



**2025-2026**

## **DISTRICT COMPENSATION PLAN**

Carrollton-Farmers Branch ISD maintains a locally developed compensation plan designed to ensure equity, competitiveness, and fiscal responsibility. All employees are compensated in accordance with established administrative guidelines and a structured pay system reviewed annually by the administration.

Each district position is classified as **exempt or nonexempt** in compliance with federal law and assigned to a pay range that reflects the responsibilities and qualifications required. These pay ranges establish the minimum and maximum daily rates for each role, and job classifications are determined by the Human Resources Department.

Teachers new to CFBISD are placed on the **New Hire Salary Schedule** based on verified years of experience. The district shall not pay any classroom teacher or full-time librarian less than the **state minimum monthly salary** as determined by the employee's experience level.

In alignment with **House Bill 2 (88th Legislature)**, CFBISD has incorporated state-funded salary increases for classroom teachers. These funds are intended to help districts increase compensation to attract and retain high-quality educators. All salary increases beyond the state minimum are determined by the **Board of Trustees** and are based on a combination of state funding, local revenue projections, cost of living factors, and market analysis.

To ensure competitive pay, the district conducts regular salary surveys and makes market-based adjustments to pay structures as needed. The compensation plan is designed to be fair, transparent, and supportive of employee recruitment and retention.

Each employee is required to verify their **salary, experience, and work calendar** each September via **TEAMS Employee Self-Serve**, accessible through the CFB Staff Portal. Any discrepancies or questions must be submitted in writing to the employee's supervisor or the Human Resources Department. Please note: adjustments to compensation will not be applied retroactively to prior fiscal years.

---

## **ANNUALIZED COMPENSATION**

Refer to **Board Policy DEA**: If an employee separates from the district prior to the last instructional day or retires under TRS, their final paycheck will include a **lump sum** payment for all earnings accrued from the start of the fiscal year to the date of separation. Employees who separate after the last instructional day will continue to receive scheduled payments through the end of their twelve-month cycle.

## **TEACHER INCENTIVE ALLOTMENT (TIA)**

In accordance with state guidelines, **90%** of all TIA funds received by the district will be awarded to the designated teacher. The remaining **10%** will support district implementation, ongoing program development, and administrative oversight.

- 
- If a TIA-designated teacher retires, they will receive their allotment prior to **August 31st** of the allotment year.
  - If a TIA-designated teacher resigns or leaves the district for reasons other than retirement, the allotment will not be issued. These funds will be **redistributed** to other TIA-designated teachers on the same campus.

## Carrollton-Farmers Branch ISD

### 2025-2026 New Hire Guide for Teachers HB2 - \$62,000 starting

Years of Experience	New Hire Salary	Daily Rate
0	\$62,000	\$331.55
1	\$62,250	\$332.89
2	\$62,450	\$333.96
3	\$63,900	\$341.71
4	\$64,100	\$342.78
5	\$66,800	\$357.22
6	\$67,000	\$358.29
7	\$67,200	\$359.36
8	\$67,400	\$360.43
9	\$67,711	\$362.09
10	\$68,391	\$365.73
11	\$69,171	\$369.90
12	\$69,371	\$370.97
13	\$69,571	\$372.04
14	\$69,771	\$373.11
15	\$69,992	\$374.29
16	\$70,672	\$377.93
17	\$70,872	\$378.99
18	\$71,133	\$380.39
19	\$71,513	\$382.42
20	\$71,893	\$384.45
21	\$72,574	\$388.10
22	\$72,774	\$389.17
23	\$73,034	\$390.56
24	\$73,414	\$392.59
25	\$73,795	\$394.63
26	\$74,175	\$396.66
27	\$74,555	\$398.69
28	\$74,935	\$400.72
29	\$75,315	\$402.75
30+	\$75,696	\$404.79

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,800 Master's Degree - General Stipend**  
**\$3,600 Doctorate's Degree - General Stipend**

## Carrollton-Farmers Branch ISD

### 2025-2026 Salary Range for Teachers HB2 - \$62,000 starting

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$62,000
10-Month Hiring Range Maximum:	\$75,696

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

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

**\$1,800 Master's Degree - General Stipend**  
**\$3,600 Doctorate's Degree - General Stipend**

**2025-2026 Administrative Professional Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>ADJ</b>						
	Adjunct Teacher	187	<b>Daily</b>	<b>\$221.92</b>	<b>\$261.08</b>	<b>\$300.24</b>
			<b>187 Days</b>	41,499	48,822	56,145
<b>1</b>						
	Field Supervisor - SNS	226	<b>Daily</b>	<b>\$272.16</b>	<b>\$326.61</b>	<b>\$381.06</b>
	School Psychologist intern	187	<b>187 Days</b>	50,894	61,076	71,258
	Specialist - Purchasing Contract	226	<b>226 Days</b>	61,508	73,814	86,120
<b>2</b>						
	Licensed Chemical Dependency Counselor	187, 188	<b>Daily</b>	<b>\$298.29</b>	<b>\$357.96</b>	<b>\$417.63</b>
	Parent & In-Home Trainer	187	<b>187 Days</b>	55,780	66,939	78,097
	Registrar - HS/Campus Testing Coordinator	220	<b>188 Days</b>	56,079	67,296	78,514
	Specialist - ES PE & Health	187	<b>220 Days</b>	65,624	78,751	91,879
<b>3</b>						
	Accountant I	226	<b>Daily</b>	<b>\$331.40</b>	<b>\$397.69</b>	<b>\$463.98</b>
	ARD Facilitator	198	<b>187 Days</b>	61,972	74,368	86,764
	Athletic Trainer - MS	187	<b>188 Days</b>	62,303	74,766	87,228
	Coordinator - Chef SNS	226	<b>197 Days</b>	65,286	78,345	91,404
	Dean - Title I Instructional	197	<b>198 Days</b>	65,617	78,743	91,868
	Early Literacy Coach - ES	197	<b>202 Days</b>	66,943	80,333	93,724
	Family Support Services	187	<b>205 Days</b>	67,937	81,526	95,116
	Instructional Coach	187, 197	<b>215 Days</b>	71,251	85,503	99,756
	Nurse	187	<b>226 Days</b>	74,896	89,878	104,859
	Specialist - Administrative CTE	226				
	Specialist - Advanced Academics	215				
	Specialist - College/Career Readiness For At-Risk	205				
	Specialist - Communications	226				
	Specialist - CTE/Counseling	205				
	Specialist - Digital/Social Media	226				
	Specialist - Dyslexia	197				
	Specialist - Library Media	187, 188, 197				
	Specialist - Prog Compliance	202				
	Specialist - Special Education	198				
	Specialist - Title I Social Studies Instructional	226				
	SPED Coach - Special Services	197				
	Supervisor - Natatorium	226				
<b>4</b>						
	Asst Principal - ES	210	<b>Daily</b>	<b>\$354.59</b>	<b>\$425.53</b>	<b>\$496.47</b>
	Athletic Trainer Asst - HS	187	<b>187 Days</b>	66,308	79,574	92,840
	Counselor - Career Tech	205	<b>188 Days</b>	66,663	80,000	93,336
	Counselor - Sped	187	<b>193 Days</b>	68,436	82,127	95,819
	Counselor - ES	188	<b>197 Days</b>	69,854	83,829	97,805
	Counselor - HS	205, 207	<b>198 Days</b>	70,209	84,255	98,301
	Counselor - Lead HS	212	<b>200 Days</b>	70,918	85,106	99,294
	Counselor - MS	200	<b>205 Days</b>	72,691	87,234	101,776
	Dean - CCMR	212	<b>207 Days</b>	73,400	88,085	102,769
	Diagnostician	198	<b>210 Days</b>	74,464	89,361	104,259
	Diagnostician - PT	187	<b>212 Days</b>	75,173	90,212	105,252
	Instructional Specialist	197, 212, 226	<b>226 Days</b>	80,137	96,170	112,202
	Nurse - Health Services Coordinator	226				
	Occupational Therapist	188				
	Physical Therapist	210				
	School Psychologist	193				
	School Psychologist - PT	187				
	Specialist - Emotional Behavior Support Specialist Lead	210				
	Specialist - Emotional Behavior Support Specialist	187, 205				
	Specialist - Workers Compensation	226				
	Speech-Language Pathologist	187				

5	
Asst Director - Payroll	226
Asst Director - Student Nutrition	226
Asst Director - Transportation	226
Asst Principal - AEP	210
Asst Principal - MS	210
Athletic Trainer Head - HS	187
Coordinator - Digital Media	226
Coordinator - Early Learning	226
Coordinator - Secondary ELA	226
Coordinator - Secondary Math	226
Coordinator - Special Services	226
Coordinator - Student Performance	226
Coordinator - Student Testing	226
Coordinator - World Languages	226
Diagnostician - Lead	210
School Psychologist - Lead	210
Occupational Therapist - Lead	210
Speech Language Pathologist - Lead	210

Daily	\$379.42	\$455.32	\$531.22
<b>187 Days</b>	70,952	85,145	99,338
<b>210 Days</b>	79,678	95,617	111,556
<b>226 Days</b>	85,749	102,902	120,056

6	
Accountant - Senior	226
Asst Principal - HS	212
Coordinator - CCMR	226
Coordinator - Community Partnerships	226
Coordinator - CTE	226
Coordinator - Dual Credit	226
Coordinator - Emp Benefits/Risk Management	226
Coordinator - Federal Programs & Professional Development	226
Coordinator - Fine Arts	226
Coordinator - School Counseling & AVID	226
Director - Bilingual/ESL	226
Director - Child Development Academy	226
Director - Dyslexia & 504	226
Director - English/Lang Arts 9-12	226
Director - English/Lang Arts Pre-K-5	226
Director - Math 9-12	226
Director - Math Pre-K-8	226
Director - Parenting Engagement & Mckinney-Vento	226
Director - Science Pre-K-12	226
Director - Social Studies Pre-K-12	226
Director - Special Services	226
Director - The Education Foundation	226
Lead Administrator	212
Project Manager - Construction	226
Supervisor - District Records	226
Tax Assessor	226

Daily	\$405.98	\$487.19	\$568.40
<b>212 Days</b>	86,068	103,284	120,501
<b>226 Days</b>	91,751	110,105	128,458

7	
Assoc Principal - HS	220
Asst Director - Athletics	226
Asst Director - Finance	226

Daily	\$436.42	\$523.73	\$611.04
<b>220 Days</b>	96,012	115,221	134,429
<b>226 Days</b>	98,631	118,363	138,095

8	
Coordinator - Campus Athletics - HS	226
Director - After School Program	226
Director - Assessment & Accountability	226
Director - Communications	226
Director - Facility Services	226
Director - Federal Programs & Professional Development	226
Director - Fine Arts	226
Director - Health Services	226
Director - Payroll	226
Director - PEIMS	226
Director - Planning & Facility Project Manager	226
Director - Purchasing	226
Director - School Improvement	226
Director - School Safety & Security	226
Director - Student Nutrition	226
Director - Student Services	226
Director - Transportation	226
Principal - AEP	226
Principal - ES	217

Daily	\$471.34	\$565.63	\$659.92
217 Days	102,281	122,742	143,203
226 Days	106,523	127,832	149,142

9	
Director - Accounting	226
Director - Athletics	226
Director - Budget	226
Director - Employee Relations	226
Director - Human Resources, Auxiliary	226
Director - Human Resources, Elementary	226
Director - Human Resources, Secondary	226
Director - Human Resources, TIA & Student Teachers	226
Principal - ECHS	226
Principal - MS	226

Daily	\$524.13	\$628.98	\$733.83
226 Days	118,453	142,149	165,846

10	
Executive Director - Advanced Academic Svcs & World Languages	226
Executive Director - Mental Health & Behavior Services	226
Executive Director - Multilingual & Academic Programs	226
Executive Director - School Safety & Security	226
Executive Director - Student Services	226
Principal - HS	226

Daily	\$560.82	\$673.01	\$785.20
226 Days	126,745	152,100	177,455

11	
Area Director - School Leadership	226
Chief of Communications	226

Daily	\$622.51	\$747.04	\$871.57
226 Days	140,687	168,831	196,975

12	
Asst Superintendent - Human Resources	226
Asst Superintendent - Leadership & Learning	226
Asst Superintendent - Operations	226
Asst Superintendent - Special Services	226
Asst Superintendent - Student Services	226
Chief Financial Officer	226
Chief Technology Officer	226
Executive Construction Officer	226

Daily	\$681.65	\$818.01	\$954.37
226 Days	154,053	184,870	215,688

13	
Deputy Superintendent	226

Daily	\$830.12	\$965.25	\$1,100.39
226 Days	187,607	218,147	248,688

**2025-2026 Technology Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$25.65</b>	<b>\$30.78</b>	<b>\$35.91</b>
	Specialist - Computer Help Desk I	226	<b>226 Days</b>	46,375	55,650	64,925
	Specialist - IT Warehouse	226				
<b>2</b>			<b>Hourly</b>	<b>\$28.80</b>	<b>\$34.56</b>	<b>\$40.32</b>
	Manager - Database	226	<b>226 Days</b>	52,070	62,484	72,899
<b>3</b>			<b>Hourly</b>	<b>\$30.55</b>	<b>\$36.66</b>	<b>\$42.77</b>
	Specialist - Cabling Tech	226	<b>226 Days</b>	55,234	66,281	77,328
	Specialist - Computer Tech III	226				
<b>4</b>			<b>Daily</b>	<b>\$270.03</b>	<b>\$324.05</b>	<b>\$378.07</b>
	Professional Cataloger	226	<b>226 Days</b>	61,027	73,235	85,444
	Specialist - AV Systems Transportation	226				
	Specialist - Instructional Materials	226				
	Specialist - Special Project Manager	226				
	Specialist - TIA Data Manager	226				
<b>5</b>			<b>Daily</b>	<b>\$297.04</b>	<b>\$356.46</b>	<b>\$415.88</b>
	Administrator - Lead Computer Systems	226	<b>190 Days</b>	56,438	67,727	79,017
	AV Systems Administrator	226	<b>226 Days</b>	67,131	80,560	93,989
	Specialist - STREAM	190				
Technology Engineer - SNS	226					
<b>6</b>			<b>Daily</b>	<b>\$314.86</b>	<b>\$377.85</b>	<b>\$440.84</b>
	Specialist - Telecom & Finance	226	<b>226 Days</b>	71,158	85,394	99,630
	Technology - Student Information Systems Analyst	226				
Web Analyst	226					
<b>7</b>			<b>Daily</b>	<b>\$333.75</b>	<b>\$400.52</b>	<b>\$467.29</b>
	Network Engineer	226	<b>197 Days</b>	65,749	78,902	92,056
	Security Systems Engineer	226	<b>202 Days</b>	67,418	80,905	94,393
	Specialist - Digital Learning	202	<b>226 Days</b>	75,428	90,518	105,608
	Specialist - Instructional Technology	197				
	Specialist - Webmaster	226				
Technology Specialist - Resource Acquisition	226					
<b>8</b>			<b>Daily</b>	<b>\$397.17</b>	<b>\$476.62</b>	<b>\$556.07</b>
	Asst Director - Student Information	226	<b>226 Days</b>	89,760	107,716	125,672
	Asst Director - Student Information - PEIMS/TSDS	226				
	Coordinator - K12 Coding Program	226				
	Senior Information Analyst	226				
	Senior Network Engineer	226				
Senior Security Systems Engineer	226					
<b>9</b>			<b>Daily</b>	<b>\$440.06</b>	<b>\$528.09</b>	<b>\$616.12</b>
	Director - Enterprise Systems	226	<b>226 Days</b>	99,454	119,348	139,243
	Director - IT Project Manager	226				
	Director - Library Media	226				
	Director - Technology Client Services	226				
Senior Director - Digital Learning	226					
<b>10</b>			<b>Daily</b>	<b>\$525.19</b>	<b>\$617.87</b>	<b>\$710.55</b>
	Executive Director - Technical Services	226	<b>226 Days</b>	118,693	139,639	160,584

**2025-2026 Administrative Support Pay Plan**  
 Carrollton-Farmers Branch ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Campus Office Clerk - ES	190	<b>Hourly \$17.45</b>	<b>\$20.79</b>	<b>\$24.13</b>
	Campus Office Clerk - MS	195	<b>190 Days</b>	26,524	31,601
	Clerk - Diagnostician	194, 198	<b>194 Days</b>	27,082	32,266
	Clerk - Receptionist HS	194	<b>195 Days</b>	27,222	32,432
			<b>198 Days</b>	27,641	32,931
					36,678
					37,450
					37,643
					38,222
<b>2</b>					
	Clerk - Attendance MS	195	<b>Hourly \$18.45</b>	<b>\$21.96</b>	<b>\$25.47</b>
	Clerk - Counselor HS	198	<b>195 Days</b>	28,782	34,258
	Clerk - Counselor MS	195	<b>198 Days</b>	29,225	34,785
	Clerk - MS	195	<b>202 Days</b>	29,815	35,487
	Clerk - Special Education	202			41,160
	Clerk - Student Services MS	195			
<b>3</b>					
	Clerk - Attendance HS	194	<b>Hourly \$19.45</b>	<b>\$23.15</b>	<b>\$26.85</b>
	Clerk - Records	194, 210, 220, 226	<b>194 Days</b>	30,186	35,929
	Clerk - Records SPED	226	<b>210 Days</b>	32,676	38,892
			<b>220 Days</b>	34,232	40,744
			<b>226 Days</b>	35,166	41,855
					41,671
					45,108
					47,256
					48,545
<b>4</b>					
	Bookkeeper - HS	210	<b>Hourly \$20.50</b>	<b>\$24.40</b>	<b>\$28.30</b>
	Clerk - ESL Student Testing	205	<b>205 Days</b>	33,620	40,016
	Clerk - Fine Arts	226	<b>210 Days</b>	34,440	40,992
	Clerk - Itinerant	226	<b>226 Days</b>	37,064	44,115
	Clerk - Receptionist NWTEC	226			51,166
	Clerk - Records Management Annualized	226			
	Specialist - Campus PEIMS ES	210			
	Specialist - Campus PEIMS MS	210			
<b>5</b>					
	Clerk - Data Entry Bilingual/ESL	226	<b>Hourly \$21.65</b>	<b>\$25.77</b>	<b>\$29.89</b>
	Clerk - Receptionist/HR Admin Bldg	226	<b>210 Days</b>	36,372	43,294
	Clerk - Receptionist/Student Services	226	<b>217 Days</b>	37,584	44,737
	Secretary - Advanced Academics	226	<b>220 Days</b>	38,104	45,355
	Secretary - Assoc Principal	220	<b>226 Days</b>	39,143	46,592
	Secretary - Facility Services	226			54,041
	Secretary - Principal Alternative School	210			
	Secretary - Principal ES	217			
	Secretary - Principal MS	220			
	Secretary - Transportation Payroll	226			
<b>6</b>					
	Clerk - SNS Meal Benefits	226	<b>Hourly \$23.05</b>	<b>\$27.45</b>	<b>\$31.85</b>
	Clerk - SNS Personnel	226	<b>187 Days</b>	34,483	41,065
	Secretary - ATB	226	<b>198 Days</b>	36,511	43,481
	Secretary - Curriculum Director	226	<b>226 Days</b>	41,674	49,630
	Secretary - Director Athletics	226			57,585
	Secretary - Director Bil/ESL	226			
	Secretary - Director Federal Funds	226			
	Secretary - Director Health Services	198			
	Secretary - Director Personnel	226			
	Secretary - Director Student Services	226			
	Secretary - Director/Coordinator Personnel	226			
	Secretary - Directors Special Services	226			
	Secretary - Instruction	226			
	Secretary - Principal HS	187, 226			
	Secretary - Transportation	226			
	Specialist - Security Support	226			

7	
Clerk - Payroll	226
Clerk - Tax Office	226
Secretary - Area Directors School Leadership	226
Secretary - Distribution Center	226
Secretary - ECO & Bonds	226
Secretary - Exec Director Advance Academics	226
Secretary - Exec Director Assessment & Accountability	226
Secretary - Exec Director CTE/Counseling/Nurses	226
Secretary - Exec Director Facility Services	226
Secretary - Exec Director Fine Arts	226
Secretary - Executive Director Mental Health & Behavior	226
Special Education Clerk - SHARS	226
Specialist - Accounts Payable	226
Specialist - District PEIMS	226
Specialist II - Substitute Management	226

Hourly	\$25.35	\$30.18	\$35.01
<b>226 Days</b>	45,833	54,565	63,298

8	
Buyer - Purchasing	226
Secretary - Assoc Superintendent	226
Secretary - Asst Superintendent Human Resources	226
Secretary - Asst Superintendent Special Services	226
Secretary - Asst Superintendent Student Services	226
Secretary - Chief Communications Officer & Public Records Specialist	226
Secretary - Chief Technology	226
Specialist - Employee Benefits Asst	226
Specialist - Payroll II	226
Specialist - Personnel Records	226
Specialist - Records Management	226
Specialist - SNS Accts	226
Specialist - Student Testing Asst	226
Specialist - Workers Comp/Benefit	226

Hourly	\$28.90	\$34.41	\$39.92
<b>226 Days</b>	52,251	62,213	72,175

9	
Internal Accounting Specialist	226
Payroll Specialist - III	226
SEL/Counseling Asst	220
Specialist - Certification	226
Specialist - Language Services	197
Translator Curriculum Asst	187

Hourly	\$34.70	\$40.82	\$46.94
<b>187 Days</b>	51,911	61,067	70,222
<b>197 Days</b>	54,687	64,332	73,977
<b>220 Days</b>	61,072	71,843	82,614
<b>226 Days</b>	62,738	73,803	84,868

10	
Registrar - District	226
Secretary - Board of Trustees	226
Secretary - Superintendent	226

Hourly	\$40.25	\$47.35	\$54.45
<b>226 Days</b>	72,772	85,609	98,446

**2025-2026 Instructional Support Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.86</b>	<b>\$20.72</b>
	Day Care - Caregiver	190	<b>190 Days</b>	22,800	27,147	31,494
<b>2</b>			<b>Hourly</b>	<b>\$15.75</b>	<b>\$18.75</b>	<b>\$21.75</b>
	Asst - Behavior Title I	187	<b>187 Days</b>	23,562	28,050	32,538
	Asst - Inst Bldg HS	187				
	Asst - Pre-K	187				
	Asst - Pre-K/Bilingual	187				
	Asst - Specials	187				
	Asst - Title I	187				
<b>3</b>			<b>Hourly</b>	<b>\$16.55</b>	<b>\$19.70</b>	<b>\$22.85</b>
	Asst - Clinic MS	187	<b>187 Days</b>	24,759	29,471	34,184
	Asst - Clinic HS	187				
	SPED Asst - Bilingual Speech	187				
	SPED Asst - CM (Learning Lab)	187				
	SPED Asst - Moving On Up (MOU)	187				
<b>4</b>			<b>Hourly</b>	<b>\$17.40</b>	<b>\$20.72</b>	<b>\$24.04</b>
	Asst - Clinic HS (licensed CMA/CNA)	187	<b>187 Days</b>	26,030	30,997	35,964
	Asst - Computer Lab HS	187				
	Asst - Instruction Recovery	187				
	Asst - Parent & Community - Title I	187				
	SPED Asst - ABC (Academic Bridging Class)	187				
	SPED Asst - ALC (Active Learning Class)	187				
	SPED Asst - Co-Teach	187				
	SPED Asst - ELC (Early Learning Class)	187				
	SPED Asst - FSLC (Functional Supported Learning Class)	187				
	SPED Asst - FSW (Functional Skills Workshop)	187				
	SPED Asst - Fundamentals	187				
	SPED Asst - Inclusion	187				
	SPED Asst - Job Coach	187				
	SPED Asst - PAS (Positive Attitude for Success)	187				
	SPED Asst - VAC HS	187				
	SPED Asst - Visually Impaired	187				
<b>5</b>			<b>Hourly</b>	<b>\$19.20</b>	<b>\$22.86</b>	<b>\$26.52</b>
	Assessment Asst - ELL	187	<b>187 Days</b>	28,723	34,199	39,674
	Asst - ESL HS	187				
	Asst - ESL MS	187				
<b>6</b>			<b>Hourly</b>	<b>\$21.90</b>	<b>\$26.07</b>	<b>\$30.24</b>
	Day Care - Teacher	190	<b>187 Days</b>	32,762	39,001	45,239
	Specialist - Positive Action Center	187	<b>190 Days</b>	33,288	39,626	45,965
<b>7</b>			<b>Hourly</b>	<b>\$27.35</b>	<b>\$32.56</b>	<b>\$37.77</b>
	Supervisor - Child Development Academy	198	<b>198 Days</b>	43,322	51,575	59,828
<b>8</b>			<b>Hourly</b>	<b>\$34.30</b>	<b>\$40.83</b>	<b>\$47.36</b>
	Certified Occupational Therapy Asst	188	<b>187 Days</b>	51,313	61,082	70,851
	License Vocational Nurse	187	<b>188 Days</b>	51,587	61,408	71,229
	Physical Therapist Asst	188				

**2025-2026 Operations Pay Plan**

Carrolton-Farmers Branch ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Bus Monitor - (Ged. Ed, SPED, Activity)	180	<b>Hourly \$15.25</b>	<b>\$18.15</b>	<b>\$21.05</b>
	Custodian	260	<b>180 Days</b>	21,960	26,136
	Transportation - MPV Driver	180	<b>260 Days</b>	31,720	37,752
				43,784	
<b>2</b>					
	Custodian - Flex Crew	260	<b>Hourly \$16.75</b>	<b>\$19.94</b>	<b>\$23.13</b>
	General Maintenance - Asst	260	<b>182 Days</b>	24,388	29,033
	Production Technician (SNS)	182	<b>191 Days</b>	25,594	30,468
			<b>260 Days</b>	34,840	41,475
				48,110	
<b>3</b>					
	Head Custodian - Flex	260	<b>Hourly \$17.50</b>	<b>\$20.83</b>	<b>\$24.16</b>
	Custodian - Head Ad Bldg	260	<b>260 Days</b>	36,400	43,326
	Custodian - Head ES	260			50,253
	Custodian - Head Pre-K	260			
	Custodian - Lead CLC Bldg	260			
	Custodian - Lead MS	260			
	Grounds - Groundskeeper	260			
	Plumbing - Plumber Apprentice	260			
	Plumbing - Plumber Tech I	260			
<b>4</b>					
	Custodian - Head MS	260	<b>Hourly \$18.65</b>	<b>\$22.20</b>	<b>\$25.75</b>
	Custodian - Lead HS	260	<b>191 Days</b>	28,497	33,922
	Electrical - Asst Fire Alarm Tech	260	<b>226 Days</b>	33,719	40,138
	Electrical - Tech II	260	<b>260 Days</b>	38,792	46,176
	Grounds - Lead Crew	260			53,560
	HVAC - Tech I	260			
	Lead Support - Distribution Center	260			
	Maintenance - Floater	260			
	Manager Trainee - Cafeteria	191			
	Specialist - Parts Technician	226			
	Transport Lead	191			
	Transportation - Safety Specialist	226			
<b>5</b>					
	Asst Manager - Cafeteria	187	<b>Hourly \$20.40</b>	<b>\$24.29</b>	<b>\$28.18</b>
	Carpentry - Painter	260	<b>187 Days</b>	30,518	36,338
	Custodian - Head HS	260	<b>226 Days</b>	36,883	43,916
	Custodian - Rover	260	<b>260 Days</b>	42,432	50,523
	Distribution Center - Inventory Control	260			58,614
	General Maintenance - Worker	260			
	Grounds - Equipment Operator	260			
	Grounds - Irrigator	260			
	Grounds - Lead Athletics	260			
	Grounds Lead - Athletics Crews	260			
	Manager - Cafeteria ES	187			
	Security - Officer (Unarmed)	226			
	Security - Specialist II (Unarmed)	260			
	Support - Distribution Warehouse	260			

<b>6</b>	
Carpentry - Carpenter	260
Carpentry - Locksmith	260
Custodian - Lead Rover	260
General Maintenance - IPM Tech	260
General Maintenance - Lead	260
General Maintenance - Roofer	260
Grounds - Technician	260
Grounds Lead - Equipment Technician	260
HVAC - Tech II (Licensed)	260
Manager - Cafeteria MS	187
Transportation - Dispatcher	226
Transportation - Routing Specialist	226
Transportation - Tech II	226

Hourly	\$22.50	\$26.79	\$31.08
<b>187 Days</b>	33,660	40,078	46,496
<b>226 Days</b>	40,680	48,436	56,193
<b>260 Days</b>	46,800	55,723	64,646

<b>7</b>	
Electrical - Fire Alarm Tech	260
Electrical - Tech III (Licensed)	260
Manager - Cafeteria HS	187
Plumbing - Backflow Tech	260
Plumbing - Plumber Journeyman	260
Supervisor - Parts Inventory	226
Transportation - Tech III	226

Hourly	\$25.25	\$30.06	\$34.87
<b>187 Days</b>	37,774	44,970	52,166
<b>226 Days</b>	45,652	54,348	63,045
<b>260 Days</b>	52,520	62,525	72,530

<b>8</b>	
Carpentry - Lead	260
Electrical - Lead Electrician	260
HVAC - Lead	260
Plumbing - Lead	260
Security - Specialist III (Armed)	226, 260
Specialist - Equipment	260
Specialist - Training & Catering	226
Zone Manager - Cafeteria	220

Hourly	\$30.00	\$35.71	\$41.42
<b>220 Days</b>	52,800	62,850	72,899
<b>226 Days</b>	54,240	64,564	74,887
<b>260 Days</b>	62,400	74,277	86,154

<b>9</b>	
Coordinator - Construction	260
Coordinator - Facilities Rental	260
Dept Head - Interior and Finishes	260
Dept Head - Custodian	260
Dept Head - Electrical	260
Dept Head - General Maintenance	260
Dept Head - Grounds	260
Dept Head - Mechanical/HVAC	260
Dept Head - Plumbing	260
Dept Head - School Safety and Security Technology	260
Energy Manager	226
Environmental Technician	226
Routing Supervisor - Transportation	226
Security - Lead (Armed)	260
Supervisor - Distribution Warehouse	260
Supervisor - School Safety & Security Technology	260
Training Lead	226
Manager Fleet Services	226

Hourly	\$34.30	\$40.83	\$47.36
<b>Daily</b>	<b>\$274.40</b>	<b>\$326.64</b>	<b>\$378.88</b>
<b>226 Days</b>	62,014	73,821	85,627
<b>260 Days</b>	71,344	84,926	98,509

<b>BD</b>	
Bus Driver - Activity	180
Bus Driver - Gen Ed	180
Bus Driver - SPED	180

Hourly	\$24.50	\$28.49	\$32.48
<b>180 Days</b>	35,280	41,026	46,771

## 2025-2026 Extra Duty Stipends

Carrollton-Farmers Branch ISD

Category	Sub-Category	Assignment	Proposed Stipend
<b>Academics</b>			
	UIL	Academic Decathlon Advisor	4,750
	UIL	Academic Decathlon Advisor Asst	2,375
	UIL	Speech/Debate Advisor	4,500
<b>Performing Arts</b>			
	Band	Band Director - HS	16,500
	Band	Band Asst Director - HS	9,900
	Band	Band Director - MS	9,000
	Band	Band Asst Director - MS	6,500
	Choir	Choir Asst Director - MS	4,500
	Choir	Choir Director - HS	7,500
	Choir	Choir Asst Director - HS	5,000
	Choir	Choir Director - MS	5,500
	Dance/Drill Team	Dance/Drill Team Director - MS	2,000
	Dance/Drill Team	Dance/Drill Team Director - MS (Split)	4,000
	Dance/Drill Team	Dance/Drill Team Director - HS	7,500
	Orchestra	Orchestra Director - HS	7,250
	Orchestra	Orchestra Asst Director - HS	5,500
	Orchestra	Orchestra Director - MS	5,500
	Orchestra	Orchestra Asst Director - MS	4,500
	Theatre	Drama/Theatre Advisor	7,500
	Theatre	Drama/Theatre Advisor - MS	3,000
<b>Spirit</b>			
	Cheerleading	Cheerleading Sponsor - 9th Grade	2,500
	Cheerleading	Cheerleading Sponsor - HS	7,000
	Cheerleading	Cheerleading Asst Sponsor - HS	3,800
	Cheerleading	Cheerleading Sponsor - MS	2,000
<b>Activities/Clubs</b>			
	Sponsor	Journalism/Yearbook Advisor	4,800
	Sponsor	Student Council Advisor - HS	1,600
<b>Football</b>			
	Asst Coach	Football Offensive/Defensive Coordinator - HS	10,000
	Asst Coach	Football Varsity Asst - HS	7,800
	9th/JV Coach	Football 9th/JV - HS	5,625
	Middle School	Football - MS	2,500
	Middle School	Football Head - MS	2,500

<b>Team Sport</b>		
Coordinator	Campus Athletic Coordinator - HS	5,000
Head Coach	Baseball Head - HS	9,500
Head Coach	Basketball Head - HS	10,500
Head Coach	Soccer Head - HS	9,500
Head Coach	Softball Head - HS	9,500
Head Coach	Volleyball Head - HS	10,000
Asst Coach	Baseball Asst - HS	5,500
Asst Coach	Soccer Asst - HS	5,500
Asst Coach	Softball Asst - HS	5,500
Asst Coach	Volleyball Asst - HS	6,000
9th/JV Coach	Basketball 9th/JV - HS	6,500
9th/JV Coach	Volleyball 9th/JV - HS	6,500
<b>Individual Sport</b>		
Head Coach	Cross Country Head - HS	8,500
Head Coach	Golf Head - HS	9,500
Head Coach	Powerlifting Head - HS	5,500
Head Coach	Swimming/Diving Head - HS	9,500
Head Coach	Tennis Head - HS	9,500
Head Coach	Track Head - HS	8,500
Head Coach	Wrestling Head - HS	9,500
Asst Coach	Cross Country Asst - HS	5,500
Asst Coach	Golf Asst - HS	5,500
Asst Coach	Powerlifting Asst - HS	4,000
Asst Coach	Tennis Asst - HS	5,500
Asst Coach	Track Asst - HS	5,500
Asst Coach	Wrestling Asst - HS	4,500
<b>Middle School Sport</b>		
Middle School Coach	Basketball - MS	2,500
Middle School Coach	Campus Athletic Coordinator - MS	3,750
Middle School Coach	Soccer - MS	2,500
Middle School Coach	Track - MS	2,500
Middle School Coach	Volleyball - MS	2,500
<b>Athletics</b>		
	Athletics Video - Game Night	350
	Athletics Video Coordinator	5,500
<b>Job-related</b>		
Professional	Bilingual - Related Services	6,000
Professional	Campus Website Manager - ES	750
Professional	Campus Website Manager - HS	750

Professional	Campus Website Manager - MS	750
Professional	CTE Academy Facilitator	2,100
Professional	Dual Campus Principal	4,500
Professional	Instructional Specialist - MS	2,060
Professional	Night School Principal	10,000
Professional	Social Media	750

<b>Job-related</b>
--------------------

Teacher	Adjunct - Coach	2,000
Teacher	AEP Pod - HS	1,350
Teacher	AEP Pod - MS	1,350
Teacher	AEP Pod - SPED	1,100
Teacher	Art - ES	500
Teacher	Art - HS	1,000
Teacher	Art - MS	750
Teacher	Art Academies - ES	1,500
Teacher	Bilingual	6,000
Teacher	Certified Nursing Assistant	4,000
Teacher	Dance Academies - ES	1,500
Teacher	Department Head - ECHS	1,000
Teacher	Department Head - ES	1,000
Teacher	Department Head - HS	2,100
Teacher	Department Head - MS (10+)	2,750
Teacher	Department Head - MS (2)	750
Teacher	Department Head - MS (3)	1,000
Teacher	Department Head - MS (4)	1,250
Teacher	Department Head - MS (5-9)	1,500
Teacher	Doctorate Degree	3,600
Teacher	Dyslexia Interventionist	1,200
Teacher	Dyslexia Interventionist - Bilingual	7,200
Teacher	Gifted/Talented Liaison	225
Teacher	Instructional Facilitator - Bilingual (fully certified)	6,000
Teacher	Instructional Facilitator - HS	2,075
Teacher	Instructional Facilitator - MS	1,550
Teacher	Master's Degree	1,800
Teacher	Music - ES	1,250
Teacher	Music Academies - ES	1,500
Teacher	Pre-Employment Lab	3,850
Teacher	ROTC Sponsor	3,500
Teacher	Special Ed - Adaptive PE	1,050
Teacher	Special Ed - Certified	2,000
Teacher	Theatre Academies - ES	1,500
Teacher	Visually Impaired Teacher (certified)	3,085