as the TPA for medical insurance benefits. The new plans and rates will be available the entire week of July 29<sup>th</sup> for employees to review and select. At that time, RCISD employees will be able to select additional plans such as dental, vision, disability, etc...

It's a great time to be Plowgirls and Plowboys! I personally want to give a huge GRACIAS!! to our Board for the unrelentless support of our employees and their families for the betterment of our students and community!!!