KATY ISD

COMPENSATION & BENEFITS PLAN

2025-2026

DIVISION OF HUMAN RESOURCE

438 FM 1463, KATY, TX 77494

281-396-2347

Katy ISD Vision

Be the legacy.

Katy ISD Mission Statement

Katy Independent School District, the leader in educational excellence, together with family and community, provide unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life…*to create the future*.

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal, semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

Midyear Pay Increases

Contract Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

All eligible employees shall earn seven leave days of emergency closure leave per fiscal year. [See DEC(REGULATION)] Emergency closure leave shall accrue beyond the fiscal year in which it is earned. Emergency closure leave shall only be used if:

1. The Superintendent has closed the District or individual campuses as a result of a local, regional, or national disaster, epi-

demic, or other emergency condition resulting in the unplanned closure of the District or individual campuses; and

2. The Superintendent has determined that the workday(s) shall not be made up by employees.

Disaster Pay

Nonexempt, noncontractual employees who are required to work to mitigate the reason for an emergency closure of the District shall be paid disaster pay at their normal rate of pay for all hours worked up to 40 hours per week.

Compensation for time worked over 40 hours in a week shall be calculated and paid at one and one-half times their normal rate of pay. Should a holiday occur during a disaster, nonexempt, noncontractual employees who are required to work will be compensated at a rate of one and one-half times their normal rate of pay. These amounts shall be in addition to the emergency closure leave pay described above. The Superintendent shall approve payments and ensure accurate time records are kept of actual hours worked during the emergency closure.

Pay Ranges
and
Job Classifications

Pay Ranges

Pay procedures serve as governing rules and provide processes that guide individual pay actions and maintenance of the total pay system. A pay range structure includes a hierarchy of job levels with pay guidelines for minimum, midpoint, and maximum rates of pay. Pay guidelines are based on an assessment of the market values for the different employee job classifications. In an effort to ensure we have equity for each pay grade, pay range maximums must exist as a control point for salaries.

However, pay ranges are designed for adjustment to keep pace with the changing economy. Adjustments to the pay range structure will be reviewed annually. Based upon Board approved salary increases, pay range adjustments may be made to the minimum, midpoint, and maximum pay rates of each pay grade.

KATY INDEPENDENT SCHOOL DISTRICT

Years of Experience	Teacher Retention Allotment 2025-2026	New Hire Salary 2025-2026
0		$66,180
1	$2,500*	$66,630
2	$2,500*	$67,080
3	$2,500	$67,525
4	$2,500	$67,975
5	$5,000	$70,875
6	$5,000	$71,275
7	$5,000	$71,675
8	$5,000	$72,175
9	$5,000	$72,675
10	$5,000	$73,175
11	$5,000	$73,675
12	$5,000	$74,175
13	$5,000	$74,675
14	$5,000	$75,075
15	$5,000	$75,475
16	$5,000	$75,875
17	$5,000	$76,275
18	$5,000	$76,675
19	$5,000	$77,075
20	$5,000	$77,475
21	$5,000	$77,875
22	$5,000	$78,275
23	$5,000	$78,675
24	$5,000	$79,075
25	$5,000	$79,475
26	$5,000	$79,875
27	$5,000	$80,275
28	$5,000	$80,685
29	$5,000	$81,285
30	$5,000	$82,385
31	$5,000	$83,000
32	$5,000	$83,305
33	$5,000	$83,605
34	$5,000	$83,910
35	$5,000	$84,545
36	$5,000	$85,225
37	$5,000	$85,885
38	$5,000	$86,535
39	$5,000	$87,285
40+	$5,000	$88,025

*Provided as a Salary Stipend Using Local Dollars

$1,200 Advanced Degree Stipend (Master's or Doctorate)

Each year the Board of Trustees adopts a one-year Teacher Salary Hiring Schedule. The salaries listed above are based on 10-month employment for the 2025-26 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed.

Salaries are determined individually with consideration for job-related experience and credentials.

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 Pay Ranges

AUXILIARY-Hourly Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
A01	*$13.24*	*$15.20*	$17.16
A02	*$13.88*	*$16.14*	$18.40
A03	*$14.74*	*$17.27*	$19.80
A04	*$15.96*	*$18.69*	$21.42
A05*	*$18.35*	*$21.49*	$24.63
A06	*$21.09*	*$24.71*	$28.33
A07	*$27.27*	*$31.86*	$36.45
A08	*$31.74*	*$36.41*	$41.08
A09	*$34.29*	*$39.33*	$44.37
A10	*$37.05*	*$42.49*	$47.93

FOOD SERVICE-Hourly Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
FS01	$14.50	$16.88	$19.25
FS02	$16.03	$18.66	$21.28
FS03	$19.43	$22.62	$25.80
FS04	$22.44	$26.12	$29.79
FS05	$27.66	$32.19	$36.72
FS06	$32.05	$37.30	$42.55

ADMINISTRATIVE SUPPORT-Hourly Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
AS01	*$15.12*	*$17.90*	$20.68
AS02	*$16.93*	*$20.04*	$23.15
AS03	*$19.80*	*$23.44*	$27.08
AS04	*$22.56*	*$26.72*	$30.88
AS05	*$26.41*	*$31.27*	$36.13
AS06	*$30.63*	*$36.27*	$41.91
AS07	*$32.47*	*$38.44*	$44.41
AS08	*$34.41*	*$40.75*	$47.09

INSTRUCTIONAL SUPPORT-Hourly Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
IS02	*$15.12*	*$17.90*	$20.68
IS03	*$16.87*	*$19.98*	$23.09
IS04	*$17.70*	*$20.96*	$24.22
IS05	*$19.47*	*$23.06*	$26.65
IS06	*$22.97*	*$27.21*	$31.45
IS07	*$26.01*	*$31.83*	$37.65

BUSINESS & OPERATIONS-Daily Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
B01	*$231.99*	*$274.70*	$317.41
B02	*$271.42*	*$321.40*	$371.38
B03	*$298.57*	*$353.54*	$408.51
B04	*$325.44*	*$385.36*	$445.28
B05	*$371.00*	*$439.31*	$507.62
B06	*$393.26*	*$465.67*	$538.08
B07	*$416.86*	*$493.61*	$570.36
B08	*$451.42*	*$523.22*	$595.02
B09	*$478.50*	*$554.61*	$630.72
B10	*$511.99*	*$593.42*	$674.85
B11	*$650.00*	*$757.50*	$865.00

INSTRUCTIONAL-Daily Rate

Pay Grade	*MINIMUM*	*MID-POINT*	*MAXIMUM*
I00	*$353.90*	*$414.30*	$470.72
I01	*$360.72*	*$425.79*	$490.86
I02	*$381.15*	*$451.33*	$521.51
I03	*$404.02*	*$478.41*	$552.80
I04	*$428.26*	*$507.12*	$585.98
I05	*$453.96*	*$537.55*	$621.14
I06	*$491.61*	*$569.80*	$647.99
I07	*$578.63*	*$670.66*	$762.69
I08	*$691.46*	*$801.44*	$911.42
I09	*$760.60*	*$881.58*	$1,002.56
I10	*$844.28*	*$978.56*	$1,112.84

* The bus driver starting rate of pay is **$20.18** per hour.

Mechanics and Sr. Mechanics can receive up to $.50 more an hour if ASE Certified

($.25 for 1st half, $.25 for 2nd half)

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE Minimum	Midpoint	Maximum
A01			$13.24	$15.20	$17.16
	BUS DRIVER TRAINEE	173 DAY			
	BUS DRIVER TRAINEE SUBSTITUTE	173 DAY			
	CUSTODIAN 4 HR	261 DAY			
	CUSTODIAN 8 HR	261 DAY			
	CUSTODIAN 8 HR ESC	261 DAY			
	CUSTODIAN 8 HR FLOAT	261 DAY			
	CUSTODIAN 8 HR LEGACY	261 DAY			
	CUSTODIAN VOCATIONAL	173 DAY			
	OPERATIONS FLOATER	261 DAY			
	PARENT CENTER NURSERY WORKER	140 DAY			
A02			$13.88	$16.14	$18.40
	PERSONAL CARE ATTENDANT	178 DAY			
	BUS ATTENDANT P/T POOL	178 DAY			
	BUS ATTENDANT SUBSTITUTE	173 DAY			
	CUSTODIAN A/HEAD ELEM	261 DAY			
	CUSTODIAN A/HEAD MCTC	261 DAY			
	CUSTODIAN A/HEAD OAC	261 DAY			
	CUSTODIAN STAND ALONE	261 DAY			
	DAYCARE WORKER	178 DAY			
	MA GROUNDSKEEPER	261 DAY			
	MA UTILITY MAINTENANCE WORKER	261 DAY			
A03			$14.74	$17.27	$19.80
	BUS ATTENDANT LEAD	221 DAY			
	CUSTODIAN A/HEAD JH	261 DAY			
	CUSTODIAN HEAD ELEM	261 DAY			
	CUSTODIAN HEAD MCTC	261 DAY			
	CUSTODIAN HEAD OAC	261 DAY			
	MA FOREMAN ASSISTANT	261 DAY			
	MA GROUNDS SR ATHLETIC	261 DAY			
	MA GROUNDSKEEPER SR	261 DAY			
	MA MECHANICAL ELECTRICAL PLUMBING HELPER	261 DAY			
	MA SPEC ASSISTANT INVENTORY CONTROL	261 DAY			
A04			$15.96	$18.69	$21.42
	CUSTODIAN A/HEAD ESC	261 DAY			
	CUSTODIAN A/HEAD HS	261 DAY			
	CUSTODIAN A/HEAD LMC	261 DAY			
	CUSTODIAN HEAD JH	261 DAY			
	CUSTODIAN HEAD STADIUM	261 DAY			
	DAYCARE MANAGER	178 DAY			
	MA GENERAL ENVIRONMENTAL	261 DAY			
	MA GENERAL MAINTENANCE	261 DAY			
	MA GROUNDS CREW CHIEF	261 DAY			
	MA HVAC AIR FILTER/PM	261 DAY			
	MA ROOFER ASSISTANT	261 DAY			
	MECHANIC HELPER	261 DAY			
	OPERATIONS STEAM CLEANERS	261 DAY			
	POLICE CADET	238 DAY			
	SECURITY GUARD-RAINES ACADEMY	238 DAY			
	SECURITY GUARD-CAMPUS	187 DAY			
	SECURITY GUARD-CAMPUS 238	238 DAY			
	SECURITY GUARD-ESC	238 DAY			
	SECURITY GUARD-YAC	238 DAY			
A05			$18.35	$21.49	$24.63
	BUS DRIVER	178 DAY			
	BUS DRIVER RECRUITER	197 DAY			
	BUS DRIVER SUBSTITUTE	173 DAY			
	CUSTODIAN HEAD ESC	261 DAY			
	CUSTODIAN HEAD HS	261 DAY			
	MA GENERAL MAINTENANCE SR	261 DAY			
	MA PAINTER	261 DAY			
	MA TECHNICIAN ENVIRONMENTAL	261 DAY			
	MA TECHNICIAN FIRE EXTINGUISHER	261 DAY			
	MA TECHNICIAN HVAC APPRENTICE	261 DAY			
	MA TECHNICIAN WATER SOFTENER	261 DAY			
	OPERATIONS EQUIPMENT REPAIR	261 DAY			
	TECHNICIAN INVENTORY TRANSPORTATION	261 DAY			
	TECHNICIAN POOL	261 DAY			
	WAREHOUSE II SHIPPING RECEIVING	261 DAY			
A06			$21.09	$24.71	$28.33
	ASST ROUTER	238 DAY			
	BUS DRIVER LEAD	175 DAY			
	DISPATCHER TRANSPORTATION	238 DAY			
	DISPATCHER TRANSPORTATION PM	238 DAY			
	DRIVER TRAINER	261 DAY			
	MA ASSISTANT IRRIGATION	261 DAY			
	MA AREA CREW LEAD	261 DAY			
	MA LOCKSMITH	261 DAY			
	MA MECHANIC	261 DAY			
	MA OPERATIONS TRAINER	261 DAY			
	MA PAINTER SR	261 DAY			
	MA ROOFER	261 DAY			
	MA SMALL ENGINE REPAIR	261 DAY			
	MA SPEC INVENTORY CONTROL	261 DAY			
	MA TECHNICIAN ELECTRONIC	261 DAY			
	MA TECHNICIAN HVAC	261 DAY			
	MA TECHNICIAN SCOREBOARD	261 DAY			
	MECHANIC	261 DAY			
	MECHANIC TIRE	261 DAY			
	POLICE TELECOMMUNICATOR	261 DAY			
	SECURITY GUARD-CAMPUS LEVEL III CERTIFICATION	197 DAY			
	SECURITY GUARD-CAMPUS LEVEL III CERTIFICATION QUADRANT FLOATER	197 DAY			
	SUPERVISOR ASSISTANT WAREHOUSE	261 DAY			
A07			$27.27	$31.86	$36.45
	COORD LEVEL III SECURITY OFFICER	238 DAY			
	COORD ROUTING SPECIAL NEEDS	238 DAY			
	COORD SECURITY	238 DAY			
	COURIER	238 DAY			
	MA COORD SPECIAL PROJECTS	261 DAY			
	MA FOREMAN ATHLETIC GROUNDS	261 DAY			
	MA GROUNDS TDA 3A APPLICATOR	261 DAY			
	MA JOURNEYMAN ELECTRICIAN	261 DAY			
	MA JOURNEYMAN PLUMBER	261 DAY			
	MA KITCHEN EQUIPMENT REPAIR	261 DAY			
	MA PEST CONTROL	261 DAY			
	MA SPEC SENIOR ROOFER	261 DAY			
	MA SUPERVISOR ASSISTANT MAINTENANCE	261 DAY			
	MA TECHNICIAN FIRE SYSTEMS	261 DAY			
	MA TECHNICIAN HVAC SR	261 DAY			
	MA TECHNICIAN IRRIGATION	261 DAY			
	MA TECHNICIAN SR LOW VOLTAGE CONTROLS	261 DAY			
	MECHANIC LEAD TIRE	261 DAY			
	MECHANIC SR	261 DAY			
	POLICE OFFICER	238 DAY			
	POLICE OFFICER PT	238 DAY			
	SUPERVISOR ASSISTANT OPERATIONS	261 DAY			

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE		
			Minimum	Midpoint	Maximum
A08			**$31.74**	**$36.41**	**$41.08**
	COORD TRAINING AND SAFETY	238 DAY			
	MA ELECTRICIAN MASTER	261 DAY			
	MA MECHANIC LEAD	261 DAY			
	MA PLUMBER MASTER	261 DAY			
	MA SPEC ACCESS CONTROL HARDWARE	261 DAY			
	MA SPEC APPLIANCE & KITCHEN EQUIPMENT REPAIR	261 DAY			
	MA SPEC IRRIGATION	261 DAY			
	MA SPEC NATATORIUM	261 DAY			
	MA SPEC UTILITY SITE	261 DAY			
	MA SUPERVISOR ASSISTANT HVAC	261 DAY			
	MECHANIC LEAD/ASSISTANT SHOP SUPERVISOR	261 DAY			
	MGR DRIVER PERSONNEL	238 DAY			
	POLICE ADMIN OFFICER	238 DAY			
	POLICE DETECTIVE I	238 DAY			
	POLICE DETECTIVE/GANG INVESTIGATOR	238 DAY			
	POLICE OFFICER SSSP MENTAL HEALTH	238 DAY			
	POLICE QUARTERMASTER	238 DAY			
	SPEC AUDIO VIDEO	261 DAY			
	SPEC SYSTEM	261 DAY			
	SUPERVISOR INVENTORY LEAD	261 DAY			
	SUPERVISOR WAREHOUSE	261 DAY			
A09			**$34.29**	**$39.33**	**$44.37**
	COORD AUDIO VIDEO	261 DAY			
	MA PLUMBER RESPONSIBLE MASTER	261 DAY			
	MA SUPERVISOR AREA	261 DAY			
	MA SUPERVISOR BAS CONTROLS	261 DAY			
	MA SUPERVISOR ENVIRONMENTAL	261 DAY			
	MA SUPERVISOR FIRE SYSTEMS	261 DAY			
	MA SUPERVISOR HVAC	261 DAY			
	MA SUPERVISOR OPERATIONS	261 DAY			
	MA SUPERVISOR WAREHOUSE	261 DAY			
	MECHANIC SHOP FOREMAN HOURLY	261 DAY			
	SERGEANT	238 DAY			
A10			**$37.05**	**$42.49**	**$47.93**
	LIEUTENANT	238 DAY			
	SUPERVISOR FLEET	261 DAY			

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE		
			Minimum	Midpoint	Maximum
FS01			**$14.50**	**$16.88**	**$19.25**
	FS ELEM F/T	174 DAY			
	FS ELEM P/T	174 DAY			
	FS ESC CAFETERIA F/T	174 DAY			
	FS HS F/T	172 DAY			
	FS HS P/T	172 DAY			
	FS JH F/T	172 DAY			
	FS JH P/T	172 DAY			
	FS RESERVE SUBSTITUTE	172 DAY			
FS02			**$16.03**	**$18.66**	**$21.28**
	FS MGR A/KITCHEN ESC	174 DAY			
	FS MGR A/UNIT ELEM	174 DAY			
	FS MGR A/UNIT HS	172 DAY			
	FS MGR A/UNIT JH	172 DAY			
FS03			**$19.43**	**$22.62**	**$25.80**
	FS MGR UNIT ELEM	188 DAY			
	FS WAREHOUSE WORKER II	238 DAY			
FS04			**$22.44**	**$26.12**	**$29.79**
	FS MGR UNIT JH	188 DAY			
FS05			**$27.66**	**$32.19**	**$36.72**
	FS MGR ESC KITCHEN	188 DAY			
	FS MGR MULTI-UNT HS	188 DAY			
	FS SUPERVISOR WAREHOUSE	238 DAY			
FS06			**$32.05**	**$37.30**	**$42.55**
	FS FIELD SPEC	197 DAY			
	FS FIELD SPEC CATERING	197 DAY			
	FS FIELD SPEC SCHOOL	197 DAY			

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE		
			Minimum	Midpoint	Maximum
AS01			**$15.12**	**$17.90**	**$20.68**
	CLERK STUDENT DATA TRANSPORTATION	197 DAY			
	CLERK GENERAL 187	187 DAY			
	CLERK GENERAL 197	197 DAY			
	CLERK INSURANCE	238 DAY			
	CLERK MEDICAID	228 DAY			
	CLERK OFFICE 187	187 DAY			
	CLERK TEXTBOOK HS	197 DAY			
	CLERK TRANSPORTATION SOUTH CENTER	238 DAY			
	RECEPTIONIST	197 DAY			
AS02			**$16.93**	**$20.04**	**$23.15**
	CLERK 228	228 DAY			
	CLERK ADA	201 DAY			
	CLERK ATTENDANCE RAINES ACADEMY	238 DAY			
	CLERK AUDIOLOGY CENTER	192 DAY			
	CLERK BILINGUAL ECI	221 DAY			
	CLERK EARLY CHILDHOOD INTERVENTION (ECI) QUALITY ASSURANCE	221DAY			
	CLERK EARLY CHILDHOOD INTERVENTION (ECI) TRANSLATOR	221DAY			
	CLERK EARLY CHILDHOOD SPECIAL EDUCATION (ECSE)	197 DAY			
	CLERK EL TESTING CENTER	228 DAY			
	CLERK EMERGENCY MANAGEMENT	238 DAY			
	CLERK FINANCIAL ELEM	206 DAY			
	CLERK FINANCIAL FOOD SERVICE	197 DAY			
	CLERK FINANCIAL SERVICES	238 DAY			
	CLERK FREE REDUCED MEALS	197 DAY			
	CLERK FRONT DESK RECEPTIONIST ESC	238 DAY			
	CLERK FS SPECIAL PROJECTS	197 DAY			
	CLERK GT TESTING	228 DAY			
	CLERK INVENTORY TEXTBOOK	238 DAY			
	CLERK PAYROLL	238 DAY			
	CLERK PAYROLL/TITLE TRANSPORTATION	238 DAY			
	CLERK PROFESSIONAL LEARNING II	238 DAY			
	CLERK RECEPTIONIST APPLICATION	238 DAY			
	CLERK RECORDS	228 DAY			
	CLERK RECORDS TRANSPORTATION	238 DAY			
	CLERK SHAW CENTER	197 DAY			
	CLERK SPED	187 DAY			
	CLERK SPED ASSESSMENT	187 DAY			
	CLERK SPED ASSISTIVE TECHNOLOGY	187 DAY			
	CLERK TITLE	238 DAY			
	CLERK WAREHOUSE	238 DAY			
	CURRICULUM MANAGEMENT ASSISTANT	228 DAY			
	ASST CURRICULUM MANAGEMENT CTE	228 DAY			
	FACILITATOR PARENT CENTER	140 DAY			
	RECEPTIONIST KVA	238 DAY			
	SECRETARY ASST PRINCIPAL	197 DAY			
	SECRETARY ASST PRINCIPAL RAINES ACADEMY	238 DAY			
	SECRETARY ASST PRINCIPAL RAINES ACADEMY	197 DAY			
	SECRETARY COORD SPECIAL EDUCATION	238 DAY			
	SECRETARY COUNSELOR HS	201 DAY			
	SECRETARY/CLERK	228 DAY			
	SPEC MAILROOM SERVICES	238 DAY			
AS03			**$19.80**	**$23.44**	**$27.08**
	CLERK CTE PEIMS	228 DAY			
	CLERK DISCIPLINE	238 DAY			
	CLERK DISPATCH	238 DAY			
	CLERK EXTRA CURRICULAR	238 DAY			
	CLERK FINANCIAL	238 DAY			
	CLERK FINANCIAL ELEM CLUSTER	206 DAY			
	CLERK FINANCIAL JH	206 DAY			
	CLERK FINANCIAL SUPPORT	238 DAY			
	CLERK FINANCIAL TRANSPORTATION	238 DAY			
	CLERK I TECHNICAL FINANCIAL	211 DAY			
	CLERK MAINTENANCE AND OPERATIONS	238 DAY			
	CLERK MAINTENANCE MANAGEMENT SYSTEM	238 DAY			
	CLERK MAINTENANCE WORK ORDER	238 DAY			
	CLERK RETIREE BILLING	238 DAY			
	CLERK SHARS DATA	238 DAY			
	CLERK STUDENT DATA	221 DAY			
	MONITOR SECURITY AND SAFETY	261 DAY			
	REGISTRAR HS	221 DAY			
	REGISTRAR OAC	221 DAY			
	REGISTRAR RAINES ACADEMY	238 DAY			
	SECRETARY	251 DAY			
	SECRETARY ASSOC PRINCIPAL	228 DAY			
	SECRETARY ASST DIRECTOR OF FINE ARTS	238 DAY			
	SECRETARY ATHLETICS	238 DAY			
	SECRETARY CLERK DIRECTOR	238 DAY			
	SECRETARY CONSTRUCTION	238 DAY			
	SECRETARY COUNSELOR/REGISTRAR JH	201 DAY			
	SECRETARY DATA CLERK	238 DAY			
	SECRETARY DIRECTOR	238 DAY			
	SECRETARY DIRECTOR OF STUDENT AFFAIRS	238 DAY			
	SECRETARY TO DIRECTOR OF STATE & NATIONAL ASSESSMENT PROGRMS	238 DAY			
	SECRETARY TO DIRECTOR OF INTERNAL & COMMUNITY RELATIONS	238 DAY			
	SECRETARY HEALTH SERVICES	238 DAY			
	SECRETARY PRINCIPAL ELEM	238 DAY			
	SECRETARY PRINCIPAL JH	238 DAY			
	SECRETARY SCHOOL AND COMMUNITY ENGAGEMENT	238 DAY			
	SECRETARY SCHOOL LEADERSHIP AND SUPPORT	238 DAY			
	SECRETARY SCHOOL LEADERSHIP AND SUPPORT COORDINATORS	238 DAY			
	SECRETARY UTILITY DATABASE	238 DAY			
	SECRETARY VISUAL ART EVENTS	238 DAY			
	SPEC ADMISSIONS	201 DAY			
	SPEC ASSISTANT FIXED ASSETS	238 DAY			
	SPEC ASSISTANT FIXED ASSETS SPECIAL ED & RELATED SERVICES (SERS	238 DAY			
	SPEC CASUALTY INSURANCE	238 DAY			
	SPEC ECI THIRD PARTY BILLING	187 DAY			
	SPEC ECI THIRD PARTY BILLING 221	221 DAY			
	SPEC FACILITIES CLERK	238 DAY			
	SPEC WORKERS COMPENSATION	238 DAY			

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE		
			Minimum	Midpoint	Maximum
AS04			**$22.56**	**$26.72**	**$30.88**
	ACCOUNTING TRAINING ASSISTANT	238 DAY			
	ANALYST STUDENT DATA	208 DAY			
	ASSOC ASSET WAREHOUSE	261 DAY			
	BUYER ASSISTANT	238 DAY			
	CLERK FINANCIAL HS	238 DAY			
	CLERK I SPED SEMS	211 DAY			
	COORD COMMUNICATIONS/RECORDS	261 DAY			
	COORD EVENT STADIUM	238 DAY			
	COORD FIELD TRIP	238 DAY			
	COORD OPERATIONS	261 DAY			
	ENGINEER COMPUTER FIELD	261 DAY			
	SECRETARY E/DIRECTOR	238 DAY			
	SECRETARY PRINCIPAL HS	238 DAY			
	SECRETARY TO OFFICE OF THE GENERAL COUNSEL	238 DAY			
	SPEC ACCOUNTING EARLY CHILDHOOD INTERVENTION (ECI)	221 DAY			
	SPEC ACCOUNTING SPED	238 DAY			
	SPEC ACCOUNTS PAYABLE	238 DAY			
	SPEC POLICE ACCREDITATION	238 DAY			
	SPEC ASSOCIATE FIXED ASSETS	238 DAY			
	SPEC ATTENDANCE	238 DAY			
	SPEC BILINGUAL TRANSLATOR	211 DAY			
	SPEC CERTIFICATION	238 DAY			
	SPEC COMPLIANCE FINANCIAL	238 DAY			
	SPEC EMPLOYEE RELATIONS	238 DAY			
	SPEC EVENT AGRICULTURAL SCIENCE FACILITY	251 DAY			
	SPEC FACILITIES	251 DAY			
	SPEC FINANCIAL	238 DAY			
	SPEC GRADUATION	238 DAY			
	SPEC GRANT FINANCE	238 DAY			
	SPEC GRANT FINANCE TITLE I	238 DAY			
	SPEC PAYROLL FS	238 DAY			
	SPEC POLICE PAYROLL	238 DAY			
	SPEC RECORDS CRIMINAL HISTORY	238 DAY			
	SPEC RECORDS/TEXTBOOK	238 DAY			
	SPEC SCHEDULING	251 DAY			
	SPEC SERVICE RECORD	238 DAY			
	SPEC STUDENT ENROLLMENT	238 DAY			
	SPEC STUDENT DATA	238 DAY			
	SPEC STUDENT SYSTEMS ENTERPRISE SYSTEMS	238DAY			
	SPEC STUDENT TRANSFERS	238 DAY			
	SPEC SUBSTITUTE	238 DAY			
	SPEC SUMMER SCHOOL	238 DAY			
	TECHNICIAN NETWORK	261 DAY			
	TECHNICIAN NETWORK CABLE	261 DAY			
	TECHNICIAN PHYSICAL SECURITY	261 DAY			
AS05			**$26.41**	**$31.27**	**$36.13**
	ANALYST BUDGET AND TREASURY	238 DAY			
	ANALYST STAFFING/DATA	238 DAY			
	ASSET WAREHOUSE LEAD	261 DAY			
	CAMPUS SUPPORT LIAISON	238 DAY			
	HVAC CONTROLS OPERATOR	238 DAY			
	SECRETARY ASST SUPERINTENDENT	238 DAY			
	SPEC COMPENSATION	238 DAY			
	SPEC COMPLIANCE	238 DAY			
	SPEC DISTRICT PAYROLL	238 DAY			
	SPEC DISTRICT PAYROLL FOOD SERVICE	238 DAY			
	SPEC DISTRICT PAYROLL MAINTENANCE	238 DAY			
	SPEC EMPLOYMENT	238 DAY			
	SPEC EMPLOYMENT FOOD SERVICE	238 DAY			
	SPEC EVENT	238 DAY			
	SPEC FINANCIAL SYSTEM SOFTWARE TRAINING	238 DAY			
	SPEC RECORDS EMPLOYEE LEAVE	238 DAY			
	SPEC SPED SEMS II	228 DAY			
	SPEC TECHNOLOGY PROJECT SUPPORT	238 DAY			
	SPEC TECHNOLOGY SUPPORT	238 DAY			
	SUPPORT CENTER REPRESENTATIVE	238 DAY			
	TECHNICIAN PHYSICAL SECURITY II	261 DAY			
	TECHNICIAN VIDEO EVIDENCE	238 DAY			
AS06			**$30.63**	**$36.27**	**$41.91**
	ANALYST FORMS DEVELOPER	238 DAY			
	ANALYST STUDENT DATA FOR MCKINNEY-VENTO PROGRAM	226 DAY			
	ANALYST STUDENT DATA I	226 DAY			
	ANALYST STUDENT DATA I FOR ESL & BILINGUAL PROGRAMS	226 DAY			
	PARALEGAL	238 DAY			
	SPEC APPLICANT SYSTEMS SUPPORT	238 DAY			
	SPEC CUSTOMER SUPPORT	238 DAY			
	SPEC SR ACCOUNTS PAYABLE	238 DAY			
	SPEC SR CERTIFICATION EMPLOYMENT	238 DAY			
	SPEC SR EMPLOYMENT AUXILIARY	238 DAY			
	SPEC SR PAYROLL DISTRICT WIDE	238 DAY			
	SPEC SR PAYROLL TIMEKEEPING	238 DAY			
	SPEC PEIMS III DATA	238 DAY			
	SPEC RECORDS EMPLOYEE LEAVE LEAD	238 DAY			
	SPEC SCHOOL HEALTH AND RELATED SERVICES (SHARS)	238 DAY			
AS07			**$32.47**	**$38.44**	**$44.41**
	ANALYST SR STAFFING/DATA	238 DAY			
	BUYER I	238 DAY			
	BUYER I - WAREHOUSE	238 DAY			
	COORD TECHNOLOGY PROJECTS	238 DAY			
	ENGINEER NETWORK	238 DAY			
	SECRETARY CHIEF	238 DAY			
	SECRETARY CHIEF OPERATIONS OFFICER	238 DAY			
	SECRETARY DEPUTY SUPERINTENDENT	238 DAY			
	SPEC BUDGET AND TREASURY	238 DAY			
	SPEC POLICE SERVICES	238 DAY			
	SPEC SR COMPENSATION	238 DAY			
	SPEC TECHNOLOGY TRAINER	238 DAY			
	SUPPORT CENTER REPRESENTATIVE LEAD	238 DAY			
AS08			**$34.41**	**$40.75**	**$47.09**
	BUYER II	238 DAY			
	BUYER II-FOOD SERVICE	238 DAY			
	DESKTOP SERVICE LEAD	261 DAY			
	HEAD PARALEGAL	238 DAY			
	LEGAL ASSISTANT/ELECTIONS COORDINATOR	238 DAY			
	SECRETARY FOR BOARD SERVICES	238 DAY			
	SECRETARY SUPERINTENDENT	238 DAY			
	SPEC STUDENT DATA LEAD	238 DAY			

KATY INDEPENDENT SCHOOL DISTRICT

2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - HOURLY RATE		
			Minimum	Midpoint	Maximum
IS02			**$15.12**	**$17.90**	**$20.68**
	AIDE 504	187 DAY			
	AIDE INSTRUCTIONAL	187 DAY			
	AIDE INSTRUCTIONALOAC	187 DAY			
	AIDE INSTRUCTIONAL RAINES ACADEMY	187 DAY			
	AIDE PHYSICAL EDUCATION	187 DAY			
	CLERK LIBRARY	197 DAY			
IS03			**$16.87**	**$19.98**	**$23.09**
	AIDE BEHAVIOR SUPPORT	187 DAY			
	AIDE BILINGUAL	187 DAY			
	AIDE BILINGUAL PRE-K ESL	187 DAY			
	AIDE CLINIC	187 DAY			
	AIDE CLINIC FLOATING	187 DAY			
	AIDE ESL	187 DAY			
	AIDE INSTRUCTIONAL AUTOMOTIVE SHOP	187 DAY			
	AIDE INSTRUCTIONAL CULINARY	187 DAY			
	AIDE ISS/AEP	187 DAY			
	AIDE PRE-K ESL	187 DAY			
	AIDE SPED DEAF AND HARD OF HEARING	187 DAY			
	AIDE SPED ICS/RESOURCE	187 DAY			
	AIDE SPED RISE	187 DAY			
IS04			**$17.70**	**$20.96**	**$24.22**
	AIDE SPED ADAPTIVE BEHAVIOR	187 DAY			
	AIDE SPED ASIP	187 DAY			
	AIDE SPED ECAP	187 DAY			
	AIDE SPED ECSE	187 DAY			
	AIDE SPED FOR AUDITORY IMPAIRED	187 DAY			
	AIDE SPED FOR VISUALLY IMPAIRED	187 DAY			
	AIDE SPED HCAP	187 DAY			
	AIDE SPED JCAP	187 DAY			
	AIDE SPED LIFESKILLS	187 DAY			
	AIDE SPED LIFESKILLS ASL	187 DAY			
	AIDE SPED TIP	187 DAY			
	AIDE SPED WORK BASED LEARNING	187 DAY			
	AIDE SPED YCAP	187 DAY			
	SIGN LANGUAGE INTERPRETER INTERN	187 DAY			
IS05			**$19.47**	**$23.06**	**$26.65**
	AIDE SPED BEHAVIOR INTERVENTION	187 DAY			
	AIDE SPED BTP ON-SITE CAP	187 DAY			
	BRAILLIST	187 DAY			
	DEAFBLIND INTERVENER	187 DAY			
IS06			**$22.97**	**$27.21**	**$31.45**
	LVN	190 DAY			
IS07			**$26.01**	**$31.83**	**$37.65**
	COTA ASSISTIVE TECHNOLOGY	197 DAY			

KATY INDEPENDENT SCHOOL DISTRICT
2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - DAILY RATE Minimum	Midpoint	Maximum
B01			$231.99	$274.70	$317.41
	ANALYST BENEFIT	238 DAY			
	ASSOC ACCOUNTANT FOR SPECIAL PROGRAMS	238 DAY			
	COORD CASUALTY	238 DAY			
	COORD INSURANCE	238 DAY			
	COORD SR EVENT-LMC	261 DAY			
	SPEC COMMUNITY ENGAGEMENT	238 DAY			
	SPEC PARTNERS IN EDUCATION	238 DAY			
B02			$271.42	$321.40	$371.38
	ADMINISTRATOR SR SYSTEMS	238 DAY			
	ANALYST ACCOUNTING	238 DAY			
	ANALYST BUSINESS SYSTEMS	238 DAY			
	COORD EVENTS AND SPECIAL PROJECTS	238 DAY			
	COORD FINANCIAL CLERK	238 DAY			
	MGR EDUCATOR PREPARATION PROGRAM COMPLIANCE	238 DAY			
	MGR SAFE SCHOOL PROGRAM	238 DAY			
	MGR SAFETY AND SECURITY SYSTEMS INTEGRATION	238 DAY			
B03			$298.57	$353.54	$408.51
	ACCOUNTANT	238 DAY			
	ACCOUNTANT REVENUE	238 DAY			
	ACCOUNTANT SPECIAL REVENUE	238 DAY			
	ANALYST DEVELOPER DATA	238 DAY			
	ANALYST PEIMS	238 DAY			
	CISCO VOIP ADMIN	238 DAY			
	COORD CATERING AND CONCESSIONS FS	238 DAY			
	COORD ELECTIONS	238 DAY			
	COORD FACILITY LIAISON FS	238 DAY			
	COORD NUTRITION FOOD SERVICE	238 DAY			
	COORD NUTRITION FOOD SERVICE 221	221 DAY			
	COORD PROCUREMENT COMPLIANCE	238 DAY			
	COORD PURCHASING	238 DAY			
	COORD SR IT PROJECT	238 DAY			
	ENGINEER PHYSICAL SECURITY	238 DAY			
	MGR TRANSPORTATION ROUTING	238 DAY			
	SPEC CONTRACT MANAGEMENT	238 DAY			
	SPEC PURCHASING CARD	238 DAY			
	VIDEOGRAPHER	238 DAY			
B04			$325.44	$385.36	$445.28
	ACCOUNTANT CONSTRUCTION	238 DAY			
	ANALYST RESEARCH AND ASSESSMENT DATA	238 DAY			
	ANALYST SR COMPENSATION	238 DAY			
	ANALYST SR PAYROLL	238 DAY			
	DIETICIAN REGISTERED	238 DAY			
	MGR FIXED ASSETS	238 DAY			
	MGR MARKETING AND ADVERTISING	238 DAY			
	MGR WEB	238 DAY			
	QUALITY ASSURANCE TESTER	238 DAY			
B05			$371.00	$439.31	$507.62
	A/DIR EMERGENCY MANAGEMENT	238 DAY			
	A/DIR MAINTENANCE	261 DAY			
	A/DIR TRANSPORTATION	238 DAY			
	ANALYST BUSINESS SYSTEMS PROGRAMMER	238 DAY			
	ANALYST PROGRAMMER	238 DAY			
	ANALYST PROGRAMMER STUDENT DATA WAREHOUSE	238 DAY			
	ANALYST SR RESEARCH DATA	238 DAY			
	COORD BUILDING AUTOMATION SYSTEMS	261 DAY			
	COORD FACILITIES	251 DAY			
	COORD PARTNERS IN EDUCATION - SISTER SCHOOLS AND EDUCATION FOUNDATION	238 DAY			
	COORD PARTNERS IN EDUCATION - MARKETING AND BUSINESS PARTNERSHIPS	238 DAY			
	COORD PARTNERS IN EDUCATION - KEYS MENTORING/VOLUNTEER IN PUBLIC SCHOOLS	238 DAY			
	COORD TECHNICAL SERVICES	261 DAY			
	ENGINEER CLOUD	238 DAY			
	ENGINEER CYBER SECURITY	238 DAY			
	ENGINEER NETWORK II	238 DAY			
	ENGINEER SYSTEMS	238 DAY			
	ENGINEER SYSTEMS FS	238 DAY			
	ENGINEER WIRELESS NETWORK	238 DAY			
	MGR ASSOC MECHANICAL ELECTRICAL PLUMBING	261 DAY			
	MGR ASSOC PROJECT	261 DAY			
B06			$393.26	$465.67	$538.08
	ACCOUNTANT SR SPECIAL PROGRAMS	238 DAY			
	ADMINISTRATOR DATABASE	238 DAY			
	ANALYST CYBER SECURITY	238 DAY			
	ANALYST SR BUSINESS SYSTEMS	238 DAY			
	ANALYST SR PROGRAMMER	238 DAY			
	ANALYST SR STUDENT SYSTEMS	238 DAY			
	ASSOC/DIR EMPLOYEE SERVICES TRANSPORTATION	238 DAY			
	ASSOC/DIR FS COMPLIANCE	238 DAY			
	ASSOC/DIR FS EMPLOYEE SERVICES	238 DAY			
	ASSOC/DIR FS POLICY AND PROCUREMENT	238 DAY			
	ATTORNEY STAFF	238 DAY			
	COORD NETWORK/SR ENGINEER	238 DAY			
	COORD SCHOOL LEADERSHIP TECHNOLOGY SUPPORT	238 DAY			
	COORD TELEPHONY/SR ENGINEER	238 DAY			
	EMPLOYEE RELATIONS OFFICER	238 DAY			
	EMPLOYEE RELATIONS OFFICER - COMPLIANCE AND INVESTIGATIONS	238 DAY			
	ENGINEER SR CLOUD	238 DAY			
	ENGINEER SR SYSTEMS	238 DAY			
	GENERAL MGR MEDIA RELATIONS	238 DAY			
	GENERAL MGR MULTIMEDIA AND COMMUNICATIONS	238 DAY			
	GIS DEVELOPER SR	238 DAY			
	MGR ACCOUNTING	238 DAY			
	MGR ACCOUNTS PAYABLE	238 DAY			
	MGR PAYROLL	238 DAY			
	MGR TECHNOLOGY RETROFIT & CONSTRUCTION PROJECTS	238 DAY			

KATY INDEPENDENT SCHOOL DISTRICT
2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - DAILY RATE		
			Minimum	Midpoint	Maximum
B07			**$416.86**	**$493.61**	**$570.36**
	COORD AREA FOR CAMPUS AND DEPARTMENT PERSONNEL	238 DAY			
	COORD EPP AND RECRUITING	238 DAY			
	COORD FACILITY ROBERT SHAW CENTER FOR STEAM	238 DAY			
	COORD SUBSTITUTE AND STUDENT TEACHING OFFICE	238 DAY			
	COORD TEACHER INCENTIVE ALLOTMENT	238 DAY			
	DIR TRANSPORTATION OPERATIONS	238 DAY			
	ENERGY MANAGER AND COMMISSIONING	238 DAY			
	MGR ENTERPRISE SYSTEM	238 DAY			
	MGR DISTRICT PEIMS	238 DAY			
	MGR STUDENT SYSTEM	238 DAY			
	POLICE CAPTAIN	238 DAY			
B08			**$451.42**	**$523.22**	**$595.02**
	MGR ANALYTICS DATA WAREHOUSE	238 DAY			
	MGR BUSINESS SYSTEMS	238 DAY			
	MGR CONSTRUCTION PROJECT	238 DAY			
	MGR CYBER SECURITY	238 DAY			
	MGR DESKTOP/SERVICES	238 DAY			
	MGR DEVELOPMENT AND INTEGRATION	238 DAY			
	MGR ENGINEER NETWORK	238 DAY			
	MGR ENGINEER SYSTEM	238 DAY			
	MGR PHYSICAL SECURITY TECHNOLOGY	238 DAY			
	MGR TECHNOLOGY CUSTOMER SERVICES PRINT SERVICES	238 DAY			
	MGR TECHNOLOGY CUSTOMER SERVICES SUPPORT	238 DAY			
B09			**$478.50**	**$554.61**	**$630.72**
	DIR ACCOUNTING	238 DAY			
	DIR BUDGET AND TREASURY	238 DAY			
	DIR BUILDING AUTOMATION & COMMISSIONING	238 DAY			
	DIR BUSINESS INTELLIGENCE	238 DAY			
	DIR COMMUNICATIONS	238 DAY			
	DIR COMPENSATION	238 DAY			
	DIR DISCIPLINE SHARS	238 DAY			
	DIR DISTRIBUTION SERVICES	238 DAY			
	DIR EMERGENCY MANAGEMENT	238 DAY			
	DIR EMPLOYEE RELATIONS	238 DAY			
	DIR INTERNAL AND COMMUNITY RELATIONS	238 DAY			
	DIR MAINTENANCE	238 DAY			
	DIR OPERATIONS	238 DAY			
	DIR PAYROLL	238 DAY			
	DIR PROJECT MANAGEMENT	238 DAY			
	DIR PURCHASING	238 DAY			
	DIR RISK MANAGEMENT	238 DAY			
	DIR SPECIAL PROJECTS	238 DAY			
	DIR STUDENT AFFAIRS	238 DAY			
	DIR SUPPORT SERVICES M&O	238 DAY			
	DIR TECHNOLOGY CUSTOMER SERVICE	238 DAY			
B10			**$511.99**	**$593.42**	**$674.85**
	ASST CHIEF OF POLICE	238 DAY			
	E/DIR BUDGET AND TREASURY	238 DAY			
	E/DIR COMMUNITY PARTNERSHIP	238 DAY			
	E/DIR ENTERPRISE SYSTEMS	238 DAY			
	E/DIR FACILITIES PLANNING AND CONSTRUCITON	238 DAY			
	E/DIR FINANCE	238 DAY			
	E/DIR NUTRITION AND FOOD SERVICE	238 DAY			
	E/DIR PURCHASING AND WAREHOUSE OPERATIONS	238 DAY			
	E/DIR TECHNICAL OPERATIONS	238 DAY			
	E/DIR TRANSPORTATION	238 DAY			
	MGR GENERAL FACILITIES	261 DAY			
B11			**$650.00**	**$757.50**	**$865.00**
	CHIEF OF POLICE	238 DAY			

KATY INDEPENDENT SCHOOL DISTRICT
2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - DAILY RATE		
			Minimum	Midpoint	Maximum
I00			$353.90	$414.30	$470.72
	ATHLETICS HEAD TRAINER	221 DAY			
	BEHAVIOR INTERVENTIONIST CAMPUS	197 DAY			
	CLASSROOM TECH DESIGNER	192 DAY			
	COORD GIFTED AND TALENTED TESTING	187 DAY			
	COORD INSTRUCTIONAL ELEM	187 DAY			
	COORD INSTRUCTIONAL SECONDARY	187 DAY			
	COORD LIBRARY PROGRAM	221 DAY			
	COORD LIBRARY SYSTEMS	221 DAY			
	DYSLEXIA EVALUATOR	197 DAY			
	ECI PROJECT TYKE TEAM LEAD	221 DAY			
	FACILITATOR ARD	187 DAY			
	FACILITATOR ARD IDEA B	187 DAY			
	FACILITATOR CAMPUS EL	192 DAY			
	INSTRUCTIONAL COACH	192 DAY			
	LEAD BEHAVIOR INTERVENTIONIST	197 DAY			
	LEAD NURSE	201 DAY			
	LEAD TEACHER FOR ELEMENTARY C&I TITLE II	197 DAY			
	LEAD TEACHER FOR HOMEBOUND SERVICES	197 DAY			
	LEAD TEACHER FOR MATH INTERVENTION	197 DAY			
	LEAD TEACHER FOR READING INTERVENTION	197 DAY			
	LEAD TEACHER-AT RISK	197 DAY			
	LEAD TEACHER AUTISM IDEA B	197 DAY			
	LEAD TEACHER BILINGUAL	197 DAY			
	LEAD TEACHER-EARLY CHILDHOOD SPECIAL EDUCATION	197 DAY			
	LEAD TEACHER-EARLY CHILDHOOD SPECIAL EDUCATION BILINGUAL	197 DAY			
	LEAD TEACHER-RISE	197 DAY			
	LEAD TEACHER-SPED DYSLEXIA	197 DAY			
	LEAD TEACHER-SPED LIFESKILLS	197 DAY			
	LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY INTERN	197 DAY			
	NJROTC INSTRUCTOR	221 DAY			
	NURSE ELEM, JH, HS	190 DAY			
	NURSE FLOATING	201 DAY			
	NURSE RAINES ACADEMY	238 DAY			
	NURSE SPED TIP RN	190 DAY			
	SIGN LANGUAGE INTERPRETER CERTIFIED	187 DAY			
	SPEC EARLY INTERVENTION	187 DAY			
	SPEC LIBRARY MEDIA	197 DAY			
	SPEC LIBRARY MEDIA RAINES ACADEMY	238 DAY			
	SPEC ORIENTATION AND MOBILITY	187 DAY			
	TEACHER	187 DAY			
I01			$360.72	$425.79	$490.86
	ASSISTIVE TECHNOLOGY TEAM LEADER	197 DAY			
	COUNSELOR ELEM	197 DAY			
	COUNSELOR HS	201 DAY			
	COUNSELOR HS AT RISK	201 DAY			
	COUNSELOR JH	199 DAY			
	COUNSELOR OAC DRUG AND ALCOHOL	201 DAY			
	COUNSELOR SPED BTP (OAC)	201 DAY			
	COUNSELOR RAINES ACADEMY	238 DAY			
	FACILITATOR COLLEGE AND CAREER	201 DAY			
	FACILITATOR COLLEGE AND CAREER RAINES ACADEMY	238 DAY			
	FACILITATOR DROPOUT PREVENTION AND RECOVERY	201 DAY			
	FACILITATOR EL DISTRICT TESTING CENTER AND PARENT LIAISON	228 DAY			
	FACILITATOR GT SECONDARY	187 DAY			
	FACILITATOR INSTRUCTIONAL COACH SECONDARY	221 DAY			
	FACILITATOR INSTRUCTIONAL COACH ELEMENTARY	221 DAY			
	FACILITATOR PROGRAM FOR BILINGUAL EDUCATION	221 DAY			
	FACILITATOR PROGRAM FOR ELEMENTARY ESL	197 DAY			
	FACILITATOR PROGRAM FOR IMMIGRANT STUDENTS	197 DAY			
	FACILITATOR PROGRAM FOR SECONDARY ESL	197 DAY			
	FACILITATOR RESTORATIVE DISCIPLINE	187 DAY			
	FACILITATOR TESTING	199 DAY			
	FACILITATOR TESTING RAINES ACADEMY	238 DAY			
	FACILITATOR TITLE 1	221 DAY			
	LEAD COUNSELOR	211 DAY			
	LEAD SPEECH LANGUAGE PATHOLOGIST	197 DAY			
	LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY	197 DAY			
	LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY ECSE DAT	197 DAY			
	PROFESSIONAL REGISTRAR HS	238 DAY			
	READING ACADEMY COHORT LEADER	197 DAY			
	SOCIAL WORKER	201 DAY			
	SOCIAL WORKER DISTRICT LEAD	238 DAY			
	SPEC DIAGNOSTIC	197 DAY			
	SPEC DIAGNOSTIC FOR DEAF EDUCATION	197 DAY			
	SPEECH LANGUAGE PATHOLOGIST	197 DAY			
	SPEECH LANGUAGE PATHOLOGIST ECI	187 DAY			
	SPEECH LANGUAGE PATHOLOGIST FOR ASSISTIVE TECHNOLOGY	187 DAY			
	THERAPIST-OCCUPATIONAL	187 DAY			
	THERAPIST-PHYSICAL	187 DAY			

KATY INDEPENDENT SCHOOL DISTRICT
2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - DAILY RATE Minimum	Midpoint	Maximum
I02			$381.15	$451.33	$521.51
	ADMINISTRATOR STUDENT SUPPORT ELEM	208 DAY			
	ASST PRINCIPAL ELEM	208 DAY			
	AUDIOLOGIST	187 DAY			
	COORD AQUATICS	238 DAY			
	COORD DISTRICT ATHLETIC	238 DAY			
	COORD KATY VIRTUAL SCHOOL	238 DAY			
	COORD PARENT CENTER AND DISTRICT ELL TEST CENTER	221 DAY			
	SPEC ADAPTIVE BEHAVIOR SPECIAL EDUCATION	228 DAY			
	SPEC APPRAISAL	228 DAY			
	SPEC ASSESSMENT AND ACCOUNTABILITY	228 DAY			
	SPEC AUTISM BEHAVIOR	228 DAY			
	SPEC COMPLIANCE FOR MULTILINGUAL LEARNERS	228 DAY			
	SPEC CRISIS PREVENTION & INTERVENTION	228 DAY			
	SPEC DISTRICT READING	228 DAY			
	SPEC DROPOUT PREVENTION, INTERVENTION & RECOVERY	238 DAY			
	SPEC ELEMENTARY CURRICULUM & INSTRUCTION	238 DAY			
	SPEC ELEMENTARY COUNSELING	228 DAY			
	SPEC INSTRUCTIONAL ROBERT SHAW CENTER FOR STEAM	228 DAY			
	SPEC LEARNING MANAGEMENT SYSTEM SUPPORT	238 DAY			
	SPEC LOCAL ASSESSMENT	228 DAY			
	SPEC ONLINE LEARNING	238 DAY			
	SPEC OUTDOOR LEARNING	238 DAY			
	SPEC PROFESSIONAL DEVELOPMENT FOR MULTILINGUAL LEARNERS	228 DAY			
	SPEC PROFESSIONAL REGISTRAR	238 DAY			
	SPEC PROGRAM AUTISM	228 DAY			
	SPEC PROGRAM BEHAVIOR	228 DAY			
	SPEC PROGRAM COMPLIANCE	228 DAY			
	SPEC PROGRAM DYSLEXIA	228 DAY			
	SPEC PROGRAM EARLY CHILDHOOD SPECIAL EDUCATION	228 DAY			
	SPEC PROGRAM ELEMENTARY BEHAVIOR	228 DAY			
	SPEC PROGRAM ELEMENTARY CURRICULUM AND INSTRUCTION	228 DAY			
	SPEC PROGRAM FOR 18 PLUS TRANSITION	228 DAY			
	SPEC PROGRAM FOR BEHAVIOR MANAGEMENT AND DISCPLINE SUPPORT	228 DAY			
	SPEC PROGRAM FOR DEAF	228 DAY			
	SPEC PROGRAM LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY	228 DAY			
	SPEC PROGRAM SECONDARY CURRICULUM AND INSTRUCTION	228 DAY			
	SPEC PROGRAM SPED ELEMENTARY LIFESKILLS	228 DAY			
	SPEC PROGRAM SPED LANGUAGE ARTS	228 DAY			
	SPEC PROGRAM SPED MATH	228 DAY			
	SPEC PROGRAM SPED SECONDARY LIFESKILLS	228 DAY			
	SPEC SAFE & SUPPORTIVE SCHOOLS PROGRAM	228 DAY			
	SPEC SECONDARY CURRICULUM & INSTRUCTION	238 DAY			
	SPEC SECONDARY COUNSELING	228 DAY			
	SPEC SPEECH LANGUAGE PATHOLOGY	228 DAY			
	SPEC STUDENT ACHIEVEMENT	228 DAY			
	SPEC STUDENT SUPPORT BEHAVIOR	211 DAY			
	SPEC STUDENT SUPPORT I	201 DAY			
	SPEC TITLE I	228 DAY			
	SPEC TRANSITION AND WORK BASED LEARNING	238 DAY			
	SUPERVISOR TEACH ACP CURRICULUM, TRAINING AND FIELD	238 DAY			
I03			$404.02	$478.41	$552.80
	ADMINISTRATOR STUDENT SUPPORT JH	208 DAY			
	ASST PRINCIPAL JH	208 DAY			
	I/O BILINGUAL EDUCATION	238 DAY			
	I/O CAREER AND TECHNICAL EDUCATION	238 DAY			
	I/O ELEMENTARY ESL	238 DAY			
	I/O ELEMENTARY MATH INTERVENTION	238 DAY			
	I/O ELEMENTARY READING INTERVENTION	238 DAY			
	I/O GIFTED TALENTED	238 DAY			
	I/O LOTE	238 DAY			
	I/O PREKINDERGARTEN	238 DAY			
	I/O PREKINDERGARTEN CURRICULUM AND PROGRAM IMPLEMENTATION	238 DAY			
	I/O PROFESSIONAL DEVELOPMENT FOR MULTILINGUAL LEARNERS	238 DAY			
	I/O PROFESSIONAL LEARNING	238 DAY			
	I/O SECONDARY CURRICULUM AND INSTRUCTION	238 DAY			
	I/O SECONDARY ESL	238 DAY			
	I/O SECONDARY MATH INTERVENTION	238 DAY			
	I/O SECONDARY READING INTERVENTION	238 DAY			
	SPEC STUDENT SUPPORT III	226 DAY			
I04			$428.26	$507.12	$585.98
	A/DIR FINE ARTS	238 DAY			
	A/DIR INTERVENTION PROGRAMS	238 DAY			
	ADMINISTRATOR SECTION 504	238 DAY			
	ADMINISTRATOR STUDENT SUPPORT HS	208 DAY			
	ADMINISTRATOR STUDENT SUPPORT RAINES ACADEMY	238 DAY			
	ASSOC PRINCIPAL HS	228 DAY			
	ASST PRINCIPAL HS	208 DAY			
	ASST PRINCIPAL MCTC	208 DAY			
	ASST PRINCIPAL OAC 208 DAY	208 DAY			
	ASST PRINCIPAL OAC 216 DAY	216 DAY			
	ASST PRINCIPAL RAINES ACADEMY	238 DAY			
	COORD ACADEMIC COUNSELING	238 DAY			
	COORD ACCOUNTABILITY AND SCHOOL IMPROVEMENT	238 DAY			
	COORD ALTERNATIVE CURRICULUM AND RELATED INSTRUCTIONAL PROGRAMS	238 DAY			
	COORD ASSESSMENT AND COMPLIANCE	238 DAY			
	COORD AUTISM AND BEHAVIOR PROGRAMS	238 DAY			
	COORD CAMPUS ADMIN SUPPORT	238 DAY			
	COORD COLLEGE, CAREER & MILITARY READINESS	238 DAY			
	COORD CURRICULUM	238 DAY			
	COORD CURRICULUM SECONDARY SCIENCE 6-12	238 DAY			
	COORD DEAF AND HARD OF HEARING, VISION SERVICES AND ASSISTIVE TECHNOLOGY	238 DAY			

KATY INDEPENDENT SCHOOL DISTRICT
2025-2026 JOB CLASSIFICATIONS

PAY GRADE	POSITION TITLE	DUTY DAYS	PAY RANGES - DAILY RATE Minimum	Midpoint	Maximum
I04 Cont'd			**$428.26**	**$507.12**	**$585.98**
	COORD DYSLEXIA AND RELATED SERVICES	238 DAY			
	COORD COMPLIANCE FOR ESL AND BILINGUAL PROGRAMS	238 DAY			
	COORD GRANT COMPLIANCE	238 DAY			
	COORD GRANT COMPLIANCE TITLE I	238 DAY			
	COORD HOMEBOUND AND RELATED SERVICES	238 DAY			
	COORD INSTRUCTIONAL ELEMENTARY CURRICULUM & INSTRUCTION	238 DAY			
	COORD INSTRUCTIONAL SUPPORT AND INCLUSIVE PRACTICES	238 DAY			
	COORD KSAT KATY VIRTUAL HIGH SCHOOL AND RAINES PROGRAMS	238 DAY			
	COORD FOR MCKINNEY VENTO SERVICES	238 DAY			
	COORD PHYSICAL EDUCATION HEALTH AND OUTDOOR LEARNING	238 DAY			
	COORD PROGRAM FOR PROJECT TYKE	238 DAY			
	COORD PSYCHOLOGICAL SERVICES	238 DAY			
	COORD SPEECH AND LANGUAGE THERAPY SERVICES	238 DAY			
	COORD STUDENT SUPPORT AND BULLYING	238 DAY			
	COORD STUDENT TITLE IX	238 DAY			
	COORD TRANSITION PROGRAMS	238 DAY			
	MGR E-LEARNING AND INSTRUCTIONAL APPLICATIONS	238 DAY			
	MGR INSTRUCTIONAL TECHNOLOGY	238 DAY			
	MGR ONLINE TEXTBOOK AND DIGITAL RESOURCES	238 DAY			
I05			**$453.96**	**$537.55**	**$621.14**
	A/DIR ATHLETICS	238 DAY			
	COORD HIGH SCHOOL ATHLETICS AND HEAD FOOTBALL	238 DAY			
	DIR ACCOUNTABLITY AND SCHOOL IMPROVEMENT	238 DAY			
	DIR CAREER TECHNICAL EDUCATION	238 DAY			
	DIR COUNSELING	238 DAY			
	DIR ELEMENTARY CURRICULUM AND INSTRUCTION	238 DAY			
	DIR ESL AND BILINGUAL PROGRAMS	238 DAY			
	DIR GIFTED AND ADVANCED ACADEMIC STUDIES	238 DAY			
	DIR HEALTH SERVICES	238 DAY			
	DIR INTERVENTIONS	238 DAY			
	DIR PROFESSIONAL LEARNING	238 DAY			
	DIR SECONDARY CURRICULUM AND INSTRUCTION	238 DAY			
	DIR SPECIALIZED PROGRAMS	238 DAY			
	DIR SPED INSTRUCTIONAL SUPPORTS SERVICES	238 DAY			
	DIR STATE AND NATIONAL ASSESSMENT	238 DAY			
	PRINCIPAL ELEMENTARY	238 DAY			
I06			**$491.61**	**$569.80**	**$647.99**
	DIR INSTRUCTIONAL TECHNOLOGY	238 DAY			
	PRINCIPAL JUNIOR HIGH	238 DAY			
	PRINCIPAL MCTC	238 DAY			
	PRINCIPAL OAC	238 DAY			
	PRINCIPAL RAINES ACADEMY	238 DAY			
I07			**$578.63**	**$670.66**	**$762.69**
	E/DIR ATHLETICS	238 DAY			
	E/DIR FEDERAL PROGRAMS AND EXTERNAL FUNDING	238 DAY			
	E/DIR FINE ARTS	238 DAY			
	E/DIR SCHOOL IMPROVEMENT	238 DAY			
	PRINCIPAL HIGH SCHOOL	238 DAY			
I08			**$691.46**	**$801.44**	**$911.42**
	A/SUPT OF FINANCE	238 DAY			
	A/SUPT HUMAN RESOURCES	238 DAY			
	A/SUPT SCHOOL LEADERSHIP AND SUPPORT	238 DAY			
	A/SUPT SCHOOL LEADERSHIP AND SUPPORT ELEMENTARY	238 DAY			
	A/SUPT SCHOOL LEADERSHIP AND SUPPORT SECONDARY	238 DAY			
	A/SUPT SPECIAL EDUCATION	238 DAY			
	A/SUPT TEACHING AND LEARNING	238 DAY			
	DEPUTY GENERAL COUNSEL	238 DAY			
	SR E/DIR OPERATIONS	238 DAY			
I09			**$760.60**	**$881.58**	**$1,002.56**
	CHIEF ACADEMIC OFFICER	238 DAY			
	CHIEF COMMUNICATIONS OFFICER	238 DAY			
	CHIEF FINANCIAL OFFICER	238 DAY			
	CHIEF HUMAN RESOURCE OFFICER	238 DAY			
	CHIEF INFORMATION OFFICER	238 DAY			
	CHIEF OPERATIONS OFFICER	238 DAY			
	GENERAL COUNSEL	238 DAY			
I10			**$844.28**	**$978.56**	**$1,112.84**
	DPTY SUPERINTENDENT	238 DAY			

One-Time Lump Sum Payment

If the Katy Independent School District Board of Trustees should decide to award a one-time lump sum payment to employees in the 2025-2026 school year, the payment will be made only to employees of the district who are employed as of the date determined by the Board. The amount of the award and the date of the payment is determined by Board action.

A one-time lump sum payment is not considered an increase in base pay and should not be considered an ongoing compensation program. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board. The payment is taxable and may be taxed at a higher rate.

One-time lump sum payments are not creditable compensation under the Teachers Retirement System of Texas (TRS).

Teacher Incentive Allotment

National Board Certified Teachers

Katy ISD teachers who have a National Board Certification (NBCT) are eligible to have a "Recognized" designation through the Texas Education Agency's Teacher Incentive Allotment. A teacher must ensure that their information is correct in the NBCT directory.

Teachers with Existing Designations

Katy ISD will recognize a teacher's designation from another district's "Local Designation System".

A teacher who accepts a teaching position with Katy ISD and has an active designation from another district will receive the appropriate allotment as determined by the Texas Education Agency.

The designation must be on the teacher's teaching certificate.

Allotment Payment

Teacher's that are confirmed by the Texas Education Agency to have an active designation will receive 90% of the determined allotment. This payment will be made directly to each teacher that holds the designation. This payment will be made by August 31st of every year following the school year in which the designation was earned.

Salary Supplements

2025-2026 Stipend List

Katy Independent School District

Elementary	Code	25-26	Days
Bilingual Team Leader	453	$ 2,000	187
Campus Webmaster	683	$ 1,000	187
Destination Imagination Sponsor	687	$ 600	187
Elementary Team Leaders Grades K-5	456	$ 2,000	187
Special Education Team leader	458	$ 2,000	187
Specials Team Leader	455	$ 1,000	187
Support Team Leader (Comp Ed, ESL, etc - 1 only)	457	$ 1,500	187
Pre-Kinder Team Leader (3 Teachers or more)	459	$ 2,000	187

Junior High Non-Athletic	Code	25-26	Days
Band Director	477	$ 8,000	187
Band Director Assistant	478	$ 5,500	187
Campus Webmaster	683	$ 1,000	187
Cheerleader Sponsor w/only 1 squad (12 members)	479	$ 4,000	187
Cheerleader Sponsors where 2 squads exist, each receive $2,000 only	480	$ 4,000	187
Choir Director	481	$ 4,500	187
Choir Director Assistant	482	$ 3,050	187
Dance Director	483	$ 2,000	187
Department Chairperson (Core Subjects) *(No Conference)*	484	$ 2,000	187
Department Chairperson (Electives) *(No Conference)*	485	$ 2,000	187
Special Education Department Chairperson *(No Conference)*	486	$ 2,133	187
National Honor Society	488	$ 1,100	187
Orchestra Director	491	$ 5,400	187
Orchestra Director Assistant	492	$ 4,000	187
Academic Competitions: Destination Imagination, Science Olympiad, and similar competitions - max $750 for 1 person; if 4 coaches, $375 each. $1,500 max per campus.	493	$ 1,500	187
Pep Squad	494	$ 525	187
Pep Squad Assistant - 125 or more students to qualify	495	$ 250	187
Student Council - if have 125+ students, principal may elect to have 2 coaches - each receive $510.	497	$ 1,020	187
Theater Arts	499	$ 4,500	187
Yearbook	500	$ 1,000	187
Theatre Arts Assistant	501	$ 2,250	187

High School Non-Athletic	Code	25-26	Days
Academic Decathlon Coach *(max 2)*	528	$ 3,000	187
HS Color Guard	529	$ 4,500	187
Band Director	530	$ 15,000	187
Band Director Assistant	531	$ 8,750	187
Campus Webmaster	681	$ 1,300	187
Cheerleader Sponsor	532	$ 9,000	187
Cheerleader Sponsor Jr. Varsity	533	$ 6,000	187
Cheer Squad 9th Grade	563	$ 4,000	187
Choir Director	534	$ 7,000	187
Choir Director Assistant	535	$ 5,000	187
Dance Team Assistant Director	537	$ 6,000	187
Career & Technical Student Organization Advisor (FBLA, FCCLA, HOSA, Skills USA, TAFE, TSA). If 51+ students-2 advisors, if 101+ students-3 advisors ($3000 Max - 3 advisors)	550	$ 1,000	187
Dance/Drill Team Director	538	$ 10,000	187
Fine Arts Department Chairperson	539	$ 2,750	187
Department Chairperson	540	$ 2,400	187
Theater Teacher	541	$ 7,000	187
FFA Regular	560	$ 12,000	187
National Honor Society	544	$ 1,100	187
Newspaper Sponsor	546	$ 1,469	187
Orchestra Director Assistant	548	$ 4,500	187
Orchestra Director	549	$ 7,000	187
Performing Arts Center Manager	551	$ 2,000	187
Special Education Department Chairperson	552	$ 3,000	187
Speech and Debate[1]	553	$ 5,270	187
Speech and Debate Assistant[1] (75 or more students entering tournament)	554	$ 2,450	187
Student Council Sponsor - if 125+ students, principal may elect to have 2 coaches - each receive $665.	555	$ 1,330	187
Theater Teacher Assistant *(If 2, then split)*	557	$ 5,000	187
UIL Academic Coordinator	558	$ 970	187
Yearbook Sponsor	559	$ 1,770	187
Academic Competitions: $500 max each for FBLA, Robotics, Destination Imagination, Octathlon, Academic Challenge (Quiz Bowl), and Science Olympiad. $3,000 max per campus.	561	$ 500	187
Academic UIL Competitions: $510 max each for Accounting, Calculator Applications, Computer Applications, Computer Science, Social Studies (includes Current Issues & Events), Number Sense, Mathematics, Ready Writing, Science, and Literary Criticism. $5,100 max per campus.	562	$ 510	187

[1] Must participate in 9 tournaments.

2025-2026 Stipend List

Katy Independent School District

Junior High Athletics	Code	25-26	Days
Athletic Coordinator	601	$ 3,500	187
Assistant Athletic Coordinator	602	$ 2,500	187
Football	660	$ 4,000	187
Coach - Volleyball	734	$ 2,870	187
Coach - Basketball	735	$ 2,870	187
Coach - Soccer	736	$ 2,500	187
Coach - Track	737	$ 2,500	187
Coach - Tennis	738	$ 2,500	187
Coach - Cross Country	743	$ 2,500	187
High School Athletics	Code	**25-26**	**Days**
Assistant Athletic Coordinator	606	$ 7,500	187
Assistant Trainer	607	$ 10,500	187
Baseball Varsity Assistant Boys	608	$ 4,000	187
Baseball Head Varsity Boys	609	$ 6,775	187
Baseball Field Maintenance	661	$ 1,000	187
Baseball JV Assistant	610	$ 4,000	187
Basketball Assistant Boys	611	$ 4,000	187
Basketball Assistant Girls	612	$ 4,000	187
Basketball Head Varsity Boys	613	$ 9,100	187
Basketball Head Varsity Girls	614	$ 9,100	187
Basketball Varsity Assistant Boys	615	$ 5,200	187
Basketball Varsity Assistant Girls	616	$ 5,200	187
Cross Country Assistant Boys[2]	617	$ 2,335	187
Cross Country Assistant Girls[2]	618	$ 2,335	187
Cross Country Head Boys[2]	619	$ 4,685	187
Cross Country Head Girls[2]	620	$ 4,685	187
Diving	621	$ 6,200	187
Football Freshman Head	623	$ 6,900	187
Football Varsity 1st Assistant	624	$ 11,000	187
Football Varsity Assistant	625	$ 8,500	187
Freshman Football Assistant	627	$ 6,600	187
General Assistant Coach	628	$ 4,000	187
Golf Assistant Boys	629	$ 2,500	187
Golf Assistant Girls	630	$ 2,500	187
Golf Head Boys	631	$ 4,200	187
Golf Head Girls	632	$ 4,200	187
Gym Coordinator	633	$ 3,200	187
Soccer Assistant Boys	635	$ 4,000	187
Soccer Assistant Girls	636	$ 4,000	187
Soccer Head Varsity Boys	637	$ 6,700	187
Soccer Head Varsity Girls	638	$ 6,700	187
Softball Assistant Girls	639	$ 4,000	187
Softball Head Varsity Girls	640	$ 6,775	187
Softball Field Maintenance	662	$ 1,000	187
Swimming Assistant Boys	641	$ 2,045	187
Swimming Assistant Girls	642	$ 2,045	187
Swimming Head Boys	643	$ 3,505	187
Swimming Head Girls	644	$ 3,505	187
Tennis Assistant Boys	645	$ 2,500	187
Tennis Assistant Girls	646	$ 2,500	187
Tennis Head Girls	647	$ 4,200	187
Tennis Head Boys	648	$ 4,200	187
Track Head Girls	649	$ 5,890	187
Track Head Boys	650	$ 5,890	187
Track Assistant Boys	651	$ 4,000	187
Track Assistant Girls	652	$ 4,000	187
Head Trainer	653	$ 12,700	187
Volleyball Assistant Girls	654	$ 5,000	187
Volleyball Head Varsity	655	$ 7,800	187
Wrestling Assistant Boys	656	$ 2,000	187
Wrestling Assistant Girls	657	$ 2,000	187
Wrestling Head Boys	658	$ 3,450	187
Wrestling Head Girls	659	$ 3,450	187

[2] Cross Country: Each Campus is allotted $9,370 per year. If same coach for Head Boys & Head Girls, then coach receives $2,342 for Boys and $2,342 for Girls and can have two asst. coaches each receiving $1,171 for boys and $1,171 for girls. If separate coaches for Head Boys/Head Girls, then each coach receives $4,685 but cannot have any asst. coaches.

2025-2026 Stipend List

Katy Independent School District

Special Duty Stipends	Code	25-26	Days
AP Coordinator - based on # of exams administered	753	$1.00/exam	187
AP Coordinator Assistant - based on # of exams administered	754	$.50/exam	187
ARD Facilitator - Lead	747	$ 2,140	197
At-Risk Specialist	714	$ 3,000	221
Automotive Technology Instructor (NATEF Certification)*	677	$ 4,500	187
Bilingual Diagnosticians	678	$ 3,670	197
Bilingual Program Facilitator[4]	679	$ 3,500	197
Bilingual Program Facilitator[4]	696	$ 3,500	221
Bilingual Speech/Language Pathologist	680	$ 4,000	187
Bilingual Teachers (Certified) Includes SpEd, Bilingual Academic Suppt, & Bilingual Dyslexia**	682	$ 4,500	187
DHH and VI Teacher	757	$ 4,000	187
Diagnostician	758	$ 1,000	197
Lead Diagnosticians (5)	704	$ 2,140	197
District Lead Counselor - Elem	688	$ 500	207
District Lead Counselor - HS	690	$ 500	211
District Lead Counselor - JH	689	$ 500	209
Dyslexia - Lead	754	$ 2,140	197
ECI Team Leader (TYKE)	693	$ 2,000	187
EL Facilitator JH	745	$ 2,500	187
EL Facilitator HS (Newcomer Center - HS)	746	$ 2,500	192
ESL Elementary Program Facilitator[4]	695	$ 3,500	197
ESL Elementary Program Facilitator[4]	721	$ 3,500	221
ESL Secondary Program Facilitator[4]	698	$ 3,500	221
ESL Secondary Program Facilitator[4]	697	$ 3,500	197
Exempt Employee w/ CDL (Driving a Regular Bus Route)	752	$ 6,000	187
Extra Class Period (prorated for less than full year). Requires HR approval	733	$ 4,425	187
Field Training Officer - Police Department	765	$ 1,500	238
HS Restorative Discipline Facilitator	726	$ 2,000	187
ICS/Resource Teacher	756	$ 1,000	187
Immigrant Students Program Facilitator[4]	699	$ 2,500	197
Instructional Specialist	700	$ 3,000	221
Lead Special Education AB, LS, Autism, WBL Teacher (Dept)	711	$ 2,000	187
Lead SPED Bilingual Teacher	759	$ 2,100	187
Learning Support Teacher	761	$ 500	187
LSSP - Bilingual - (Evaluation teams and campus LSSP's)	740	$ 3,670	197
LSSP - Lead	741	$ 2,140	197
Licensed Specialist in School Psychology (LSSP)	744	$ 3,000	197
LSSP Intern Supervisor - 10 positions (per semester)	749	$ 3,000	197
OAC Teachers	707	$ 1,000	187
Raines HS Teachers	708	$ 1,000	187
SLP - Lead	739	$ 2,140	197
SLP CF Intern/Supervisor - 8 positions (per semester)	760	$ 1,500	187
SPED Campus Behavior Class AB, RISE, ASIP Teacher	675	$ 2,500	187
SPED Campus Specialized Program Life Skills, ECAP, YCAP, JCAP, HCAP, ECSE, 18+ Teacher	705	$ 3,000	187
Special Education Behavior Transition Program - BTP/HCAP or BTP/ICS RES	729	$ 5,000	187
BTP 3 certifications	730	$ 250	187
BTP 5 certifications	731	$ 300	187
BTP 7+ certifications	732	$ 500	187
Special Education Inclusion Specialist	712	$ 2,000	197
Speech Language Pathologist (SLP)	727	$ 2,500	187
SLP 3 C's (certified clinical competence)	728	$ 1,000	187
Speech Pathologist Assistant Supervisor	709	$ 3,000	187
TAC Teacher (Teacher Access Center)	724	$ 500	187
Team Leader - VI Teacher	748	$ 2,000	187
Title 1 Facilitator	713	$ 2,500	221
UHV JagsTeach Mentor	764	$ 1500/Sem	187
Virtual School Stipend (Academic Cources)	723	$ 100/Per Stu	238
Virtual School Stipend (KAP and AP Cources)	723	$ 150/Per Stu	187
*Teacher must be ASE certified in brakes, steering & suspension, maintenance & light repair, and electrical/electronic systems. Must keep program NATEF certified.			
**If teaching English or Spanish in a TWI Program, teacher must be Bilingual Certified. ESL Certified does not qualify for the stipend			
[4] Not applicable if grant funds are not available			

MCTC CO-OP/Programs	Code	25-26	Days
Career Prep/PACE*	716	$ 4,500	187
Culinary Arts**[5]	718	$ 4,500	187
*Multi-occupational internship program for HS students. Tchr assists with student placement, travels to intern sites to monitor student progress, manages paperwork related to internships. Stipend includes mileage.			
**Culinary Arts-Tchr works extra hours to operate Old Towne Bistro; includes catering events. Links the Culinary program to a restaurant setting.			
[5] Only refers to assignments at MCTC			

ESC Stipends	Code	25-26	Days
Automobile-Voc Ag, Directors, Supervisor ACP Training	401	$ 3,600	238
Automobile-Directors and Exec Directors, Gen Mgr	401	$ 4,200	238
Automobile-Director ESL/BIL Programs	401	$ 4,800	238
Automobile-Construction mgmt, Athletics mgmt, Exec Dirs, Asst Supts, Chiefs, Dpty Supt	401	$ 5,400	238
Cell-Atty, Coords, Mgrs, Asst Dirs, Dirs, Exec Dirs, Asst Supts, Gen Counsel, Chiefs, Asst/Assoc Prins, Prins, Dpty Supt, Supt. This stipend is authorized by the department Chief.	408	$ 1,200	238

POSITIONS with SPECIAL HANDLING RULES

- **Nurses (LVNs and RNs)** – Hospital nursing experience shall be acceptable provided the person held a registered nurse position with a recognized accredited university-operated hospital. Therefore, nursing experience with the Peace Corps as a registered nurse, and with a university-operated hospital accredited by a recognized accrediting entity in the United States, shall be recognized for salary increment purposes provided the minimum requirements specified in Subsection (f) are met. Subsection (f) is a minimum requirement table which indicates the minimum number of days required to earn and receive credit for a year of experience.

NOTE: All LVNs will start at the *midpoint* of the IS06 pay range and then receive credit for each additional year of experience. As LVN positions are vacated, the resulting vacancies will be replaced with registered nurses (RNs).

- **Occupational/Physical Therapists** – School district *and* clinical experience shall be recognized for salary increment purposes.

- **LSSPs** – School district *and* clinical experience shall be recognized for salary increment purposes.

- **Speech Language Pathologists** – School district *and* clinical experience shall be recognized for salary increment purposes.

- **Vocational/Career and Technology Teachers** – Effective with the 1982-1983 school year, certified career and technology education teachers employed for at least 50% of the time in an approved career and technology position may count up to two years of work experience for salary increment purposes if the work experience was required for career and technology certification. Employee must have a valid vocational certification that requires prior work experience and must be placed in a position that requires a vocational certification to qualify for two years of credit. Once credit for work experience has been granted, the credit shall be continued regardless of the position held. For personnel granted credit under this section whose employment is split between career and technology and non-career and technology positions, the years granted shall apply to both the career and technology and the non-career and technology positions.

- **Teacher Aides** – Beginning with the 2004-2005 contractual year, a certified teacher aide who subsequently attains initial classroom teacher certification may count up to two years of full-time equivalency of direct student instruction for salary increment purposes. Such experience must be verified on the teacher service record form or a similar form containing the same information. A teacher aide who received a teaching certificate or was placed under a permit prior to the 2004-2005 contractual year will not qualify for the additional years of service on the minimum salary schedule.

- **Clinic Aides** – Employees in this classification will receive an additional $10.00 per day if they have one of the following certifications:

  Nurse Aide
  EMT
  Medical Assistant

- **JROTC Instructor-Initial Salary Placement -** Candidate will receive a base pay that is the higher of the Teacher Salary Schedule or the Military Instructor Pay (MIP). Candidate receives an additional payment of 15% of KISD's share of the MIP. This amount is calculated at the time of hire and is a *fixed*, *ongoing payment paid annually* over the 24 pay periods.

- **Mechanics –** Mechanics and Senior Mechanics can receive up to .50 cents more per hour if they are ASE Certified:
  $.25 for 1st half
  $ .25 for 2nd half

POLICE EXPERIENCE CREDIT:
Employees in positions requiring Peace Officer Basic Certification will start at the *minimum* of the pay range for the position and receive credit for each additional year of school district and/or non-school district *job-related* experience. Non-school district job-related experience is credited on a one-for-one basis; the maximum number of years eligible for credit is 15. Position must have required a Peace Officer license. Military Police experience is considered.

POLICE TCOLE CERTIFICATION:
Employees in positions requiring Peace Officer Basic Certification will receive the following compensation for additional certifications (the maximum TCOLE annual payment is $3,000):

- Intermediate Cert - $1,000/year
- Advanced Cert - $2,000/year
- Master Cert - $3,000/year

POLICE TELECOMMUNICATOR CERTIFICATION:
Employees in positions requiring Police Telecommunicator Basic Certification will receive compensation for additional certifications in the amounts listed above.

INTERIM PAY
An employee working in a higher graded position for an extended period of time performing 100 percent of the duties for that position may be eligible for Interim Pay. The request for Interim Pay will be submitted by a department head who has the authority to approve additional expenditures. The Chief Human Resources Officer has final approval.

Interim Pay is calculated using the promotional amount for the higher graded position. This amount is multiplied by the number of days worked in the interim assignment, and is paid after the interim assignment is completed. Interim pay calculations are applied to base pay, premium pay, and overtime pay.

Teachers performing stipend-eligible duties on an interim basis are also eligible for interim pay equal to the daily rate of the stipend.

Employees performing less than 100 percent of the interim duties will receive one-half of the interim pay.

NEW-HIRE SALARY PLACEMENT
New-hires will receive experience credit for prior experience directly related to the position for which they are being hired. New-hire salaries will be capped at the pay range midpoint unless otherwise approved by the Chief Human Resources Officer.

Substitute Pay

Katy ISD Substitute Pay Scale
2025-2026

Short Term Assignments	Rates
Certified	$120.00
Degreed	$115.00
Non-Degreed Teacher/Para	$105.00
Para	$105.00
Nurses	RN only $130.00
Sub Bus Drivers	Yrs KISD Driver Exp — Hourly Rate 25-26 0-5 — $20.18 6-10 — $21.30 11-15 — $22.47 16+ — $24.78

Long Term Assignments	Rates
Certified	20 day minimum $195/Day
Degreed	20 day minimum $170/Day
Non-Degreed Teacher	Can only sub in long term para positions at $110/Day after 20 days
Para	20 day minimum $110/Day
Nurses	20 day minimum RN only $195/Day

- **Substitute – Teacher**
  - Three types:
    Certified – This position requires an active Texas Educator Certificate
    Degreed – This position requires a conferred Bachelor's Degree
    Non-Degreed – This position requires 60+ semester hours from an accredited college or university

- Substitute – Paraprofessional (requires a high school diploma)

- Substitute – Nurse (requires a current nursing license)

2025-2026 Special Substitute Rates

Position	Current Rate
Principal	$400.00
Assistant Principals	$300.00
Counselors	$190
Director Level Fine Arts Sub-HS	$215.00
Tutors: uncertified teacher sub	$125.00
Tutors: certified teacher sub	$135.00
Parent Outreach Liaison	$10.00 hr
Homebound Sub Teachers	$190.00
Foreign Lang Tutors- Elementary	$25.00 hr (after school)
Foreign Lang Tutors- High School	$25.00 hr (after school)
Project TYKE EIS Teacher	$155.00
LSSP	$262.00
LSSP Intern	$125.00
SSP Trainee	$237.00
Curr/Prof Learn/Consu	$223.21
Speech Path: directly from Sped	$240.00 daily rate 32.00hr
Elem ESY	$25.00 hr
Lang Arts Coordinator	$240.00
Interviewer	$240.00
Comp Ed Gen clerk	$12.00 hr
PIE Para/clerical	$12.46 hr
KARE	$100.00
District Mentor	$15.33/day; max/$270.00 wk
Parent Center	varies
TYKE billing	$13.89 hr
TYKE clerical/translator	$16.54 hr
TYKE OT/PT/Speech Path	$262.50
Police Officer	$144.00
Police Officer III	$148.00
Dyslexia Evaluator	$20.00/hr
AP Proctor	$80 per test
AP Lead Proctor	$95 lead
Proctor	$20.00/hr
Summer HR Intern (non degreed)	$85.00
Parent Center Babysitter	$8.71/hr

Benefits

DISTRICT CONTRIBUTION

The Board annually shall determine the District's contribution to employee health insurance premiums as part of the budget development and adoption process.

CONTINUATION COVERAGE

The District shall continue its contribution toward the cost of the employee's group health insurance coverage while the employee is on paid leave or, if applicable, while the employee is on family and medical leave. [See DEC]

The District shall not otherwise expend public funds for group health insurance coverage of an employee who is not on paid leave status. However, an employee who is not on paid leave status or FMLA leave shall be allowed to continue group health insurance coverage, at his or her own expense, for the period specified in the District's group health insurance plan.

Vacation Days

Eligible employees in positions normally requiring 238 days of service annually shall receive paid vacation days in accordance with administrative regulations that address the following:

1. Eligibility criteria;
2. Accrual rates and availability;
3. Request and approval processes;
4. Accumulation and carryover limits; and
5. Treatment of vacation days upon separation from service.

Holidays

Eligible employees in positions normally requiring 12 months of service annually shall receive paid holidays in accordance with the employee's duty schedule and administrative regulations.

[See DEAB for overtime pay provisions.]

Leave Administration

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee’s household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

Leave Day

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time.

School Year

A “school year” for purposes of earning, using, or recording leave shall mean the term of the employee’s annual employment as set by the District for the employee’s usual assignment, whether full-time or part-time.

Catastrophic Illness or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

Each full-time employee shall receive the statutory maximum of five leave days annually. State personal leave may accumulate without limit and shall be transferable from district to district. A full-time professional, paraprofessional, or technical employee shall be an individual assigned on a cumulative 100 percent basis to one or more authorized positions. A full-time auxiliary employee shall be an individual assigned to work at least 30 hours per week in one or more authorized positions.

For employees working less than full-time, but on a basis of at least half of a full-time duty schedule, personal leave shall be earned at the rate of one-half leave day for each 36 workdays of employment.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Request for Leave

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes. Discretionary use of state personal leave shall be granted on a first-come, first-served basis on each campus or within each department.

Local Leave

Each employee shall earn paid local leave days per school year in accordance with the information below:

1. Positions requiring 202 or fewer days of service — five leave days.
2. Positions requiring 203-225 days of service — six leave days.
3. Positions requiring 226 or more days of service — seven leave days.

Local leave shall accumulate without limit and shall be taken with no loss of pay.

Local leave shall be used only for illness or serious health condition of the employee, illness or serious health condition in the immediate family, death in the immediate family, or a family emergency, except that an employee may contribute local leave to a sick leave bank. [See DEC(LEGAL)]

Sick Leave Bank

The District shall establish a sick leave bank that employees may join through contribution of local leave.

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.

The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:

1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the sick leave bank;
3. The maximum number of days per school year a member employee may receive from the sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Mental Health Leave

A District peace officer or a full-time District telecommunicator, as defined by law, who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

Line of Duty Illness or Injury Leave of Absence

Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with law, the police officer may use accumulated leave.

Family and Medical Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured forward from the date an individual employee's first FMLA leave begins.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

Temporary Disability Leave

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

Workers' Compensation

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Jury Duty

An employee shall be granted leave with pay and without loss of paid leave for jury duty. The employee shall be required to present documentation of the service and shall be allowed to retain any compensation for the service.

Other Court Appearances

An employee shall be granted leave with pay and without loss of paid leave for absences due to compliance with a valid subpoena in the following circumstances:

1. The employee, who is not a party to the litigation, is ordered to appear in a legal proceeding pursuant to a lawfully issued subpoena, in accordance with law. [See DEC(LEGAL)]
2. The employee is a defendant in a lawsuit based on actions taken in the course and scope of his or her employment, and the employee is requested by the District's legal counsel to participate in activities and proceedings related to the defense of the lawsuit.
3. The employee is not a party to a lawsuit involving the District but is otherwise requested by the District's legal counsel to provide information, assistance, or testimony in connection with litigation involving the District.

An employee who is a party to non-District litigation or legal proceedings and who is absent due to activities and/or proceedings related to the litigation or legal proceedings must use available state personal leave, state sick leave, and/or additional leave provided by the District, such as earned vacation days or earned compensatory time, for the absence.

Absences for court appearances related to an employee's personal business shall be deducted from the employee's personal leave or shall be taken by the employee as leave without pay.

Payment for Accumulated Leave Upon Retirement

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee retires under the Teacher Retirement System (TRS).
2. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
3. The employee provides advance written notice of intent to retire.
4. The employee has at least five years or more of continuous service with the District.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 90 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

An employee who ceases to be employed by the District without qualifying for the retirement reimbursement shall surrender all the accumulated local leave, even if reemployed by the District at a later date. An exception shall be made for an employee who leaves the District for the purpose of military service and returns to the District within the time period stated in Uniformed Services Employment and Reemployment Rights Act (USERRA) regulations.

Neutral Absence Control

The District shall provide the employee written notice at the last known home address regarding the expiration of his or her leave. At that time, the employee must provide appropriate medical release that he or she is able to return to duty and to perform the essential functions of the job. The employee's eligibility for reason-

able accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered if requested and appropriate medical documentation is provided.

If an employee fails to provide appropriate medical release and/or documentation within allotted timelines as stated in the notification and, therefore, does not return to work after exhausting all available paid and unpaid leave, the District shall automatically pursue termination, regardless of the reason for the absence. [See DF series] If terminated, the employee may apply for reemployment with the District.

Health, Dental, and Life Insurance

Policy CRD

Group health insurance coverage is available to those employees as defined by TRS and the Affordable Care Act. The District's contribution to employee insurance premiums is determined annually by the Board of Trustees. Detailed descriptions of insurance coverage, prices, and eligibility requirements are provided to all employees in a separate booklet entitled Katy Benefits Guide and may also be viewed online via the Risk Management website.

The health insurance plan year is from 01-01-2025 through 12-31-2025. New employees who are eligible, as defined by the plan, must provide documentation of eligibility and complete enrollment forms immediately upon employment. Current employees can make changes in their insurance coverage during annual enrollment and when they experience a qualifying life event (e.g., marriage, divorce, birth). Employees should contact Risk Management or Benefits Outlook for more information.

Supplemental Insurance Benefits

Policy CRD

At their own expense, employees may enroll in supplemental insurance programs for disability, dental, vision and life during annual enrollment. Premiums for these programs can be paid by payroll deduction. Employees should contact Risk Management or visit the Risk Management website for more information.

Eligibility. All new TRS-Eligible employees who have provided evidence of eligibility are eligible for benefits on the first day of the month following the first day worked, or the date they become eligible for benefits. At no time will this date be before the first day worked by the employee. If an employee does not enroll within thirty-one days of the eligibility date, that employee will be eligible to receive Basic Life benefits only.

For information or to enroll, please call Benefits Outlook at 1-866-222-KISD (5473) weekdays, except holidays, from 7:00 AM to 7:00 PM Central Time, or access Benefits Outlook on the internet at www.katybenefits.org.

Life Insurance Benefits. Katy ISD also provides group life and accidental death and dismemberment coverage for all eligible employees.

Medical Benefits. Katy ISD offers medical coverage to all eligible employees. The medical coverage plan(s) is (are) approved annually by the Board of Trustees. Typically, the District contributes a significant portion of the employee-only cost for those employees who elect coverage. The actual amount of District contribution to the medical plan(s) is approved on an annual basis by the Board of Trustees. The details concerning all aspects of the health coverage provided are explained during the open enrollment period, and can be accessed at any time on Benefits Outlook, www.katybenefits.org.

Payroll Deduction Benefits. The following plans are available to eligible Katy ISD employees through regular payroll deduction:

- Medical Insurance
- Dependent Medical Insurance
- Dental Insurance
- Vision Plan
- Supplemental Life Insurance
- Dependent Life Insurance
- Long Term and Short-Term Disability
- Accident Insurance
- Hospital Indemnity
- Critical Illness
- Identity Theft
- Emergency Transport
- Personal Legal Plan
- Flexible Spending Accounts and Health Savings Accounts (Section 125 Cafeteria Plans)

Refer to the Benefits Outlook Enrollment Guide or internet site, www.katybenefits.org for all plan summaries and rates.

Health Insurance Portability & Accountability Act (HIPAA). The Health Insurance Portability and Accountability Act of 1996, HIPAA, established rules for protecting individual Personal Health Information, PHI. HIPAA provides individuals certain rights regarding their PHI and requires employers and other individuals to adhere to restrictions on how PHI is disclosed. Every employee should respect the rights of others and only disclose PHI about themselves and others to those with a need to know. Disclosure of PHI without the written approval of the individual is a violation of Federal Law. Complete HIPAA regulations can be found on Benefits Outlook, www.katybenefits.org.

Cafeteria Plan Benefits (Section 125)

Employees may be eligible to participate in the Cafeteria Plan (Section 125) and, under IRS regulations, must either accept or reject this benefit. This plan enables eligible employees to pay certain insurance premiums on a pretax basis (i.e., disability, accidental death and dismemberment, cancer and dread disease, dental, and additional term life insurance). A third-party administrator handles employee claims made on these accounts.

New employees must accept or reject this benefit during their first month of employment. All employees must accept or reject this benefit on an annual basis and during the specified time-period.

Workers Compensation Insurance

Policy CRE

The District, in accordance with state law, provides workers compensation benefits to employees who sustain a work-related illness or are injured on the job while in the course and scope of employment.

Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific benefits are prescribed by as determined by the Texas Workers Compensation Act.

All work-related accidents or injuries should be reported immediately to the supervisor of the employee and complete a First Report of Injury. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers Compensation Benefits,* for information on use of paid leave for such absences.

Contact Risk Management with any questions.

Unemployment Compensation Insurance

Policy CRF

Employees who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Employees are not eligible to collect unemployment benefits during regularly scheduled breaks in the school year or the summer months if they have employment contracts or reasonable assurance of returning to service. Employees with questions about unemployment benefits should contact Texas Workforce Commission.

Teacher Retirement

All personnel employed on a regular basis for at least four and one-half months are members of the Teacher Retirement System of Texas (TRS). Substitutes not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits

Employees who plan to retire under TRS should notify TRS, his/her supervisor and Human Resources as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web (www.trs.texas.gov). See Employment after Retirement section of this handbook for information on restrictions of employment of retirees in Texas public schools.

Retirement

Deferred Compensation—Section 457

A district, either alone or by contract with other political subdivisions, may create and administer for its employees a deferred compensation plan, the federal income tax treatment of which is governed by Section 457 of the Internal Revenue Code of 1986, and its subsequent amendments, and may assess a fee on each participating employee for administering the plan. *Gov't Code 609.001(11), .102, .112*

Such a deferred compensation plan shall be established and administered in accordance with Government Code Chapter 609, Subchapter B. *Gov't Code Ch. 609*

A district may contract with an employee for the deferment of any part of the employee's compensation.

Except as provided by Government Code 609.5025, to participate in a deferred compensation plan, an employee must consent in the contract to automatic payroll deductions in an amount equal to the deferred amount.

Gov't Code 609.007(a), (c)

Plan Administrator

A district that creates a deferred compensation plan shall designate a plan administrator for the plan. Districts that create a single plan shall designate jointly a plan administrator for the plan. A plan administrator may be an employee, a nonprofit corporation, an individual, a trustee, a private entity, another political subdivision, or an association of political subdivisions. *Gov't Code 609.103*

"Plan administrator" means the person responsible for administering a deferred compensation plan. *Gov't Code 609.001(5)*

Duties Regarding Qualified Vendors

A plan administrator shall:

1. Develop and implement criteria and procedures for evaluating a vendor's application to become a qualified vendor. *Gov't Code 609.113(a)*

2. Determine the minimum and maximum number of vendors that may be qualified vendors at any given time. *Gov't Code 609.114*

3. Develop and implement requirements for qualified vendors and their employees concerning disclosure, reporting, standards of conduct, solicitation, advertising, relationships with participating employees, the nature and quality of services provided to those employees, and other matters. *Gov't Code 609.116*

Qualified Investment Product

To be classified as a qualified investment product for a deferred compensation plan, an investment product must be approved by the plan administrator to receive investments under the plan. The approval of an investment product for a 457 plan must be in writing. A qualified investment product may be offered only by a qualified vendor of the deferred compensation plan. *Gov't Code 609.003*

Roth Contribution Programs

A district may, if authorized by federal law, establish a program in accordance with the applicable federal law under which an employee may designate all or a portion of the employee's contribution under a 457 plan as a Roth contribution at the time the contribution is made or convert all or a portion of the employee's previous contribution under the plan to a Roth contribution. *Gov't Code 609.1025*

Annuities—Section 403(b)

A district may enter into a salary reduction agreement only if the qualified investment product is an eligible qualified investment. *Art. 6228a-5, Sec. 5(a), Tex. Rev. Civ. Stat.*

Definitions

"Eligible qualified investment product" means a qualified investment product offered by a company that is eligible to offer the product under Texas Revised Civil Statutes Article 6228-5, Section 6. *Art. 6228a-5, Sec. 4(2), Tex. Rev. Civ. Stat.*

"Qualified investment product" means an annuity or investment that:

1. Meets the requirements of Section 403(b), Internal Revenue Code of 1986, and its subsequent amendments;
2. Complies with applicable federal insurance and securities laws and regulations; and
3. Complies with applicable state insurance and securities laws and rules.

Art. 6228a-5, Sec. 4(4), Tex. Rev. Civ. Stat.

"Salary reduction agreement" means an agreement between a district and an employee to reduce the employee's salary for the purpose of making direct contributions to or purchases of a qualified investment product. *Art. 6228a-5, Sec. 4(5), Tex. Rev. Civ. Stat.*

Eligible Company

An insurance company is eligible to offer qualified investment products to the employees of districts under these provisions if the company satisfies the following criteria:

1. The company is licensed by the Texas Department of Insurance and is in compliance with minimum capital and surplus

requirements, including applicable risk-based capital and surplus requirements prescribed by rules adopted by the department; and

2. The company has experience in providing qualified investment products and has a specialized department dedicated to the service of qualified investment products, as determined by the district.

A company that offers qualified investment products other than annuity contracts, including a company that offers custodial accounts under Section 403(b)(7), Internal Revenue Code of 1986, is eligible to offer qualified investment products to employees of educational institutions under these provisions.

Art. 6228a-5, Sec. 6(a), (b), Tex. Rev. Civ. Stat.

Payroll Deduction

To the greatest degree possible, districts that enter into a salary reduction agreement with employees shall require that contributions to eligible qualified investments be made by automatic payroll deduction and deposited directly in the investment accounts. *Art. 6228a-5, Sec. 5(f), Tex. Rev. Civ. Stat.*

Prohibitions

A district may not:

1. Refuse to enter into a salary reduction agreement with an employee if the qualified investment product that is the subject of the salary reduction is an eligible qualified investment, except as provided below at item 8 and Exceptions;

2. Require or coerce an employee's attendance at any meeting at which qualified investment products are marketed;

3. Limit the ability of an employee to initiate, change, or terminate a qualified investment product at any time the employee chooses;

4. Grant exclusive access to an employee by discriminating against or imposing barriers to any agent, broker, or company that provides qualified investment products;

5. Grant exclusive access to information about an employee's financial information, including information about an employee's qualified investment products, to a company or agent or affiliate of a company offering qualified investment products unless the employee consents in writing to the access;

6. Accept any benefit from a company or from an agent or affiliate of a company that offers qualified investment products;

7. Use public funds to recommend a qualified investment product offered by a company or an agent or affiliate of a company that offers a qualified investment product; or

8. Enter into or continue a salary reduction agreement with an employee if the qualified investment product that is the subject of the salary reduction agreement is not an eligible qualified investment without first providing the employee with notice in writing that:

   a. Indicates the reason the subject of the salary reduction agreement is no longer an eligible qualified investment; and

   b. Clearly states that by signing the notice the employee is agreeing to enter into or continue the salary reduction agreement.

Exceptions

A district may refuse to enter into a salary reduction agreement with an employee if:

1. The eligible qualified investment product that is the subject of the salary reduction agreement is offered by a company that does not comply with the district's administrative requirements;

2. The district imposes the administrative requirements uniformly on all companies that offer eligible qualified investment products; and

3. The administrative requirements are necessary to comply with employer responsibilities imposed by:

   a. Section 403(b), Internal Revenue Code of 1986, and its subsequent amendments;

   b. Any other provision of the Internal Revenue Code of 1986 that applies to Section 403(b);

   c. Any regulation adopted in relation to a law described by item (a) or (b) that is effective after December 31, 2007; or

   d. Any change to Texas Revised Civil Statutes Article 6228a-5 that becomes effective after January 1, 2007.

Art. 6228a-5, Sec. 9, Tex. Rev. Civ. Stat.