

## RUSK ISD Longevity Pay Program for Teachers, Librarians, and Nurses Administrative Regulations

### **Purpose**

To increase the compensation package for classroom teachers, full-time librarians, and full-time nurses and reward for service to Rusk ISD.

### **Plan Design**

Rusk ISD classroom teachers, full-time librarians, and full-time nurses, subject to eligibility requirements, will receive a specified amount based on their completed years of continuous service in Rusk ISD as a teacher, librarian, or nurse in an annual lump sum payment.

### **Effective Date**

This plan is effective with the 2007-2008 school year.

### **Payment of Longevity Pay**

Payment will be made in one lump sum in May.

### **Eligibility**

Eligibility to participate in the Rusk ISD Longevity Pay Program is determined as follows:

- Rusk ISD classroom teachers, full-time librarians, and full-time nurses eligible for employee benefits, meaning those who work greater than or equal to 20 hours per week, are eligible to participate in this program.

### **Longevity Pay Program Amounts**

<b>Completed Years of Continuous Service in Rusk ISD as a teacher, librarian, or nurse</b>	<b>Longevity Pay Program Amount</b>
Completed 3-5 years	\$500
Completed 6-10 years	\$750
Completed 11-15 years	\$1,000
Completed 16-20 years	\$1,250
Completed 21 or more years	\$1,500

Additional Information regarding Longevity Amount:

- Years of service will be awarded based on the same guidelines utilized by TRS for a creditable year of service. TRS service credit is earned in one-year increments.
- The current year completed will be counted when determining the longevity pay amount for the current year.
- The amount for eligible part-time employees will be prorated based on the percent of time employed in the current year.
- The longevity amount for eligible employees terminating employment during the current year will be prorated based on number of days worked during the current year.

**Cherokee County Special Education Cooperative Employees**

Rusk ISD is the fiscal agent for the Cherokee County Special Education Cooperative (hereafter referred to as the Coop). Coop employees paid according to the same plan as classroom teachers, full-time librarians and full-time nurses are eligible to participate in the longevity pay program subject to the same eligibility requirements as all other eligible Rusk ISD employees.