



**YOUR FUTURE IS IN
FORT WORTH ISD**

Family Communications *Now Hiring!*

Want to be a crucial component in our FWISD culture?

Help us create a welcoming and helpful environment for our FWISD families by facilitating the communication between FWISD schools and our families.

Assist parents in understanding school dynamics, while providing resources and additional support for our FWISD families to ensure student success, academically and socially!



Family Communications Liaison

Hourly Rate: \$10

Requirements: HS diploma or GED; some college preferred

Fluency in Spanish preferred

Current FWISD parent preferred

For more information, contact

Family Communications
phone 817.814.2970

We are looking for candidates with problem-solving and conflict management skills. Experience working with a diverse, urban population, preferably focused on families.

Ability to conduct workshops and facilitate training/team building activities.

Work flexible hours including some evenings and weekends.

 **facebook** @FWISDCareers
 **twitter** @FWISD_Careers

Visit online to view vacancy list
www.fwisd.org/careers





SUBSTITUTE TEACHER INCENTIVE PROGRAM

Fort Worth ISD wants to reward classroom teacher substitutes.

As a means to attract and retain more **substitute teachers**, we want to reward our classroom teacher substitutes for extended periods of service within the District. Substitute teachers will receive additional pay, paid out by the end of January, based on the number of **full day** assignments they work.

Recognizing the need for qualified substitutes when our classroom teachers are absent, the District will continue the incentive plan for substitute classroom teachers for the fall semester of 2019. This plan is made possible through the additional funds approved by the Board for this purpose.

The plan pays a bonus to substitutes who accept and complete jobs for teacher absences as follows:

% OF DAYS IN ATTENDANCE	ADDITIONAL PAY PER DAY
95%	\$20/day
90%	\$15/day
85%	\$10/day

As an example, for the days of **October 21 - December 20, 2019** there are 40 days of school with students. Substitutes who work the number of days below will earn the corresponding additional compensation.

% OF DAYS IN ATTENDANCE	ADDITIONAL PAY PER DAY
95% = 38-40 days <i>Paid with January paycheck</i>	\$20/day = \$760 - \$800
90% = 36-37 days <i>Paid with January paycheck</i>	\$15/day = \$540 - \$555
85% = 34-35 days <i>Paid with January paycheck</i>	\$10/day = \$340 - \$350

- **Substitute teachers** are eligible for the incentive when working as regular teacher substitutes, long-term teacher substitutes and extra help teacher substitutes.
- **Librarian substitute positions are not eligible.**
- Taxable incentive pay will be paid in the January paychecks.
- There will be an appeals and review process in the event of discrepancies.

We continue to advertise for and actively hire qualified substitute teachers through a variety of conduits. We appreciate the Board's support as we continue our efforts to recruit and retain quality staff to assist our students when our teachers are out of the classroom.

phone 817.814.2780
www.fwisd.org/careers



Fort Worth
INDEPENDENT SCHOOL DISTRICT

Fall 2019