



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, librarians, counselors, and nurses. 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**

All employees on the PA, CT, and ST pay grades are paid over 12 months, regardless of the number of months worked during the school year. Salaried employees receive equal monthly or semi-monthly payments, beginning with the first pay period of the academic year.

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

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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
187 Days	70,952	85,145	99,338
210 Days	79,678	95,617	111,556
226 Days	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
212 Days	86,068	103,284	120,501
226 Days	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
220 Days	96,012	115,221	134,429
226 Days	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		Daily	\$524.13	\$628.98	\$733.83
Director - Accounting	226	226 Days	118,453	142,149	165,846
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				

10		Daily	\$560.82	\$673.01	\$785.20
Executive Director - Advanced Academic Svcs & World Language:	226	226 Days	126,745	152,100	177,455
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				

11		Daily	\$622.51	\$747.04	\$871.57
Area Director - School Leadership	226	226 Days	140,687	168,831	196,975
Chief of Communications	226				

12		Daily	\$681.65	\$818.01	\$954.37
Asst Superintendent - Human Resources	226	226 Days	154,053	184,870	215,688
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				

13		Daily	\$830.12	\$965.25	\$1,100.39
Deputy Superintendent	226	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	
1			Hourly	\$25.65	\$30.78	\$35.91
	Specialist - Computer Help Desk I	226	226 Days	46,375	55,650	64,925
	Specialist - IT Warehouse	226				
2	Manager - Database	226	Hourly	\$28.80	\$34.56	\$40.32
			226 Days	52,070	62,484	72,899
3			Hourly	\$30.55	\$36.66	\$42.77
	Specialist - Cabling Tech	226	226 Days	55,234	66,281	77,328
	Specialist - Computer Tech III	226				
4			Daily	\$270.03	\$324.05	\$378.07
	Professional Cataloger	226	226 Days	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				
5			Daily	\$297.04	\$356.46	\$415.88
	Administrator - Lead Computer Systems	226	190 Days	56,438	67,727	79,017
	AV Systems Administrator	226	226 Days	67,131	80,560	93,989
	Specialist - STREAM	190				
	Technology Engineer - SNS	226				
6			Daily	\$314.86	\$377.85	\$440.84
	Specialist - Telecom & Finance	226	226 Days	71,158	85,394	99,630
	Technology - Student Information Systems Analyst	226				
	Web Analyst	226				
7			Daily	\$333.75	\$400.52	\$467.29
	Network Engineer	226	197 Days	65,749	78,902	92,056
	Security Systems Engineer	226	202 Days	67,418	80,905	94,393
	Specialist - Digital Learning	202	226 Days	75,428	90,518	105,608
	Specialist - Instructional Technology	197				
	Specialist - Webmaster	226				
	Technology Specialist - Resource Acquisition	226				
8			Daily	\$397.17	\$476.62	\$556.07
	Asst Director - Student Information	226	226 Days	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					
9			Daily	\$440.06	\$528.09	\$616.12
	Director - Enterprise Systems	226	226 Days	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				
10			Daily	\$525.19	\$617.87	\$710.55
	Executive Director - Technical Services	226	226 Days	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	
1	Campus Office Clerk - ES	190	Hourly	\$17.45	\$20.79	\$24.13
	Campus Office Clerk - MS	195	190 Days	26,524	31,601	36,678
	Clerk - Diagnostician	194, 198	194 Days	27,082	32,266	37,450
	Clerk - Receptionist HS	194	195 Days	27,222	32,432	37,643
			198 Days	27,641	32,931	38,222
2	Clerk - Attendance MS	195	Hourly	\$18.45	\$21.96	\$25.47
	Clerk - Counselor HS	198	195 Days	28,782	34,258	39,733
	Clerk - Counselor MS	195	198 Days	29,225	34,785	40,344
	Clerk - MS	195	202 Days	29,815	35,487	41,160
	Clerk - Special Education	202				
	Clerk - Student Services MS	195				
3	Clerk - Attendance HS	194	Hourly	\$19.45	\$23.15	\$26.85
	Clerk - Records	194, 210, 220, 226	194 Days	30,186	35,929	41,671
	Clerk - Records SPED	226	210 Days	32,676	38,892	45,108
			220 Days	34,232	40,744	47,256
			226 Days	35,166	41,855	48,545
4	Bookkeeper - HS	210	Hourly	\$20.50	\$24.40	\$28.30
	Clerk - ESL Student Testing	205	205 Days	33,620	40,016	46,412
	Clerk - Fine Arts	226	210 Days	34,440	40,992	47,544
	Clerk - Itinerant	226	226 Days	37,064	44,115	51,166
	Clerk - Receptionist NWTEC	226				
	Clerk - Records Management Annualized	226				
	Specialist - Campus PEIMS ES	210				
	Specialist - Campus PEIMS MS	210				
5	Clerk - Data Entry Bilingual/ESL	226	Hourly	\$21.65	\$25.77	\$29.89
	Clerk - Receptionist/HR Admin Bldg	226	210 Days	36,372	43,294	50,215
	Clerk - Receptionist/Student Services	226	217 Days	37,584	44,737	51,889
	Secretary - Advanced Academics	226	220 Days	38,104	45,355	52,606
	Secretary - Assoc Principal	220	226 Days	39,143	46,592	54,041
	Secretary - Facility Services	226				
	Secretary - Principal Alternative School	210				
	Secretary - Principal ES	217				
	Secretary - Principal MS	220				
	Secretary - Transportation Payroll	226				
6	Clerk - SNS Meal Benefits	226	Hourly	\$23.05	\$27.45	\$31.85
	Clerk - SNS Personnel	226	187 Days	34,483	41,065	47,648
	Secretary - ATB	226	198 Days	36,511	43,481	50,450
	Secretary - Curriculum Director	226	226 Days	41,674	49,630	57,585
	Secretary - Director Athletics	226				
	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		Hourly	\$25.35	\$30.18	\$35.01
Clerk - Payroll	226	226 Days	45,833	54,565	63,298
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				

8		Hourly	\$28.90	\$34.41	\$39.92
Buyer - Purchasing	226	226 Days	52,251	62,213	72,175
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				

9		Hourly	\$34.70	\$40.82	\$46.94
Internal Accounting Specialist	226	187 Days	51,911	61,067	70,222
Payroll Specialist - III	226	197 Days	54,687	64,332	73,977
SEL/Counseling Asst	220	220 Days	61,072	71,843	82,614
Specialist - Certification	226	226 Days	62,738	73,803	84,868
Specialist - Language Services	197				
Translator Curriculum Asst	187				

10		Hourly	\$40.25	\$47.35	\$54.45
Registrar - District	226	226 Days	72,772	85,609	98,446
Secretary - Board of Trustees	226				
Secretary - Superintendent	226				

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

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

2025-2026 Operations Pay Plan

Carrolton-Farmers Branch ISD

*Annual amounts are based on 8 hours per da

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Bus Monitor - (Ged. Ed, SPED, Activity)	180	Hourly \$15.25	\$18.15	\$21.05
	Custodian	260	180 Days	21,960	26,136
	Transportation - MPV Driver	180	260 Days	31,720	37,752
				43,784	
2					
	Custodian - Flex Crew	260	Hourly \$16.75	\$19.94	\$23.13
	General Maintenance - Asst	260	182 Days	24,388	29,033
	Production Technician (SNS)	182	191 Days	25,594	30,468
			260 Days	34,840	41,475
				48,110	
3					
	Head Custodian - Flex	260	Hourly \$17.50	\$20.83	\$24.16
	Custodian - Head Ad Bldg	260	260 Days	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			
4					
	Custodian - Head MS	260	Hourly \$18.65	\$22.20	\$25.75
	Custodian - Lead HS	260	191 Days	28,497	33,922
	Electrical - Asst Fire Alarm Tech	260	226 Days	33,719	40,138
	Electrical - Tech II	260	260 Days	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			
5					
	Asst Manager - Cafeteria	187	Hourly \$20.40	\$24.29	\$28.18
	Carpentry - Painter	260	187 Days	30,518	36,338
	Custodian - Head HS	260	226 Days	36,883	43,916
	Custodian - Rover	260	260 Days	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			

6	
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
187 Days	33,660	40,078	46,496
226 Days	40,680	48,436	56,193
260 Days	46,800	55,723	64,646

7	
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
187 Days	37,774	44,970	52,166
226 Days	45,652	54,348	63,045
260 Days	52,520	62,525	72,530

8	
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
220 Days	52,800	62,850	72,899
226 Days	54,240	64,564	74,887
260 Days	62,400	74,277	86,154

9	
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
Daily	\$274.40	\$326.64	\$378.88
226 Days	62,014	73,821	85,627
260 Days	71,344	84,926	98,509

BD	
Bus Driver - Activity	180
Bus Driver - Gen Ed	180
Bus Driver - SPED	180

Hourly	\$24.50	\$28.49	\$32.48
180 Days	35,280	41,026	46,771

2025-2026 Extra Duty Stipends
 Carrollton-Farmers Branch ISD

Category	Sub-Category	Assignment	Proposed Stipend
Academics			
	UIL	Academic Decathlon Advisor	4,750
	UIL	Academic Decathlon Advisor Asst	2,375
	UIL	Speech/Debate Advisor	4,500
Performing Arts			
	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
Spirit			
	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
Activities/Clubs			
	Sponsor	Journalism/Yearbook Advisor	4,800
	Sponsor	Student Council Advisor - HS	1,600
Football			
	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

Team Sport			
	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
Individual Sport			
	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
Middle School Sport			
	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
Athletics			
		Athletics Video - Game Night	350
		Athletics Video Coordinator	5,500
Job-related			
	Professional	Bilingual - Related Services (Assessment Team PK or K-12) (Diagnostician, Speech Pathologist) \$6000 if fully certified and work with bilingual assessment 75% to 100% of the time \$3000 if fully certified and work with Bilingual assessment less than 75%+C104	6000 or 3000
	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
Job-related			
	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 Teachers, Bilingual Instructional Specialists, Bilingual Instructional Facilitators)	Bilingual \$6000 if fully certified by September of each school year \$3000 if not certified full year	6000 or 3000
	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 \$3085 certified by September of each year \$1545 not fully certified full year	3085 or 1545