



WINDHAM SCHOOL DISTRICT

BUDGET

AND

SALARY SCHEDULE

2012-2013



WINDHAM SCHOOL DISTRICT

EXECUTIVE SUMMARY 2012-2013

The following pages reflect the proposed Budget and Salary Schedule for the Windham School District for the school year 2012-2013.

The budget summary for 2013, which includes all funding sources, is slightly less than the total budget in 2012.

The significant differences are:

- Increase in the regular programs due to Article III, Rider 8 of the General Appropriations Act, 82nd legislative session. In previous sessions, this rider set aside funds for textbook administration which included textbooks, rebinding, and other related expenses. As a result of the 82nd legislative session, Rider 8 expanded the use of funds to include instructional materials.
- Elimination of the Incarcerated Individuals Program grant from the United States Department of Education for post-secondary programs.

The contract amounts for the Memorandum of Understanding contracts between the Windham School District and Texas Department of Criminal Justice for the 2012-2013 school year are identical to the 2011-2012 contracts. These contracts cover the post-secondary programs, recreation and library services and the publishing of the ECHO newspaper.



WINDHAM SCHOOL DISTRICT

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WINDHAM SCHOOL DISTRICT

BUDGET SUMMARY 2012-2013

Regular Programs (TEA)

	Estimated Expense 2012	Budgeted 2013
Total Regular Programs (TEA)	\$48,701,367	\$52,556,192

Special Programs (TEA)

	Estimated Expense 2012	Budgeted 2013
Total Special Programs (TEA)	\$ 2,026,403	\$ 2,180,162

Special Programs (Federal)

	Estimated Expense 2012	Budgeted 2013
Total Special Programs (Federal)	\$ 2,113,155	\$ 0

MOU Programs (Post-Secondary, Education & Recreation and ECHO)

	Estimated Expense 2012	Budgeted 2013
Total MOU Programs	\$6,462,988	\$5,910,931

TOTAL WSD PROGRAMS

	Estimated Expense 2012	Budgeted 2013
TOTAL WSD PROGRAMS	\$59,303,913	\$60,647,285



WINDHAM SCHOOL DISTRICT

REGULAR PROGRAMS BUDGET 2012-2013

	Estimated Expense 2012	Budgeted 2013
Salaries and Wages	\$44,823,872	\$46,875,004
Other Personnel Costs	1,055,505	664,982
Professional Fees and Services	88,283	178,825
Fuels and Lubricants	87,430	92,162
Consumable Supplies	490,145	682,246
Utilities	33,612	38,695
Travel	346,103	373,533
Rent – Building	100	0
Rent – Machine and Other	161,276	207,719
Other Operating Expense	1,526,918	1,506,341
Food for Persons - Wards of the State	1,623	2,198
Capital	86,500	325,000
Instructional Materials Allotment	0	1,609,487
Total Regular Programs	\$48,701,367	\$52,556,192



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET

2012-2013

Estimated Figures

Title I, Part D, Subpart 1

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$ 665,000	\$828,713
Other Personnel Costs	47,000	46,350
Professional Fees and Services	800	5,000
Consumable Supplies	8,056	10,000
Utilities	307	315
Travel	12,085	15,000
Other Operating Expense	261,633	324,160
Capital	0	0
Administrative Cost	16,595	0
Total	\$ 1,011,476	\$ 1,229,538

Title II, Part A—Teacher & Principal Training & Recruitment

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$ 90,500	\$ 69,507
Other Personnel Costs	6,900	815
Professional Fees and Services	0	1,000
Consumable Supplies	400	2,000
Travel	40,000	20,000
Other Operating Expense	45,000	50,786
Administrative Cost	3,049	0
Total	\$ 185,849	\$ 144,108

Individuals with Disabilities Education Act, Part B (IDEA-B)

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$ 32,436	\$ 1,000
Other Personnel Costs	989	15
Professional Fees and Services	200	51,000
Consumable Supplies	15,000	10,000
Travel	10,000	14,000
Other Operating Expense	77,500	15,805
Administrative Cost	2,271	0
Total	\$ 138,396	\$ 91,820



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET

2012-2013

Estimated Figures

(continued)

Carl D. Perkins Corrections Grant

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$ 4,538	\$ 4,000
Other Personnel Costs	297	420
Professional Fees and Services	18,780	25,000
Consumable Supplies	4,392	10,000
Rent – Building	327	300
Rent – Machine and Other	8,470	8,312
Travel	52,995	60,000
Other Operating Expense	553,999	531,264
Capital	44,549	75,400
Administrative Cost	2,335	0
Total	\$ 690,682	\$ 714,696

Grants to States for Workplace and Community Transition Training for Incarcerated Individuals

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$152,380	\$0
Other Personnel Costs	23,750	
Consumable Supplies	1,000	
Utilities	1,125	
Travel	3,500	
Rent – Machine and Other	4,300	
Other Operating Expense	35,000	
Client Services	1,892,100	
Total	\$2,113,155	\$ 0



WINDHAM SCHOOL DISTRICT

POST SECONDARY PROGRAM BUDGET 2012-2013

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$213,171	\$228,048
Other Personnel Costs	2,717	3,307
Fuels and Lubricants	4,510	4,500
Consumable Supplies	13,139	26,935
Utilities	1,477	1,502
Travel	6,555	5,000
Rent – Machine and Other	2,250	6,415
Other Operating Expense	214,946	59,951
Client Services	1,457,134	1,028,225
Food for Persons - Wards of the State	41	0
Total	\$1,915,940	\$1,363,883

- Funding comes from a Memorandum of Understanding between TDCJ and Windham. TDCJ Strategy C.2.2.

PERSONNEL SCHEDULE

Student Services Coordinator	1	\$51,744
Budget and Contract Coordinator	1	51,744
Continuing Education Coordinator	1.5	67,644
Evaluation Coordinator II	0.5	29,544
Administrative Assistant II	1	27,372
TOTAL	5.0	\$228,048



WINDHAM SCHOOL DISTRICT

EDUCATION AND RECREATION PROGRAMS BUDGET 2012-2013

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$2,536,107	\$2,638,886
Other Personnel Costs	65,437	38,264
Professional Fees and Services	1,224	3,000
Consumable Supplies	162,055	182,000
Utilities	5,012	4,300
Travel	24,704	41,000
Rent – Machine and Other	6,978	3,200
Other Operating Expense	1,202,921	1,011,667
Client Services	3,480	20,000
Capital	300,399	366,000
Administrative Cost	71,863	71,863
Total	\$4,380,180	\$4,380,180

- Funding comes from a Memorandum of Understanding between TDCJ and Windham. TDCJ Strategy C.1.5.

	Budgeted 2013
Recreation	\$981,025
Library Services	2,626,146
Radio and TV	701,146
Administrative Overhead	71,863
	\$4,380,180



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE Recreation, Library Services and Radio and TV 2012-2013

RECREATION

Division Director - Rec	1	\$82,620
Department Administrator	1	66,444
Recreation Supervisor	1	56,100
Recreation Coordinator	4	180,384
Recreation Operational Review Coordinator	1	45,096
Accountant III	1	37,200
Purchaser IV	1	37,200
Warehouseman	2	57,816
Evaluation Coordinator II	0.5	29,544
Continuing Education Coordinator	0.5	22,548
Admin Support Spec III	1	28,764
TOTAL RECREATION	14	\$643,716

LIBRARY SERVICES

Library Services Supervisor	1	\$56,100
Administrative Assistant III – LIB	1	29,508
Administrative Assistant II – LIB	3	82,776
Librarian	12	646,260
Librarian Assistant	21	688,716
Library Clerk I	12	286,764
TOTAL LIBRARY SERVICES	50	\$1,790,124

RADIO AND TV

RTV Communications Manager	1	\$45,096
RTV Assistant Manager	1	39,588
Telecommunication Specialist II	4	148,800
Administrative Assistant II – RTV	1	25,416
TOTAL RADIO AND TV	7	\$258,900

TOTAL MOU at 100%	71	\$2,692,740
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Salaries budgeted at 98%



WINDHAM SCHOOL DISTRICT

ECHO BUDGET 2012-2013

	Estimated Expense 2012	Proposed Budget 2013
Salaries	\$70,345	\$75,348
Other Personnel Costs	897	1,093
Consumable Supplies	434	1,900
Travel	300	840
Other Operating Expense	92,154	84,949
Administrative Cost	2,738	2,738
Total	\$166,868	\$166,868

- Funding comes from a Memorandum of Understanding between TDCJ and Windham. TDCJ Strategy C.1.5.

PERSONNEL SCHEDULE

ECHO

Managing Editor	1	\$45,096
Educational Researcher III	1	30,252
TOTAL	2	\$75,348



WINDHAM SCHOOL DISTRICT

ESTIMATED INCOME 2012-2013

Windham School District Regular Programs (TEA)

Academic Education	\$ 38,950,000	
Vocational Education	<u>8,550,000</u>	
Total Foundation School Program		\$ 47,500,000
Rider 8 – Instructional Materials Allotment		1,609,487
Misc Revenue (Recycle, Vocational Shop Fees, Misc)		53,500
Interest Income (Estimated)		20,000
Budgeted Prior Year Carryover Funds (Estimated)		3,373,205
Unbudgeted Prior Year Carryover Funds (Estimated)		<u>4,107,103</u>
Total Regular Programs		<u>\$ 56,663,295</u>

Windham School District Special Programs (TEA)

Elementary & Secondary Education Act of 1995 - P.L. 103-382		
Title I, Part D, Subpart 1		\$ 1,229,538
Title II, Part A – Teacher & Principal Training and Recruitment		144,108
Individuals with Disabilities Education Act, Part B (IDEA-B)		91,820
Carl D. Perkins Corrections Grant		<u>714,696</u>
Total Special Programs (TEA Estimated)		<u>\$ 2,180,162</u>

Windham School District MOU Programs

Post Secondary Programs	\$ 1,363,883	
Education and Recreation Programs	4,380,180	
ECHO	<u>166,868</u>	
Total MOU Programs		<u>\$ 5,910,931</u>

TOTAL ESTIMATED INCOME WINDHAM SCHOOL DISTRICT **\$ 64,754,388**



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE 2012-2013

TITLE	2012 BUDGETED		2012 ESTIMATED EXPENSE		2013 BUDGETED	
	Positions	Cost	Positions	Cost	Positions	Cost
SUPERINTENDENT	1	110,400	1	115,000	1	110,400
DIVISION DIRECTOR	4	317,260	4	330,480	4	317,264
REGIONAL ADMINISTRATOR	3	220,977	3	229,535	3	220,977
DEPARTMENT ADMINISTRATOR	3	191,358	3	172,076	2	127,574
ADMIN EDUC SPECIALIST IV	0	0	0	0	1	63,787
PRINCIPAL IV	24	1,530,864	24	1,598,415	24	1,530,888
GENERAL COUNSEL	1	62,980	1	65,604	1	62,980
PRINCIPAL III	21	1,301,538	21	1,388,286	21	1,301,538
IT SUPERVISOR	2	122,158	2	127,248	2	122,160
PRINCIPAL II	1	60,215	1	56,951	1	60,216
COLLEGE PGM SUPERVISOR	0	0	0	0	1	60,216
ASSISTANT HR DIRECTOR	0	0	0	0	1	59,409
ASSIST PRINCIPAL	1	59,409	1	25,796	1	59,409
NETWORK ADMINISTRATOR	5	286,560	5	204,667	5	280,190
ADMIN EDUC SPECIALIST	3	170,172	3	177,264	3	170,175
COUNSELOR TRAINER	1	56,724	1	47,270	1	56,725
PUBLIC INFORMATION OFFICER	1	56,724	1	59,088	1	56,725
EVALUATION COORDINATOR II	0	0	1	59,088	0	0
REGIONAL EDUC SPECIALIST	3	170,172	3	153,219	3	170,175
APPLICATION DEVELOPER V	6	325,230	6	284,680	6	318,612
BUSINESS SUPERVISOR	2	110,592	2	95,476	2	110,592
COUNSELOR	76	4,086,144	77	4,189,849	77	4,117,071
COUNSELOR/TEACHER	2	104,291	0	0	0	0
LEAD TEACHER	3	172,662	5	275,506	5	287,770
TEACHER - ACADEMIC	271	13,098,836	252	12,775,857	267	12,881,961
TEACHER - LIFE SKILLS	150	7,449,089	143	7,186,419	152	7,592,352
EVALUATION COORDINATOR	5	254,705	5	265,420	5	254,710
NETWORK SPECIALIST IV	1	47,727	1	49,716	1	47,728
SYSTEMS ANALYST	1	47,727	1	49,716	1	47,728
NETWORK SPECIALIST III	1	42,013	1	43,764	1	42,014
EXECUTIVE ASSISTANT	1	39,249	1	40,884	1	39,249
WAREHOUSE MANAGER	1	38,004	1	39,588	1	38,005
ACCOUNTANT III	3	107,136	3	105,851	2	71,424
HUMAN RESOURCE OFF III	2	71,424	2	74,400	2	71,424
NETWORK SPECIALIST I	5	178,560	5	200,348	5	178,560
PURCHASER IV	1	35,712	0.5	15,556	0	0
ADMINISTRATIVE ASST V	1	33,535	1	34,932	1	33,535
ACCOUNTANT II	0	0	0	0	1	33,535
PURCHASER III	1	33,535	1.5	52,398	2	67,070
HUMAN RESOURCE OFF I	1	31,484	1	32,796	1	31,485
TESTING SUPPORT SPECIALIST	2	62,968	2	64,281	2	62,970
ASSIST WHSE MANAGER	1	29,664	1	31,058	1	29,803
TESTING SPECIALIST	19	561,640	20	533,701	20	591,220
CUSTODIAN PART TIME	0.5	11,796	0.5	12,768	0.5	12,258



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE 2012-2013 (continued)

TITLE	2012 BUDGETED		2012 ESTIMATED EXPENSE		2013 BUDGETED	
	Positions	Cost	Positions	Cost	Positions	Cost
ADMIN ASST III - REGIONAL	3	91,515	3	92,044	3	88,624
ADMIN SUPPORT SPEC III	2	61,010	2	63,552	2	61,010
ADMINISTRATIVE ASST III	3	87,184	3	90,605	3	88,624
HELP DESK TECHNICIAN	1	29,768	1	25,842	1	26,911
ADMIN ASST II - CAMPUS	70	1,845,401	70	1,848,169	70	1,824,126
ADMIN CLERK II - CAMPUS	5	131,421	5	132,861	5	132,044
ADMINISTRATIVE ASST II	3	79,466	3	60,991	3	80,099
ADMINISTRATIVE CLERK II	7	178,306	7	195,049	7	180,820
TESTING CLERK II	18	466,792	17	452,639	17	438,642
ADMIN ASST I - REGION	3	71,331	2	48,269	3	66,058
LIBRARY CLERK I	19	423,794	18	435,564	18	403,202
ACADEMIC TOTAL	764.5	\$35,157,222	738.5	\$34,710,536	765.5	\$35,224,715
VOCATIONAL						
TEACHER - VOCATIONAL	178	8,412,824	146	7,044,792	178	8,463,749
ADMIN VOCATIONAL SPEC IV	1	63,786	1	66,444	1	63,787
ADMIN VOC SPECIALIST	2	113,448	2	118,176	2	113,450
REGIONAL VOC SPECIALIST	3	170,172	3	177,381	3	170,175
APPREN COORDINATOR	1	43,292	1	36,342	1	43,293
ADMINISTRATIVE ASST II - VOC	1	26,277	1	28,032	1	26,911
VOCATIONAL TOTAL	186	\$8,829,799	154	\$7,471,167	186	\$8,881,365
SPECIAL ED						
TEACHER - SPECIAL ED	32	1,597,747	34	1,581,473	34	1,681,277
ADMIN SPEC ED SPECIALIST	2	114,865	1	60,588	1	58,165
DIAGNOSTICIAN	12	640,925	12	607,404	13	679,809
DEAF ED INTERPRETER II	1	27,752	1	24,700	1	24,515
DEAF ED INTERPRETER I	2	52,140	2	54,155	2	52,140
SPECIAL ED AIDE II	1	26,911	1	28,032	1	26,911
ADMIN ASST II - SPED	1	25,644	1	22,520	1	23,778
SPECIAL ED TOTAL	51	\$2,485,984	52	\$2,378,872	53	\$2,546,595
REGULAR FUNDS TOTAL	1001.5	\$46,473,005	944.5	\$44,560,575	1003.5	\$46,610,004
GRANT						
TEACHER - TITLE I	10	483,322	10	490,610	10	474,552
TEACHER - TITLE II	2	105,834	1	61,580	1	57,408
TEACHER FACILITATOR	1	56,724	0	0	0	0
PARENT INVOLVEMENT SPEC PT	0.5	27,913	0.5	29,854	0.5	29,544
TRANS SVCS COORDINATOR	3	170,172	3	178,714	3	177,264
DIAGNOSTICIAN	1	50,803	1	26,081	0	0
COLLEGE PGM SUPERVISOR	1	60,215	1	62,724	0	0
CONT ED COORDINATOR	0	0	1	45,096	0	0
ADMIN ASST II - CAMPUS	1	25,021	1	26,712	0	0
CAMPUS CLERK I	0	0	0	23,483	0	0
GRANT TOTAL	19.5	\$980,004	18.5	\$944,854	14.5	\$738,768

The Windham School District Board of Trustees authorizes the Superintendent to reclassify, add or delete positions as needed to ensure the efficient operation of the District.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2012-2013

ADMINISTRATIVE SALARY PLAN

A40	Superintendent **	\$115,000
A37	Division Director	\$82,620
A35	Regional Administrator	\$76,728
A32	Department Administrator, Principal IV, Admin Education Specialist IV, Admin Vocational Specialist IV	\$66,444
A30	General Counsel	\$65,604
A27	Principal III	\$64,560
A25	IT Supervisor	\$63,624
A22	Principal II, College Program Supervisor	\$62,724
A20	Assistant Principal, Assistant HR Director	\$61,884
A18	Lead Teacher	\$59,952
A17	Network Administrator	\$59,700
A15	Counselor Trainer, Public Information Officer, Regional Education Specialist, Transitional Services Coordinator, Regional Vocational Specialist, Administrative Educational Specialist, Administrative Special Ed Specialist, Administrative Vocational Specialist, Evaluation Coordinator II, Parent Involvement Specialist	\$59,088
A12	Application Developer V	\$58,788
A11	Business Supervisor	\$57,600
A10	Library Services Supervisor, Recreation Supervisor	\$56,100
A07	Evaluation Coordinator	\$53,064
A06	Application Developer IV, Budget and Contract Coordinator, Student Services Coordinator	\$51,744
A02	Apprenticeship Coordinator, Continuing Ed Coordinator, Managing Editor, RTV Communications Manager, Recreation Coordinator, Recreation Operational Review Coordinator	\$45,096
A01	Application Developer III	\$44,840

SALARY POLICY: Principal pay grade is based on the number of WSD employees as of September 1 and a percentage of college teachers as of the Spring Semester of 2012.

**** Salary determined by the Windham School District Board of Trustees.**



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2012-2013 (continued)

SUPPORT SALARY PLAN		
S40	Network Specialist IV, Systems Analyst	\$49,716
S32	Network Specialist III	\$43,764
S30	Executive Assistant	\$40,884
S27	RTV Assistant Manager, Warehouse Manager	\$39,588
S26	Application Developer II	\$37,940
S25	Accountant III, Purchaser IV, Human Resource Officer III, Network Specialist I, Telecom Specialist	\$37,200
S22	Admin Assistant V, Accountant II, Purchaser III	\$34,932
S20	Human Resource Officer I, Testing Support Specialist, Librarian Assistant	\$32,796
S18	Application Developer I, Assistant Warehouse Manager	\$31,040
S17	Testing Specialist	\$30,792
S15	Deaf Ed Interpreter III, Warehouseman	\$28,908
S12	Deaf Ed Interpreter II	\$27,156
S10	Deaf Ed Interpreter I, Custodian	\$25,536
COUNSELOR / DIAGNOSTICIAN SALARY PLAN		
	00-11	\$48,048
	12	\$49,104
	13	\$50,076
	14	\$51,012
	15	\$51,888
	16	\$52,728
	17	\$53,508
	18	\$54,252
	19	\$54,960
	20	\$55,620
	21	\$56,100

These positions are compensated according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (equal to 90 work days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2012-2013 (continued)

PARAPROFESSIONAL SALARY PLAN

GRADE 11

Administrative Assistant III , Administrative Support Specialist III, Help Desk Technician,
Educational Researcher III

STEPS	ANNUAL
01	\$28,032
02	\$28,764
03	\$29,508
04	\$30,252
05	\$31,008
06	\$31,776

GRADE 09

Administrative Assistant II , Administrative Clerk II, Library Clerk II, Special Education Aide II,
Testing Clerk II

STEPS	ANNUAL
01	\$24,768
02	\$25,416
03	\$26,064
04	\$26,712
05	\$27,372
06	\$28,032

GRADE 07

Administrative Assistant I , Administrative Clerk I, Library Clerk I

STEPS	ANNUAL
01	\$22,020
02	\$22,572
03	\$23,112
04	\$23,664
05	\$24,216
06	\$24,768

An employee who works a standard workload for a minimum of 90 days in a school year, September through August, will be considered to have earned one year of service for the purpose of this salary schedule and will advance a step each year (up to step 6) .



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2012-2013 (continued)

TEACHER / LIBRARIAN SALARY PLAN	
STEP	ANNUAL
00	\$33,984
01	\$34,692
02	\$35,988
03	\$37,824
04	\$39,264
05	\$40,272
06	\$41,280
07	\$42,180
08	\$43,008
09	\$43,764
10	\$44,448
11	\$45,552
12	\$46,608
13	\$47,580
14	\$48,516
15	\$49,392
16	\$50,232
17	\$51,012
18	\$51,756
19	\$52,464
20	\$53,124
21	\$53,604

All teachers/librarians are paid according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (90 days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Career and technology teachers will be compensated from the following salary plan.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2012-2013 (continued)

CAREER AND TECHNICAL TEACHER SALARY PLAN

STEP	ANNUAL
00-05	\$40,272
06	\$41,280
07	\$42,180
08	\$43,008
09	\$43,764
10	\$44,448
11	\$45,552
12	\$46,608
13	\$47,580
14	\$48,516
15	\$49,392
16	\$50,232
17	\$51,012
18	\$51,756
19	\$52,464
20	\$53,124
21	\$53,604

All career and technical teachers are paid according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (90 days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned.



WINDHAM SCHOOL DISTRICT

LOCALITY SUPPLEMENT PLAN 2012-2013

LOCATION	MONTHLY
Allred	0
Beto I, Gurney & Powledge	0
Boyd	0
Briscoe	186
C.T. Terrell, Darrington, Ramsey I, Stringfellow & Scott	317
Clemens	192
Clements & Neal	171
Coffield & Michael	0
Cole & Moore	0
Connally	0
Cotulla	162
Crain, Hilltop, Hughes, Mt. View, Murray & Woodman	0
Dalhart	0
Daniel	65
Dominguez	317
Eastham	0
Ellis, Estelle, Goree, Holliday, Huntsville & Wynne	0
Ferguson	0
Formby & Wheeler	150
Ft. Stockton & Lynaugh	272
Gist, Stiles	103
Goodman	0
Hamilton	0
Henley, Hightower & Plane	61
Hobby , Marlin	0
Hodge	0
Hutchins	317
Jester	317



WINDHAM SCHOOL DISTRICT

LOCALITY SUPPLEMENT PLAN 2012-2013 (continued)

LOCATION	MONTHLY
Jordan	0
Kegans	317
Lewis	78
Lopez & Segovia	317
Luther & Pack	0
Lychner	317
McConnell & Garza	0
Ney & Torres	80
Polunsky	0
Roach	0
Robertson & Middleton	0
Rudd, Montford	0
Sanchez	317
Smith	0
Stevenson	0
Telford	61
Travis County	305
Tulia	0
Wallace & Ware	0

The Locality Supplement Plan is effective September 1, 2009. This plan is in addition to the Counselor / Diagnostician, Teacher / Librarian and Career and Technical Teacher Salary Plans. Current employees will be safeguarded at their present unit locality while employed in the same location.

The Board authorizes the Superintendent to adjust the locality rate for like positions according to that adopted by the local districts for the 2012-2013 school year.