

Fort Worth
INDEPENDENT SCHOOL DISTRICT

2025-2026
COMPENSATION
HANDBOOK

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Fort Worth Independent School District

Division of Talent Management

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An Equal Opportunity Employer

The Board of Education adopts a new compensation plan each year.

Salary increases are not given automatically.

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. ***Only salaries for the 2025-2026 school year may be obtained from the information in this manual.***

The Compensation Department shall determine final calculations of all salaries, ***regardless of possible typographical errors contained in this manual.***

The Board of Education, the Superintendent, and/or designee retain the right to adjust salaries anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with TASB as well as jobs being added, changed, and/or deleted. Updates will also be made to correct any typographical errors.

For further clarification or information, please contact the Compensation Department at 817.814.2080.

NOTE: All policies and procedures are in accordance with FWISD Board of Education Policy and/or local regulations as of August 1, 2025. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

Notice of Non-Discrimination

The Fort Worth Independent School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

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Board of Trustees

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Trustee

District 2

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1st Vice President

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Trustee

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Trustee

District 5

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Trustee

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Trustee

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District 9

Roxanne Martinez
President

From their founding in 1882, the area's public schools were operated by the Fort Worth city government. In 1925, however, the Texas Legislature removed the city's authority and created the Fort Worth Independent School District, as we know it today, to manage and operate the schools.

The Fort Worth Independent School District is controlled locally through the Board of Education Trustees elected by voters within each district. Nine Trustees serve as single-member district representatives. All Trustees serve four-year terms without pay. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Regular board meetings are open to the public. Meetings are televised live on the Fort Worth ISD Live channel on YouTube, and via live streaming video on the District website's Board Meeting Videos. Minutes may be reviewed [online](#).

Superintendent Molinar

Dr. Karen Calvert Molinar is the Superintendent of the Fort Worth Independent School District (FWISD) and brings over two decades of dedicated service to education. With a career spanning multiple leadership roles within FWISD, Dr. Molinar has built a reputation for her strategic vision, operational expertise, and commitment to student success. In her current role, she provides leadership and oversight to critical areas such as Budget & Finance, Talent Management, and Safety & Security, among others, ensuring that FWISD runs efficiently and effectively to meet the needs of students, staff, and the community.

Prior to her current role, Dr. Molinar served as Deputy Superintendent of FWISD from 2020 to 2023, where she played a key role in leading the Superintendent's Leadership Team and directing district-wide initiatives.

Her extensive experience also includes serving as Chief of Staff, Chief of Elementary Leadership, and Assistant Superintendent. Her work has been integral in supporting the success of FWISD's elementary campuses, fostering a leadership culture that enhances educational outcomes for students while building strong community partnerships.

Dr. Molinar holds a Doctorate in Education Administration from Texas Wesleyan University, a Master's in Education Administration from Tarleton State University, and a Bachelor's degree from Salisbury State University.

Throughout her career, she has been an active member of professional organizations, including the Texas Association of School Administrators and the Texas Urban Council, and she has been recognized for her leadership and unwavering dedication to public education.



Compensation Department Contact Information

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Section I: Compensation Guidelines

Exceptions to the following regulations require the approval of the Superintendent or designee.

Compensation Philosophy

The District's compensation philosophy serves as a tool to attract and retain a high-performing, diverse and motivated workforce. Each year, the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system is designed to reflect the business needs of the District while providing appropriate and competitive pay. The system shall be administered with the intention that employee pay will:

- Stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel;
- Reflect the levels of skill, effort, and responsibility required for different jobs;
- Foster understanding of pay decisions and responsible pay practices;
- Reward and recognize continued length of service to the District;
- Remain fiscally controlled and cost-effective;
- Encourage and support skill development and advancement for each person;
- Maintain a fair and transparent process for compensation decisions to minimize inequities and develop consistency in pay for equal work requiring equal skills, abilities and responsibilities;
- Comply with all federal, state, and local laws, and Board of Education policies;
- Prohibit discrimination or adverse impact or treatment in regards to an individual's race, color, national origin, religion, sex (including pregnancy), age, disability, sexual orientation, gender expression or gender identity and other protected classes.

Pay Structures & Pay Grades

The pay system shall consist of salary structures of the major employee groups: teacher, librarian, nurse, counselor, campus professional support, campus administrator, instructional programs (exempt), business and operations (exempt), technology, executive, instructional support (non-exempt), administrative support (non-exempt), and operations (non-exempt).

Pay grades for each pay grade are based on an assessment of the job worth, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position. Pay rates outside the established range require the Superintendent or designee's approval.

Salary Advancement

Pay grades shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis, the Superintendent shall make recommendations to the Board of Education regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

Transfers between Employee Job Groups

Compensation for employee groups is unique, and the years of experience for most are not transferable between groups except as outlined below.

1. Teacher assistant to secretary/clerk;
2. Secretary/clerk to teacher assistant;
3. Teacher assistant to teacher (see Credit for Prior Experience under [Teachers](#) for more information);
4. Teacher to teacher assistant (certified teacher who transfers to a teacher assistant, for non-punitive receives salary consideration for all teacher experience as a teacher assistant);
5. Teacher, nurse, librarian, counselor within each campus are subject to the professional pay structure.

Also, a Fort Worth ISD professional employee* who accepts a certified classroom teacher position may receive credit for all professional years, as long as the following conditions are met:

1. The employee possesses a bachelor's degree, **and**
2. The percentage of time and minimum required days (90 days) were met.

**Professional employee denotes an individual who holds a professional, exempt position in Fort Worth ISD.*

Compensation Definitions

Minimum of the Range

The Minimum of the Range is the lowest salary rate for the range for that specific position.

Midpoint of the Range

The Midpoint of the Range represents the market value for the position and is the salary amount halfway between the lowest and highest salary rate for that specific position.

Salary Range Maximum

The Maximum of the Range is the highest salary rate for that specific position.

Internal Equity

Internal equity identifies and addresses equity in employee compensation between employees who are considered similarly situated and are performing similarly.

Internal equity does not attempt to make pay exactly the same for employees simply because they are in the same job title. Consideration is taken of the similarities and dissimilarities in experience, skills, abilities, and record of job performance, and aligns the pay fairly and equitably based on those factors.

External Market Equity

External market equity is an assessment of external market compensation that attempts to ensure competitiveness in pay practices for the same duties. This process is used as a tool to compare similar positions with external organizations and industries to align pay practices.

Position Change/Transition

Position change/transition occurs when an employee moves from their current position to a new position in the same or different department/division within the District.

Position Reassignment

Position reassignment is a movement from a pay grade structure to an experience-based placement scale (teacher, counselor, or librarian). Salary placement will be made according to years of creditable experience.

Reinstatement

Reinstatement occurs when an employee is rehired following a separation or break-in-service from the District.

Salary Compression

Salary compression occurs when there is little difference in pay between employees despite tenure, skills, experience, and performance.

Salary Proration

Salary proration occurs when an employee starts their new position after the start date for the position calendar and salary is determined based on the total number of days remaining.

Supplemental Pay

Supplemental pay is an additional stipend or extra duty pay that is paid in addition to, but separate from, regular base salary. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event that otherwise causes the employee to be ineligible to receive the supplemental pay.

Job Classification/Reclassification

Job classification/reclassification is the process for accurately and objectively defining the position/job duties, responsibilities, tasks, level of authority and minimum requirements.

All positions, with the exception of teachers, librarians, counselors, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment.

Pay Determination Guidelines

Salary Ranges

A salary range is an established range of pay organized into pay grades. Each job is assigned a pay grade with a Career Pathway.

Salary range placement guidelines include:

- New Hires are not placed above the midpoint of the range without the approval of the Superintendent or designee.
- New Salaries may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee.
- Other exceptions to compensation guidelines also require the Superintendent or designee's approval.

Evaluation of Experience from Other Entities

Several factors are examined to determine whether prior experience from other entities is creditable. These factors include:

1. Position held (similar or related positions)
2. Accreditation status of the institution
3. Percentage of days worked
4. Number of days worked (must equal 90 full-time equivalent days)
5. Dates of employment; and
6. Type of institution

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Fort Worth Independent School District adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

Creditable service **does not** include part-time/temporary employment, internships, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

Service Records

The employee is responsible for submitting original service records to Fort Worth ISD.

The issuing school district and the employee are responsible for ensuring that service records are true, correct, and that all service recorded was performed. **Copies will not be accepted.**

- Employees must sign the original service record and submit it to Compensation. Employees submitting copies of an original service record must have all copies notarized by the previous district as the official document of record. Service records can also be electronically sent directly from the previous district to compensation@fwisd.org.
- Employees who provide service records with verifiable, creditable experience may receive additional salary credit if service records are submitted to Compensation **no later than 5:00 pm on June 30th, following your hire date of the current school year**. Service records received after this date that qualify for a salary adjustment will be processed at the beginning of the next school year. Service records received after June 30th of the current school year hired will not qualify for/or receive back pay.

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that:

“The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state’s sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information.”

To request your Fort Worth ISD service record, complete the form on the [Employee Records website](#). If you need additional help, please contact Employee Records at 817.814.2760.

College Transcripts

Certain positions may be eligible for additional compensation by earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be **submitted to Compensation no later than 5:00 pm on June 30th, following your hire date of the current school year (for new employees) or following the date the degree was conferred (for current employees)**. Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the next school year. Transcripts received after June 30th, following your hired date for the current school year, will not qualify for/or receive back pay.

College transcripts submitted from an accredited university or college must be provided to Talent Management at the time of employment. Employees submitting these records at a later date **must hand deliver** the documents to Employee Records or request the educational entity **e-script** the documents to employeerecords@fwisd.org **no later than 5:00 pm on June 30th, following the hire date of the current school year**. Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the next school year. Transcripts

received after June 30th, following your hired date for the current school year, will not qualify for/or receive back pay.

Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to creditable years of experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rules on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated into English format).

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two (2) years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115) or a similar form containing the same information.
- Career & Technology teachers may count up to two (2) years of full-time work experience for salary increment purposes if the work experience was required for career

and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians & Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to creditable years of experience.
- FWISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated into English format).

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Effective with the 1998-99 school year, a librarian or counselor may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the individual held a valid teaching certificate at the time the service was rendered, was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the individual held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

School Nurses, Nurse Specialists, and Health Associates

- FWISD grants one (1) year of experience for each appropriate creditable year of experience.
- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exception:

Exception to Compensation Policy

- Validated non-school-based nursing or direct patient services experience will be credited on a one-year for one-year basis as determined by the Compensation Department. The employee is responsible for providing the relevant service

record to qualify for this exception. **This is a local credit only (FWISD).** As a local credit, this service credit may not be recognized by other Texas school districts (public or private).

- Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met.

The rule also applies to out-of-state substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service. A valid emergency or local permit also meets the certification requirement.

Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Orientation & Mobility Specialists, Audiologists, Licensed Specialists in School Psychology, & Social Workers

- FWISD grants one (1) year of experience for each 12 months of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, teaching hospitals, and other organizations that provide similar services.
- Up to eighteen (18) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children, youth, and/or adults may be credited toward advanced salary placement.
- The limit on the number of non-education related creditable years accepted is 18. **This is a local credit only (FWISD).** As a local credit, this service credit may not be recognized by other Texas school districts (public or private).

Junior Reserve Officers Training Corp (JROTC) & Middle School Junior Cadet Corp (JCC)

- The **Junior Reserve Officers Training Corp (JROTC)** employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The **Junior Cadet Corp (JCC)** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

- School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career & Technology Teachers.
- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. **The ten (10)-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.**

Other Permanent Employees Paid on Pay Grades

- Starting pay for an employee who is new to the District and is classified in a pay grade plan will be determined individually, based on each person's job-related experience and the current salaries paid to employees in the same position/pay grade with similar experience. The following guidelines shall be followed to calculate credit for prior job experience for the purposes of placing new hires in a pay grade.
- Salary credit for prior experience that is comparable or directly related to the job will be determined by the Compensation Department at the time of hire. Prior experience may be obtained from another school district or any approved entity as outlined in *Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's rules on Creditable Years of Service*. Salary credit may be given for non-school experience as determined by the Compensation Department for specialized jobs that are hard to fill.
- Employees may receive salary credit equal to one percent above the minimum of the pay grade for each full year of directly related job experience up to 18 years, subject to peer equity considerations. Starting pay may not exceed the midpoint of the pay grade.
- Starting pay for a new hire may not exceed the pay of a District employee in the same job title who has equal or more experience in the job.
- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay grade. Executive and senior-level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.
- Exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

Prorated Salary for New Hires

Salary is based on the total number of days worked in the school year for that specific calendar. To obtain the prorated salary:

- Multiply the anticipated number of days left to work in the school year by the daily rate of pay to identify the prorated annual salary.
- Take the prorated annual salary and divide it by the number of months remaining in the school year to get the monthly rate. (September through August)

Salary Proration Examples:

Non-Prorated Salary	
Position Calendar Start Date	August 1
Position Reporting Days	187
Employee Actual Start Date	August 1
Reporting Days	187
Multiply by Position Daily Rate	\$200
Position Annual Rate	\$37,400
Position Semi-Monthly Rate (12 months, August-July)	\$1,558.34

Prorated Salary	
Position Calendar Start Date	August 1
Position Reporting Days	187
Employee Actual Start Date	January 19
Reporting Days Remaining	83
Multiply by Position Daily Rate	\$200
Position Annual Rate Prorated	\$16,600
Position Semi-Monthly Rate Prorated (7 months, January-July)	\$1,383.33

Salary Guidelines for Current Employees

Reassignment to a Higher Pay Grade

Salary placement for an employee reassigned to a higher pay grade should follow the same guidelines as placement for a new hire. Internal employees who transition pay grades should not be paid less than a new hire would be paid with the same experience.

Employees reassigned to a higher pay grade may receive no less than a three (3) percent rate increase, based on the midpoint of the new pay grade, nor be paid any less than the minimum rate of the pay grade.

Adjustments to salary increases may be made to maintain pay equity among peer employees with equal or greater directly related experience, as necessary.

Example:

Current Position Pay Grade 201 – Midpoint \$285.00	
Current Position Daily Rate	\$274.58
Multiply by Position Workdays	187
Current Position Annual Rate	\$51,346.46

New Position Pay Grade 202 – Midpoint \$319.20	
Current Position Daily Rate	\$274.58
Add Increase (3% of New Midpoint)	\$9.58
New Position Daily Rate	\$284.16
Multiply by New Position Workdays	210
New Position Annual Rate	\$59,673.60

Reassignment within the Same Pay Grade

Lateral reassignments within the same pay grade may involve a change of workdays (shortened or lengthened calendar); however, the daily rate of pay remains the same. Lateral reassignments are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable.

There may be peer equity adjustments given for lateral transitions where the normal salary of peer employees exceeds the salary of the new employee in that pay grade. These adjustments must be approved by the appropriate Leadership Team member and the Executive Director of Compensation.

Example with Change in Calendar:

Current Position Pay Grade 703 – Midpoint \$180.80	
Current Position Daily Rate	\$183.15
Multiply by Position Workdays	239
Current Position Annual Rate	\$43,772.85

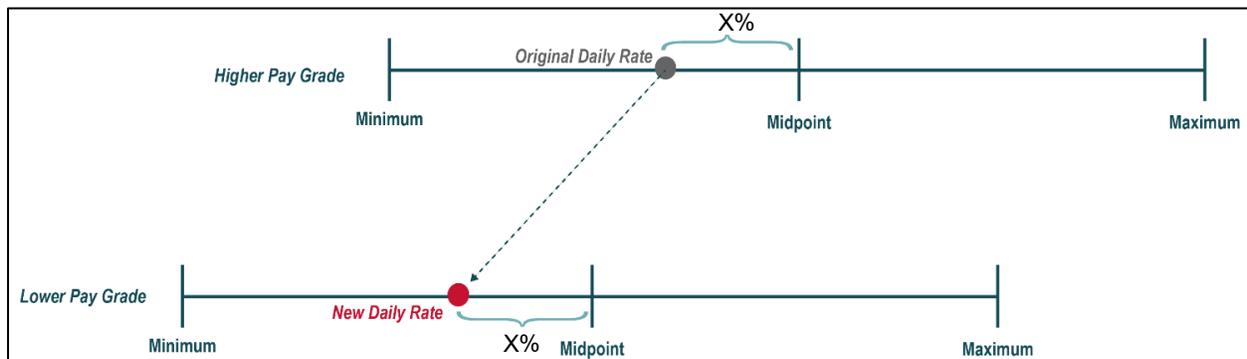
New Position Pay Grade 703 – Midpoint \$180.80	
New Position Daily Rate	\$183.15
Multiply by Position Workdays	219
New Position Annual Rate	\$40,109.85

Reassignment to a Lower Pay Grade

When a reassignment is from one pay grade to a lower pay grade, the employee's base rate of pay (hourly or daily) will be reduced to the same percent of the range midpoint (rate divided by midpoint) in the lower pay grade unless one of the criteria is met below.

- **Contract employees**
 - For Chapter 21 and non-Chapter 21 contract employees, a reduction in pay as a result of a **voluntary** reassignment will be effective with the date of reassignment to the lower pay grade.
 - For an **involuntary** reassignment, a Chapter 21 contract employee will retain their existing daily rate and number of workdays through the end of the current school year. It may be extended to comply with Chapter 21 contract requirements.
 - A non-Chapter 21 contract employee will retain their existing daily rate and number of workdays through the end of the current school year only. At the beginning of the school year, in which the reduction is to take place, the salary and days will be commensurate with the new position.
- **Non-contract employees**
 - For a non-contract employee, a reduction in pay as a result of a **voluntary** reassignment will be effective as of the date of reassignment to the lower pay grade.

Reassignment to a Lower Pay Grade Illustration



Prorated Salary for Position Change

Employee salary proration can occur when there is a transition to a new position after the start date for that specific work calendar.

When there is a change in pay and/or a change of workdays (shortened or lengthened calendar):

- The salary on the new position will be prorated for the remainder of that school year (see prorated salary calculation instructions below).
- Salary impact may occur on the final check for the previous position, resulting in a final position payout OR recoup of overpaid monies.

Employee impact will vary on the individual's specific position change situation. For a summary of how a position change could impact your pay, please contact the Compensation Department at 817.814.2080.

Prorated Salary Calculation Instructions:

Salary is based on the total number of days worked in the school year for that specific calendar.

When determining a prorated salary:

- Multiply the number of workdays left in the school year by the daily rate of pay. The result is the prorated annual salary.
- Divide the prorated annual salary by the number of months in the school year, August 1 through July 31st, to determine the monthly rate of pay.

Pay Equity Adjustments

- Subject to District policy restrictions on mid-year pay increases (See DEA-Local and DEAB-Legal), the Superintendent or designee may authorize special pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal errors or market changes for critical skills needed by the District.

Reinstatement Following Break-in-Service

- An employee who is rehired for the same position following a break-in-service of less than twelve (12) months may be reinstated at the same pay rate previously held prior to the break-in-service and/or is subject to salary placement based on peer equity. This only applies to the rate of pay and not any other benefits.
- If the employee earns a year of service* during the separation, the employee will be placed according to the procedures for the placement of new hires.
*Year of service must be earned from another school district or approved entity as stated in the *Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's Rules on Creditable Years of Service.*
- If rehired at a different pay grade level or rehired following a break-in-service that is greater than twelve (12) months, the employee will be placed according to the procedures for placement of new hires.

Job Classification/Reclassification

- Compensation will classify new positions or reclassify existing positions, as necessary, based on job requirements and comparability to other positions in the District or in the marketplace.

Salary Increase Eligibility

- Board-approved general salary increases apply to employees in permanent positions. To be eligible for a pay increase:
 - Employees must have a satisfactory evaluation from the prior school year; and
 - Employees must have a full year of service/experience
 - In order to qualify for a year of experience or an approved salary increase in a subsequent year, an employee must have worked **and** been paid for at least four and one-half months, a full semester of more than four calendar months, **or** 90 actual working days in the current year.
 - An employee may combine days worked in another school district, or other accredited entity recognized by the Texas Education Agency (TEA), in the current year with days worked in the District in the current year to satisfy this requirement, provided the service rendered in the other district is evaluated as creditable according to state and local regulations regarding service credit.

FWISD Designation System: Teacher Incentive Allotment (TIA)

- In compliance with HB3, 90% of the Teacher Incentive Allotment (TIA) must be spent on teacher compensation. Any funds received by Fort Worth ISD for a designated teacher under the TIA will be divided as follows: a percentage will be paid to the designated teacher and ten percent (10%) will go to the District. Any remaining percentages will be paid to the other teachers on the designated teacher's campus. The ten percent (10%) set aside for the District may be used for training and support of the system, expansion of the system, and administrative expenses as allowed by HB3. The interactive funding map is located on the [TEA Teacher Incentive Allotment website](#).
- A TIA designated teacher must remain in continuous employment through the TIA payout in July. In the case that a TIA designated teacher has resigned or retired and separated from Fort Worth ISD **before** the July TIA payout, the TIA funding amount allocated to them based on the allotment approved by TEA will be equitably redistributed to the other 087-PEIMS-coded teachers on the designated teacher's campus.
- A non-designated, potentially eligible TIA teacher who has resigned or retired and separated **before** the July payout from Fort Worth ISD will not be eligible to receive any TIA funding.

Section II: Salary Schedules

Teacher Salary Schedules

Teacher* salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year. Future salaries should not be assumed or predicted.

***Per Texas Education Code Section 5.001**

(2) "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

The following teacher salary schedule is based on 187 days for the current school year only and cannot be used to predict future salaries.

Counselor & Librarian Salary Schedules

The following salary schedules are for the current school year only and cannot be used to predict future salaries.

2025-2026 Teacher Salary Schedule

2024-2025 Step	2024-2025 Base	2025-2026 Step	HB2 2025-2026 Base	Difference	2025-2026 Daily Rate
		0	\$64,500.00		\$344.92
0	\$63,000.00	1	\$65,000.00	\$ 2,000.00	\$347.59
1	\$63,300.00	2	\$65,300.00	\$ 2,000.00	\$349.20
2	\$63,800.00	3	\$66,300.00	\$ 2,500.00	\$354.55
3	\$64,300.00	4	\$66,800.00	\$ 2,500.00	\$357.22
4	\$64,800.00	5	\$69,800.00	\$ 5,000.00	\$373.26
5	\$65,200.00	6	\$70,200.00	\$ 5,000.00	\$375.40
6	\$65,757.00	7	\$70,757.00	\$ 5,000.00	\$378.38
7	\$66,173.00	8	\$71,173.00	\$ 5,000.00	\$380.60
8	\$66,590.00	9	\$71,590.00	\$ 5,000.00	\$382.83
9	\$67,005.00	10	\$72,005.00	\$ 5,000.00	\$385.05
10	\$67,421.00	11	\$72,421.00	\$ 5,000.00	\$387.28
11	\$67,986.00	12	\$72,986.00	\$ 5,000.00	\$390.30
12	\$68,350.00	13	\$73,350.00	\$ 5,000.00	\$392.25
13	\$68,724.00	14	\$73,724.00	\$ 5,000.00	\$394.25
14	\$69,157.00	15	\$74,157.00	\$ 5,000.00	\$396.56
15	\$69,754.00	16	\$74,754.00	\$ 5,000.00	\$399.75
16	\$70,325.00	17	\$75,325.00	\$ 5,000.00	\$402.81
17	\$70,825.00	18	\$75,825.00	\$ 5,000.00	\$405.48
18	\$71,321.00	19	\$76,321.00	\$ 5,000.00	\$408.13
19	\$71,848.00	20	\$76,848.00	\$ 5,000.00	\$410.95
20	\$72,483.00	21	\$77,483.00	\$ 5,000.00	\$414.35
21	\$72,825.00	22	\$77,825.00	\$ 5,000.00	\$416.18
22	\$73,211.00	23	\$78,211.00	\$ 5,000.00	\$418.24
23	\$73,596.00	24	\$78,596.00	\$ 5,000.00	\$420.30
24	\$73,979.00	25	\$78,979.00	\$ 5,000.00	\$422.35
25	\$74,373.00	26	\$79,373.00	\$ 5,000.00	\$424.45
26	\$74,799.00	27	\$79,799.00	\$ 5,000.00	\$426.73
27	\$75,201.00	28	\$80,201.00	\$ 5,000.00	\$428.88
28	\$75,843.00	29	\$80,843.00	\$ 5,000.00	\$432.32
29	\$76,811.00	30	\$81,811.00	\$ 5,000.00	\$437.49
30	\$78,111.00				

****HB2 legislation****

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 187 days for the 2025-2026 school year only and cannot be used to predict future salaries.

2025-2026 School Counselor Salary Schedule

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
0	\$67,650	\$70,513	\$75,167
1	\$67,988	\$70,866	\$75,542
2	\$68,480	\$71,379	\$76,089
3	\$68,987	\$71,907	\$76,652
4	\$69,771	\$72,724	\$77,523
5	\$70,712	\$73,705	\$78,569
6	\$71,432	\$74,456	\$79,369
7	\$71,803	\$74,842	\$79,781
8	\$72,171	\$75,226	\$80,190
9	\$72,600	\$75,673	\$80,667
10	\$73,310	\$76,413	\$81,456
11	\$73,843	\$76,969	\$82,048
12	\$74,216	\$77,357	\$82,462
13	\$74,603	\$77,761	\$82,892
14	\$75,011	\$78,186	\$83,346
15	\$75,566	\$78,765	\$83,962
16	\$75,932	\$79,146	\$84,369

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
17	\$76,325	\$79,556	\$84,806
18	\$76,721	\$79,968	\$85,246
19	\$77,360	\$80,634	\$85,956
20	\$77,999	\$81,301	\$86,666
21	\$78,400	\$81,719	\$87,111
22	\$78,788	\$82,123	\$87,542
23	\$79,179	\$82,530	\$87,977
24	\$79,564	\$82,932	\$88,404
25	\$79,955	\$83,339	\$88,839
26	\$80,475	\$83,881	\$89,417
27	\$80,873	\$84,296	\$89,859
28	\$81,881	\$85,347	\$90,979
29	\$83,006	\$86,519	\$92,229
30+	\$83,912	\$87,464	\$93,236

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on the working calendar days for each job type in the current school year only and cannot be used to predict future salaries.

2025-2026 Librarian Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$65,500	17	\$73,584
1	\$65,675	18	\$73,977
2	\$66,000	19	\$74,608
3	\$66,360	20	\$75,242
4	\$67,232	21	\$75,637
5	\$68,173	22	\$76,022
6	\$69,225	23	\$76,408
7	\$69,565	24	\$76,790
8	\$69,878	25	\$77,176
9	\$70,190	26	\$77,690
10	\$70,576	27	\$78,082
11	\$70,965	28	\$78,704
12	\$71,398	29	\$79,832
13	\$71,840	30+	\$80,907
14	\$72,258		
15	\$72,702		
16	\$73,089		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 187 days for the current school year only and cannot be used to predict future salaries.

Section III: Career Pathway Pay Plans

This section includes the compensation plan for the following employee groups: administrative support, instructional support, operations-auxiliary, operations, campus administration, campus professional support, technology, business and operations, instructional programs (exempt), and executive. This includes specific pay grades, the calendar of days, and the associated positions outlined, based on career pathways. Please refer to the position's work calendar of days to identify the minimum, midpoint, and maximum salary for the position.

2025-2026 Executive Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$736.22	\$887.01	\$1,037.80
	Chief Financial Officer	239	239 Days	175,957	211,995	248,034
	Chief Governance & Strategic Communications	239				
	Chief of Schools	239				
	Chief Talent Officer	239				
	Chief Technology Officer	239				
	General Counsel	239				
102			Daily	\$876.10	\$1,055.54	\$1,234.98
	Deputy Superintendent Administrative Services	239	239 Days	209,388	252,274	295,160
	Deputy Superintendent District Operations	239				
	Deputy Superintendent Learning & Leading	239				

2025-2026 Campus Professional Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Daily	\$236.55	\$285.00	\$333.45
	Specialist I Family Community Outreach	219	187 Days	44,235	53,295	62,355
	Specialist I College & Career Readiness	187	210 Days	49,676	59,850	70,025
	Specialist I Parent Outreach	210	219 Days	51,804	62,415	73,026
	Specialist I School Outreach	187				
202			Daily	\$264.94	\$319.20	\$373.46
	Coord Home School Program	210	187 Days	49,544	59,690	69,837
	Coord Social Services	210	210 Days	55,637	67,032	78,427
	Social Worker I	239	239 Days	63,321	76,289	89,257
	Speech-Language Pathology Assistant	187				
203			Daily	\$302.03	\$363.89	\$425.75
	Academic Interventionist	187	187 Days	56,480	68,047	79,615
	Music Therapist	187	192 Days	57,990	69,867	81,744
	Social Worker II	192, 210, 219	202 Days	61,010	73,506	86,002
	Specialist II Intervention	187	210 Days	63,426	76,417	89,408
	Specialist II Social Services	202, 210, 219	219 Days	66,145	79,692	93,239
	Specialist II Orientation/Mobility	202	239 Days	72,185	86,970	101,754

204	
ARD Committee Manager	210
JROTC Staff	239
JROTC Instructor	219
School Nurse	187
Specialist III Art Education	207
Specialist III Choral	207
Specialist III Climate & Culture	210
Specialist III CTE	219
Specialist III Deaf Education	219
Specialist III Dyslexia	219
Specialist III Gifted & Talented	219
Specialist III Instrumental Music	207
Specialist III Language & Academic Development	210
Specialist III MTSS	202
Specialist III MTSS/RTI	219
Specialist III Physical Education Curriculum	219
Specialist III Postsecondary	219
Specialist III Reading Intervention	187
Specialist III Reading Intervention Bilingual/ESL	187
Specialist III Restorative Practices	219
Specialist III Student Support Services	219
Specialist III Visual Education	219
Teacher Manager	210

Daily	\$336.90	\$405.90	\$474.90
187 Days	63,000	75,903	88,806
202 Days	68,054	81,992	95,930
207 Days	69,738	84,021	98,304
210 Days	70,749	85,239	99,729
219 Days	73,781	88,892	104,003
239 Days	80,519	97,010	113,501

205	
Assessment/Data Analyst	187
Behavior Coach	210
Instructional Specialist	210
Transition Specialist	210
Instruct Coach Curriculum	210,
Instructional Coach Early Learning	210
Instructional Coach K-12 World Languages	210
Instructional Specialist Bilingual	210
LAN Campus Data Leader	210

Daily	\$353.75	\$426.20	\$498.65
187 Days	66,151	79,699	93,248
210 Days	74,288	89,502	104,717

206	
Athletic Trainer	202
Audiologist	210
Board Certified Behavior Analyst	210
Diagnostician Evaluation Specialist	192, 210, 239
Occupational Therapist	202
Physical Therapist	202
School Psychologist	192, 210, 239
Speech-Language Pathologist	187, 202, 210

Daily	\$371.43	\$447.51	\$523.59
187 Days	69,457	83,684	97,911
192 Days	71,315	85,922	100,529
202 Days	75,029	90,397	105,765
210 Days	78,000	93,977	109,954
239 Days	88,772	106,955	125,138

2025-2026 Instructional Programs Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
301			Daily	\$214.74	\$258.72	\$302.70
	Coord I Bilingual/ESL	239	219 Days	47,028	56,660	66,291
	Coord I Migrant/EL Retention & Achievement	239	239 Days	51,323	61,834	72,345
	Coord I Project FWAS	219, 239				
	Coord I Site ACE 21CCLC	219				
	Specialist I Admissions Advisor	239				
	Specialist I FES ACE 21CCLC	219				
	Specialist I Workforce Integration	239				
	Supervisor I Special Education	239				
	Supervisor I Student Placement	239				

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
302			Daily	\$268.42	\$323.40	\$378.38
	Coord II Career Path	239	187 Days	50,195	60,476	70,757
	Coord II Performance Quality	239	214 Days	57,442	69,208	80,973
	Coord II PD Instructional Spec	239	219 Days	58,784	70,825	82,865
	Coord II Project ACE 21CCLC	239	239 Days	64,152	77,293	90,433
	Coord II Student	214				
	Hearing Officer	214, 219, 239				
	Specialist II Attend Control Student Engagement	187				
	Specialist II Attendance Control	187, 219				
	Specialist II Support	214				

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
303			Daily	\$336.90	\$405.90	\$474.90
	Coord III Academics	239	219 Days	73,781	88,892	104,003
	Coord III Adolescent Health	239	239 Days	80,519	97,010	113,501
	Coord III Case Manager	219				
	Coord III Dual Language K-12	219				
	Coord III ESL K-12	219				
	Coord III Emergent Bilingual Family, Parent & Community	239				
	Coord III Emergent Bilingual GT Education	239				
	Coord III Elementary Emergent Bilingual	219				
	Coord III GT	239				
	Coord III Literacy Academics	239				
	Coord III Project HTYPE	219				
	Coord III Secondary Emergent Bilingual	219				
	Coord III Secondary Student Engagement	239				
	Coord III Special Education	239				
	Coord III Special Programs	239				
	Manager Family Community Partnerships	219				
	Nurse Specialist	239				

304	
Asst Principal ES	210, 214, 219
Campus Coordinator	214

Daily	\$359.53	\$433.17	\$506.81
210 Days	75,501	90,966	106,430
214 Days	76,939	92,698	108,457
219 Days	78,737	94,864	110,991

305	
Asst Principal MS	214, 219
Coord IV Area Schools	239
Coord IV Arts Center	219
Coord IV Attendance & Credit Recovery	239
Coord IV Core Subjects	219
Coord IV CTE	239
Coord IV Early Learning	219
Coord IV Family Action Center	219
Coord IV Fine Arts	239
Coord IV Guidance & Counseling	239
Coord IV Instructional Technology	239
Coord IV Parent Partnerships	239
Coord IV Post-Secondary Success	239
Coord IV Responsive Education Programs	239
Coord IV Restorative Practices	239
Coord IV Special Education	239
Coord IV Special Programs	239
Coord IV Student Academic Support Initiatives	239
Coord IV Student Engagement	239
Dean of Instruction	214

Daily	\$377.51	\$454.83	\$532.15
214 Days	80,787	97,334	113,880
219 Days	82,675	99,608	116,541
239 Days	90,225	108,704	127,184

306	
Asst Director Athletics	239
Asst Principal HS	214, 219, 239
Athletic Coordinator	197, 207, 217

Daily	\$396.23	\$477.39	\$558.55
197 Days	78,057	94,046	110,034
207 Days	82,020	98,820	115,620
214 Days	84,793	102,161	119,530
217 Days	85,982	103,594	121,205
219 Days	86,774	104,548	122,322
239 Days	94,699	114,096	133,493

307	
Director I Academic Programs	239
Director I Adult Education	239
Director I Athletics	239
Director I Curriculum & Instruction	239
Director I Dyslexia	239
Director I Early Learning	239
Director I Family Action Center	239
Director I Family Resource Center	239
Director I GT	239
Director I Health & Physical Education	239
Director I Health Services	239
Director I JROTC	244
Director I Library Media Services	239
Director I Parent Partnerships	239
Director I Psychological Services	239
Director I Restorative & Responsive Settings	239
Director I Student Placement Center	239
Director I Student Wellbeing	239
Director I Special Programs	239
Director I Vision Health Partnerships	239
Director I World Languages	239
Principal ES	219, 239

Daily	\$422.82	\$509.42	\$596.02
219 Days	92,598	111,563	130,528
239 Days	101,054	121,751	142,449
244 Days	103,168	124,298	145,429

308	
Director II Advanced Academics & Early College	239
Director II CCMR	239
Director II Core Subjects	239
Director II Elementary Counseling & Student Wellbeing	239
Director II Elementary Student Engagement	239
Director II Emergent Bilingual	239
Director II FWAS	239
Director II Secondary Student Engagement	239
Director II Special Education	239
Director II Student Support Programs	239
Director II Visual & Performing Arts	239
Executive Principal	239
Principal MS/Alt Special Assignment	219,239
Principal HS/Alt	239
Principal Virtual Learning Academy	219

Daily	\$459.01	\$553.03	\$647.05
219 Days	100,523	121,114	141,704
239 Days	109,703	132,174	154,645

309	
Principal HS Small (<1000 students)	239
Principal Program Administrator	239

Daily	\$495.73	\$597.27	\$698.81
239 Days	118,479	142,748	167,016

310	
Principal HS Large (>1000 students)	239

Daily	\$510.00	\$612.27	\$736.81
239 Days	121,890	146,333	176,098

311	
Exec Director Athletics	239
Exec Director CCMR & Enrichment	239
Exec Director Early Learning	239
Exec Director Emergent Bilingual Programs	239
Executive Director Fine Arts	239
Exec Director Guidance & Counseling	239
Exec Director Literacy	239
Exec Director School Leadership	239
Exec Director Specialized Learning	239
Exec Director Student & Family Experience	239

Daily	\$535.39	\$645.05	\$754.71
239 Days	127,958	154,167	180,376

312	
Associate Superintendent	239

Daily	\$646.94	\$779.45	\$911.96
239 Days	154,619	186,289	217,958

2025-2026 Business & Operations Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Daily	\$225.60	\$271.81	\$318.02
	Analyst I Compensation	239	239 Days	53,918	64,963	76,007
	Analyst I Compliance	239	244 Days	55,046	66,322	77,597
	Analyst I Energy Management	239				
	Analyst I Payroll	239				
	Coord I Cumulative Records	239				
	Specialist I Assessment	239				
	Specialist I Benefits	239				
	Specialist I Student Engagement	239				
	Supervisor I Custodial	244				
402			Daily	\$266.02	\$320.50	\$374.99
	Accountant	239	192 Days	51,076	61,536	71,998
	Analyst II Budget	239	219 Days	58,258	70,190	82,123
	Analyst II Compensation	239	239 Days	63,579	76,600	89,623
	Analyst II P-Card/Sr Procurement	239	244 Days	64,909	78,202	91,498
	Buyer Procurement Services	239				
	Coord II Branding	239				
	Coord II Communications & Web	239				
	Coord II Communications Partners	239				
	Coord II Custodial Services	244				
	Coord II Customer Service	239				
	Coord II Employee Records	239				
	Coord II Energy Management	239				
	Coord II Facility Rentals	239				
	Coord II Graphic Design & Multimedia	239				
	Coord II Safety & Training	244				
	Coord II Social Media	239				
	Coord II Textbook	244				
	Editor/Photographer	239				
	Foreperson Child Nutrition Services	244				
	Foreperson Fleet Maintenance	244				
	Foreperson General Maintenance	244				
	Foreperson Paint Shop	244				
	Foreperson Warehouse	244				
	Internal Auditor	239				
	Procurement Services Contract Agent	239				
	Specialist II Compliance	219				
	Specialist II Environmental	239				
	Specialist II Family Communications	239				
	Specialist II Grants	239				
	Specialist II Parent Partnerships	219, 239				

Specialist II Safety & Security	192, 239
Supervisor II Child Nutrition Services	219
Supervisor II Custodial Services	244

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Analyst III GIS	239
Analyst III Travel	239
CIP Sr Internal Auditor	239
Coord III Advanced Academics	239
Coord III Benefits	239
Coord III Board Services	239
Coord III Capital Improvement Program	239
Coord III Chief Academic Officer Budgets	239
Coord III Chief Financial Officer	239
Coord III Chief Student Support Services	239
Coord III Chief Technology Officer	239
Coord III CNS Compliance	239
Coord III Communications	239
Coord III Communications Writer & Editor	239
Coord III Compensation	239
Coord III Compliance	239
Coord III Employee Performance	239
Coord III Employee Services	239
Coord III Payroll	239
Coord III Recruitment	239
Coord III School Leadership	239
Coord III Social Media	239
Coord III Staffing	239
Foreperson Electrical	244
Foreperson Grounds & Landscaping	244
Foreperson HVAC Services	244
Foreperson Plumbing	244
Investigator	239
Manager I District Operations	239
Manager I Fleet Maintenance	239
Manager I HRIS	239
Manager I Onboarding	239
Manager I Routing	239
Manager I SHARS/MAC	239
Manager I Special Education Budget Grants	239
Manager I Substitute Services	239
Manager I Transportation	239
Paralegal	239
Specialist III Daily Attendance	239
Specialist III Development	239

Daily	\$312.70	\$376.75	\$440.80
239 Days	74,735	90,043	105,351
244 Days	76,299	91,927	107,555

Specialist III Equity & Excellence	239
Specialist III Employee Performance	239
Specialist III Environmental	239
Specialist III Financial Services	239
Specialist III Prof Learning & Innovation	239
Specialist III Project Development	239
Sr Accountant	239
Sr Buyer	239
Sr Buyer CNS	239
Sr Compliance Analyst	239
Sr Grants Specialist	239
Sr Internal Auditor	239
Supervisor III Accounts Payable	239

404

Daily	\$359.39	\$433.00	\$506.61
239 Days	85,893	103,487	121,081

Coord IV Assessment	239
Coord IV Bill/ESL Talent Development Pipeline	239
Coord IV Communications	239
Coord IV Compliance	239
Coord IV Data Reporting	239
Coord IV Employee Relations/Title IX	239
Coord IV Employee Services	239
Coord IV Financial Analyst-Accounting	239
Coord IV Financial Services	239
Coord IV Operations Analytics	239
Coord IV Payroll & Benefits	239
Coord IV Program Integration	239
Coord IV Performance Management	239
Coord IV Strategic ADQ	239
Coord IV Strategic Initiative Analytics	239
Coord IV Talent Management	239
Director I Benefits & Leaves Management	239
Director I Grants Development	239
Director I Grants Management	239
Director I Policy & Governance	239
Director I Procurement	239
Director I Substitute Services	239
Manager Board Services	239
Manager Events & Community Engagement	239
Manager Superintendent Office	239
TM Systems Administrator	239

405

Assistant Comptroller	239
Director II Administrative Services	239
Director II ADQ	239
Director II Area Maintenance	239
Director II Assessment	239
Director II Capital Improvement Program	239
Director II Communications	239
Director II Custodial Services	239
Director II Creative Communications	239
Director II Data Reporting	239
Director II District Operations	239
Director II Employee Services	239
Director II Environmental	239
Director II HVAC Services	239
Director II Operations	239
Director II Office of Professional Standards	239
Director II Payroll	239
Director II Performance Management	239
Director II Procurement	239
Director II Staffing	239
Director II Strategic Transformation	239
Director II TM Compensation & Compliance	239
Director II TM Performance & Evaluation Systems	239
Director II Talent Management Systems & Support	239
Director II Teacher Residents & Pipeline	239
Director II Transportation	239
Manager II Budget Management	239
Manager II Capital Improvement Project	239
Manager II Internal Audit	239
Manager II Procurement	239
Manager II Safety Construction	239
Staff Attorney I	239
Treasurer	239

Daily	\$408.24	\$491.85	\$575.46
239 Days	97,569	117,552	137,535

406

Director III Business Operations	239
Special Assistant to the Superintendent	239

Daily	\$436.81	\$526.28	\$615.75
239 Days	104,398	125,781	147,164

407	
Chief Internal Auditor	239
Comptroller	239
Exec Director Budget Management	239
Exec Director Child Nutrition Services	239
Exec Director Custodial Services	239
Exec Director Employee Services	239
Exec Director Employee Standards & Compliance	239
Exec Director Facility Planning	239
Exec Director Grant Development & Management	239
Exec Director Maintenance Services	239
Exec Director Performance Evaluation	239
Exec Director Procurement Services	239
Exec Director Retention & Employee Engagement	239
Exec Director Risk Management	239
Exec Director Strategic Communications	239
Exec Director Strategic Recruitment	239
Exec Director Talent Management	239
Exec Director Transportation	239
Staff Attorney II	239

Daily	\$489.88	\$590.22	\$690.56
239 Days	117,081	141,063	165,044

408	
Asst General Counsel	239
Senior Officer Operations	239
Senior Officer Payroll & Benefits	239

Daily	\$543.65	\$655.00	\$766.35
239 Days	129,932	156,545	183,158

2025-2026 Technology Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
501			Daily	\$200.00	\$241.04	\$282.08
	IT Specialist Help Desk	239	239 Days	47,800	57,609	67,417
	IT Specialist Device Deployment	239				
502			Daily	\$214.32	\$258.24	\$302.16
	IT Specialist II Infrastructure	239	239 Days	51,222	61,719	72,216
	IT Specialist II Student Records	239	244 Days	52,294	63,011	73,727
	Technician II Physical Security	239				
	Technician II Transportation Technology	244				
503			Daily	\$233.68	\$281.52	\$329.36
	IT Specialist III Business Intelligence	239	239 Days	55,850	67,283	78,717
	IT Specialist III Device Configuration	239				
	IT Specialist III Pyramid Support	239				
	IT Specialist III SIS Support	239				
	IT Specialist III Telecom	239				
	IT Specialist III Training	239				
504			Daily	\$296.64	\$357.44	\$418.24
	IT Specialist IV Access Control Technician	239	239 Days	70,897	85,428	99,959
	IT Specialist IV CNS Technical Support	239				
	IT Specialist IV Mobile Device Management	239				
	IT Specialist IV Network Services	239				
	IT Specialist IV School Solutions	239				
	IT Specialist IV Systems	239				
	IT Specialist IV Transportation Technical Support	239				
505			Daily	\$336.72	\$405.69	\$474.66
	Analyst Quality Assurance	239	239 Days	80,476	96,960	113,444
	Analyst Technical Business	239				
	Associate Systems Administrator	239				
	Cyber Security Analyst	239				
	Database Developer	239				
	IT Analyst	239				
	IT App Developer	239				
	IT Collaboration Engineer	239				
	IT Systems Administrator Business Intelligence	239				
	IT Telecom Engineer	239				
	Network Engineer	239				

506	
Cyber Security Engineer	239
IT Manager II Asset Management	239
IT Manager II Help Desk	239
IT Manager II Pyramid Support	239
IT Manager II Training	239
IT Product Manager	239
IT Project Manager	239
Sr App Developer	239
Sr Database Developer	239
Sr Network Engineer	239
Systems Administrator	239

Daily	\$362.65	\$436.93	\$511.21
239 Days	86,673	104,426	122,179

507	
Enterprise Architect	239
IT Governance	239
IT Manager III Application Development	239
IT Manager III Core Engineering	239
IT Manager III Database Development	239
IT Manager III Server Engineering	239
IT Manager III SIS Support	239
IT Manager III Student Records & PEIMS	239

Daily	\$388.11	\$467.60	\$547.09
239 Days	92,758	111,756	130,755

508	
IT Director Business Services	239
IT Director Campus Security Systems	239
IT Director Demand Management	239
IT Director School Support	239

Daily	\$438.56	\$528.39	\$618.22
239 Days	104,816	126,285	147,755

509	
Exec Director Business Intelligence	239
Exec Director IT Infrastructure	239
Exec Director IT Platform	239
Exec Director IT Support	239

Daily	\$502.99	\$606.01	\$709.03
239 Days	120,215	144,836	169,458

510	
Senior Officer Information Security	239

Daily	\$543.65	\$655.00	\$766.35
239 Days	129,932	156,545	183,158

2025-2026 Instructional Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
601			Hourly	\$15.25	\$18.37	\$21.49
			Daily	\$122.00	\$146.96	\$171.92
	Teacher Assistant I	183	183 Days	22,326	26,894	31,461
	Teacher Assistant I Bilingual	183				
	Teacher Assistant I PreK	183				
	Teacher Assistant I PreK3	183				
	Teacher Assistant I Resource Title I	183				
Teacher Assistant I Title I	183					
602			Hourly	\$16.00	\$19.28	\$22.56
			Daily	\$128.00	\$154.24	\$180.48
	Teacher Assistant II Sp Ed Resource	183	183 Days	23,424	28,226	33,028
603			Hourly	\$17.00	\$20.48	\$23.96
			Daily	\$136.00	\$163.84	\$191.68
	Health Associate	183	183 Days	24,888	29,983	35,077
	Library Clerk	183	187 Days	25,432	30,638	35,844
	Specialist Family Engagement	197, 219	197 Days	26,792	32,276	37,761
	Teacher Assistant III CAI	183	219 Days	29,784	35,881	41,978
	Teacher Assistant III CAI Title I	183				
	Teacher Assistant III Deaf Ed	183				
	Teacher Assistant III ECSE	183				
	Teacher Assistant III In-House	183				
	Teacher Assistant III PPCD	183				
	Teacher Assistant III RISE	183, 187				
	Teacher Assistant III Science Lab	187, 197				
	Teacher Assistant III SEAS	183				
Teacher Assistant III Severe Needs	183					
Teacher Assistant III Transition	183					
604			Hourly	\$18.50	\$22.28	\$26.06
			Daily	\$148.00	\$178.24	\$208.48
	Lead Parent Educator	219	219 Days	32,412	39,035	45,657
	Liaison for American Indian Education	239	239 Days	35,372	42,599	49,827
Specialist Family Communication	219					
605			Hourly	\$23.00	\$27.71	\$32.42
			Daily	\$184.00	\$221.68	259.36
	Deaf Education Transcriber	183	183 Days	33,672	40,567	47,463
	Deaf Interpreter	183	239 Days	43,976	52,982	61,987
	Liaison for Homeless Education	239				
	Piano Technician	239				
	Program Assistant	183				
Reach Associate	183					

2025-2026 Administrative Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
701			Hourly	\$15.25	\$18.37	\$21.49
			Daily	\$122.00	\$146.96	\$171.92
	Office Assistant	210, 239	183 Days	22,326	26,894	31,461
	Office Assistant Alt	189	189 Days	23,058	27,775	32,493
	Office Assistant ES	189	210 Days	25,620	30,862	36,103
	Office Assistant HS	183, 239	219 Days	26,718	32,184	37,650
	Office Assistant MS	183, 189	239 Days	29,158	35,123	41,089
	Storekeeper	219				
702			Hourly	\$16.50	\$19.88	\$23.26
			Daily	\$132.00	\$159.04	\$186.08
	Administrative Assistant I	183,187,210,219, 239	183 Days	24,156	29,104	34,053
	Bilingual Tester	239	187 Days	24,684	29,740	34,797
			189 Days	24,948	30,059	35,169
			210 Days	27,720	33,398	39,077
			219 Days	28,908	34,830	40,752
			239 Days	31,548	38,011	44,473
703			Hourly	\$18.75	\$22.60	\$26.45
			Daily	\$150.00	\$180.80	\$211.60
	Administrative Assistant II	210,214,219	183 Days	27,450	33,086	38,723
	Attendance Clerk HS	187	187 Days	28,050	33,810	39,569
	Attendance Clerk MS	183	197 Days	29,550	35,618	41,685
	Cash Management Assistant	239	210 Days	31,500	37,968	44,436
	Technician I Adult Education	239	214 Days	32,100	38,691	45,282
	Technician I Procurement Services	239	219 Days	32,850	39,595	46,340
	Technician I Records	239	239 Days	35,850	43,211	50,572
704			Hourly	\$20.75	\$25.00	\$29.25
			Daily	\$166.00	\$200.00	\$234.00
	Accounts Payable Clerk	239	192 Days	31,872	38,400	44,928
	Administrative Assistant III	239	197 Days	32,702	39,400	46,098
	Data Clerk Alt/Sp	214, 219	214 Days	35,524	42,800	50,076
	Data Clerk HS	214	219 Days	36,354	43,800	51,246
	Data Clerk MS/Sped	197	239 Days	39,674	47,800	55,926
	Dispatch Clerk	244	244 Days	40,504	48,800	57,096
	Registrar HS	239				
	Technician II Benefits	239				
	Technician II Employee Attendance	239				
	Technician II Employee Services	239				
	Technician II Fingerprinting	239				
	Technician II FWAS Teacher Support	239				
	Technician II Medicaid & SHARS	239				

Technician II Onboarding	239
Technician II OPS	239
Technician II Substitute Services	239

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Admin Assistant IV	239
Executive Assistant Learning & Leading	239
Specialist Accounting	239
Specialist Compensation	239
Specialist Communications	239
Specialist Learning & Leading	239
Specialist Payroll	239
Specialist Payroll CNS	239
Specialist Procurement	239
Specialist SHARS/MAC	239

Hourly	\$23.00	\$27.71	\$32.42
Daily	\$184.00	\$221.68	\$259.36
239 Days	43,976	52,982	61,987
244 Days	44,896	54,090	63,284

706

Analyst Emergent Bilingual Budget	239
Analyst Budget	239
Analyst Learning & Leading	239
Analyst Operations Management	239
Analyst Special Education Budget & Grants	239
Executive Assistant Chief/Deputy Superintendent	239
Specialist Accounts Payable	239
Specialist Sr Accounting	239
Specialist Sr Budget	239
Specialist Sr Compensation	239
Specialist Sr Employee Records	239
Specialist Sr Hiring	239
Specialist Sr IT Budget & Procurement	239
Specialist Sr Legal Support	239
Specialist Sr Payroll	239
Specialist Sr Records Management	239
Specialist Sr Risk Management	239
Specialist Sr Substitute Payroll	239
Specialist Sr Transportation	244

Hourly	\$27.00	\$32.53	\$38.06
Daily	\$216.00	\$260.24	\$304.48
239 Days	51,624	62,197	72,771
244 Days	52,704	63,499	74,293

707

Executive Assistant Sr Superintendent	239
Executive Assistant Sr Board Services	239

Hourly	\$30.23	\$36.43	\$42.63
Daily	\$241.84	\$291.44	\$341.04
239 Days	57,800	69,654	81,509

2025-2026 Operations Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
801			Hourly	\$16.00	\$19.27	\$22.54
	Custodian	244	Daily	\$128.00	\$154.16	\$180.32
	Firewalker	187	187 Days	23,936	28,828	33,720
			244 Days	31,232	37,615	43,998
802			Hourly	\$17.00	\$20.48	\$23.96
	Apprentice Electrician	244	Daily	\$136.00	\$163.84	\$191.68
	Apprentice Fire Alarms	244	244 Days	33,184	39,977	46,770
	Apprentice HVAC	244				
	Apprentice Mechanic	244				
	Apprentice Plumber	244				
	Grounds Worker	244				
	Head Custodian I	244				
	Painter I	244				
	Technician I Irrigation	244				
	Technician I Preventive Maintenance	244				
	Warehouseperson I	244				
803			Hourly	\$18.50	\$22.28	\$26.06
	Café Manager I ES	189	Daily	\$148.00	\$178.24	\$208.48
	Environmental Worker I	244	189 Days	27,972	33,687	39,403
	General Maintenance Technician I	244	239 Days	35,372	42,599	49,827
	General Maintenance Worker	244	244 Days	36,112	43,491	50,869
	Head Custodian II	244				
	Inventory Control Clerk	244				
	Locker Repairperson	244				
	Painter II	244				
	Playground Maintenance	244				
	Warehouseperson II	239, 244				
804			Hourly	\$21.00	\$25.30	\$29.60
	Café Manager II HS	189	Daily	\$168.00	\$202.40	\$236.80
	Café Manager II MS	189	189 Days	31,752	38,254	44,755
	Dispatcher	239	239 Days	40,152	48,374	56,595
	Equipment Operator	244	244 Days	40,992	49,386	57,779
	General Maintenance Technician II	244				
	Head Custodian III	244				
	Head Custodian Administration Building	244				
	Router I	244				
	Specialist I Central Warehouse	244				
	Specialist I CNS Free Lunch	239				
	Specialist I CNS Warehouse	244				

Specialist I Warehouse	244
Technician II Appliance Repair	244

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Building Manager Warehouse	244
Bus Lot Supervisor	244
Exterminator	244
General Maintenance Technician III	244
Glazier	244
Locksmith	244
Mechanic Transportation	244
Plasterer	244
Router & Scheduler, Field Trips	244
Sheet Metal Worker	244
Specialist II Safety & Training	244
Specialist II Transportation	244
Technician III Fire Alarm	244
Technician III Irrigation	244
Technician III Playground	244
Technician III Refrigeration	244
Technician III Sewer	244
Welder	244

Hourly	\$23.50	\$28.31	\$33.12
Daily	\$188.00	\$226.48	\$264.96
244 Days	45,872	55,261	64,650

806

Advanced Environmental Maintenance	244
Electrician Journeyman	244
HVAC Journeyman	244
Master Mechanic Transportation	244
Plumber II	244
Technician HVAC Services	244

Hourly	\$26.50	\$31.92	\$37.34
Daily	\$212.00	\$255.36	\$298.72
244 Days	51,728	62,308	72,888

807

Master Electrician	244
Master HVAC	244
Master Plumber	244

Hourly	\$28.17	\$34.33	\$40.49
Daily	\$225.36	\$274.64	\$323.92
244 Days	54,988	67,012	79,036

808

Asst Foreperson Electrical	244
Asst Foreperson General Maintenance	244
Asst Foreperson Grounds & Landscape	244
Asst Foreperson HVAC Services	244
Asst Foreperson Paint Shop	244
Asst Foreperson Plumbing	244
Asst Foreperson Small Equipment	244
Asst Foreperson Transportation	244

Hourly	\$30.50	\$36.74	\$42.98
Daily	\$244.00	\$293.92	\$343.84
244 Days	59,536	71,716	83,897

2025-2026 Safety & Security Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
901	Campus Monitor	187	Daily	\$128.00	\$154.16	\$180.32
			187 Days	23,936	28,828	33,720
902	Security Monitor	244	Daily	\$136.00	\$163.84	\$191.68
			244 Days	33,184	39,977	46,770
903	Safety Officer	244	Daily	\$148.00	\$178.24	\$208.48
			244 Days	36,112	43,491	50,869
904	Specialist Dispatch	244	Daily	\$184.00	\$221.68	\$259.36
			244 Days	44,896	54,090	63,284
905	Coord II Safety & Security	239	Daily	\$266.02	\$320.50	\$374.99
	Specialist II Safety & Security	192,239	192 Days	51,076	61,536	71,998
	Supervisor Campus Safety	239	239 Days	63,579	76,600	89,623
906	Foreperson Fire Alarms & Locksmiths	244	Daily	\$312.70	\$376.75	\$440.80
			244 Days	74,735	90,043	105,351
907	Director I Campus Safety	239	Daily	\$359.39	\$433.00	\$506.61
			239 Days	85,893	103,487	121,081
908	Director II Safety & Security	239	Daily	\$408.24	\$491.85	\$575.46
			239 Days	97,569	117,552	137,535
909	Exec Director Safety & Security	239	Daily	\$489.88	\$590.22	\$690.56
			239 Days	117,081	141,063	165,044

2025-2026 Operations Auxiliary Hourly Career Pathway

Transportation

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
BA			Hourly	\$15.25	\$18.37	\$21.49
	Bus Attendant	183				
BD			Hourly	\$22.75	\$27.74	\$32.73
	Bus Driver	183				
	Bus Driver - Lead	183				

Nutrition Services

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CW			Hourly	\$15.25	\$18.37	\$21.49
	Nutrition Service Worker	183				
CWL			Hourly	\$16.00	\$19.27	\$22.54
	Nutrition Service Worker Lead	183				

Section IV: Supplemental Pay (Stipends)

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, coaching stipends, auto and cell phone allowances, and others as identified. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All submissions at rates differing from those contained in this manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

Also, some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Stipend Information (A-Z)

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary (see [Section I](#) of this manual for more information on pay grade transition). Exceptions to this rule require the approval of the Superintendent or an appropriate Leadership Team member, with amounts being determined by the Compensation Department.

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Academic Coaches

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation. For additional information please contact the appropriate Program Director.

Additionally:

- Stipends may be combined pending program requirements
- Stipends are contingent upon fulfillment of departmental requirements

Pay Code	Stipend	Annual Amt.
	Coordinator, Academic	\$2,000
687	Coordinator, UIL Campus High School	\$1,600
687	Coordinator, UIL Campus Middle School	\$900
687	UIL Cross Examination Debate Coach	\$2,200
687	UIL Lincoln Douglas Debate Coach	\$2,200
687	UIL Non-athletic Event Coach/High School (excluding One-Act Play, LD Cross-X Debate)	\$600
541	Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for details	\$800 max.
541	Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for details	\$750/each
541	Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for details	\$750 max.
541	Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for details	\$650/each

Athletic Coaches

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coaches') activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. There will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach at FWISD.
3. Middle school and high school coaches will work with their feeder schools as follows:
 - a. Report for meetings and workouts as stipulated by the head coach;
 - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.
5. Coaches that drive a bus for the team or sport that they coach will be paid a flat rate of \$100.00 per full trip (drop off and return to campus). \$50.00 for a half trip.
6. Coaches that drive a bus for a team or sport that they do not coach will receive the transportation hourly rate.

Athletic stipends are paid on a 12-month basis, September through August.

Pay Code	Athletic Stipend (Other)	Annual Rate
601	Athletic Trainer	\$6,500
623	Defensive Coordinator – Football (one stipend only)	\$9,000
645	Offensive Coordinator – Football (one stipend only)	\$9,000

Pay Code	Head Coach for High School	Annual Rate
625	Head Baseball	\$9,800
626 / 627	Head Basketball	\$9,800
628	Head Cross Country	\$8,500
629	Head Football	\$14,465
630	Head Golf	\$8,500
632	Head Golf – Spring	\$4,250
647	Head Powerlifting (Campus-Based Activity)	\$8,500
633 / 634	Head Soccer	\$9,800
635	Head Softball	\$9,800
636	Head Swimming	\$8,500
637	Head Tennis	\$8,500
639	Head Tennis – Semester	\$4,250
640 / 641	Head Track	\$8,500
642	Head Volleyball	\$9,800
643	Head Wrestling	\$8,500
665	Head Flag Football	\$5,000

Pay Code	Assistant Coach for High School	Annual Rate
605	Assistant Baseball	\$6,000
606 / 607	Assistant Basketball	\$6,000
609	Assistant Cross Country	\$5,000
610	Assistant Football	\$7,000
611	Assistant Golf	\$5,000
646	Assistant Powerlifting (Campus-Based Activity)	\$5,000
612 / 613	Assistant Soccer	\$6,000
614	Assistant Softball	\$6,000
615	Assistant Swimming	\$5,000
617	Assistant Tennis	\$5,000
618 / 619	Assistant Track	\$5,000
620	Assistant Volleyball	\$6,000
621	Assistant Wrestling	\$5,000
664	Assistant Flag Football	\$3,000

Pay Code	Coach for Middle School	Annual Rate
649 / 650	Basketball	\$3,650
651	Cross Country	\$2,800
653	Football	\$4,550
656 / 657	Soccer	\$3,650
660 / 661	Track	\$2,800
662	Volleyball	\$3,650

Pay Code	Cheerleading / Drill Team	Annual Rate
624	Assistant Cheerleading	\$3,400
622	Head Cheerleading	\$7,000
652	MS Cheerleading Sponsor	\$2,125
670	Head Drill Team	\$7,000

Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive a one-twelfth of the annual amount indicated.

Pay Code	Position	Annual Rate
409	Superintendent	per contract
410	Assistant Director – Athletics / Facilities Manager	\$2,160
410	Manager III – Operations Business Services	\$2,160
410	Director – After School Programs / Athletics	\$2,160
411	Assistant General Counsel	\$3,510
412	Executive Director	\$3,510
413	Executive Career Pathway (Senior Officers, Asst. Superintendent, General Counsel)	\$4,500
	Campus Instructional Support (50+ campuses)	\$2,500
507	Auto Stipend	\$1,370

Bilingual Stipends for Secretary / Clerk

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information, call Talent Management at 817.814.2717.

Pay Code	Position	Annual Rate
503	Secretary / Clerk, Bilingual (must pass proficiency exam)	\$450

Bilingual / ESL Education Stipends

These stipends (amounts vary) are designed to compensate employees who hold SBEC Bilingual or ESL certification and provide Bilingual or ESL services to students. The criteria for stipend eligibility are designated by the Bilingual / ESL Department for each position.

Pay Code	Position	Annual Rate
744	Bilingual Campus Administrator (Principal/Assistant Principal)	\$4,000
745	Bilingual Counselor or Librarian	\$4,000
763	Teacher, Elementary DLI - Bilingual	\$5,000
764	Teacher, Elementary DLI - ESL	\$1,000
766	Language Center Team Leader (Secondary)	\$1,125
767	Teacher, Elementary ESL / Transition ESL (Secondary)	\$1,000
768	Teacher, Language Center	\$900

Cell Phone Allowance

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information, please contact your Leadership Team member.

Pay Code	Position	Annual Rate
415	All Managerial Staff / Principals	\$480
415	Coordinator to Chief, Associate Superintendent	\$480
416	Executive Director	\$600
417	Executive Career Pathway (Senior Officers, Associate Superintendent, General Counsel)	\$720
418	Mobile Campus Monitors/Operations	\$400

Career & Technical Education (CTE)

Agriculture Stipend -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District's barn, campus greenhouse, and for additional duties and responsibilities assigned by the Career & Technical Education Department.

Campus Liaison Stipend -- This rate is designed to compensate CTE teachers for serving as department heads over CTE teachers and for performing additional duties and responsibilities assigned by Career & Technical Education.

These CTE stipends are contingent upon fulfillment of department requirements.

Pay Code	Position	Annual Rate
508	CTE Campus Liaison	\$1,350
550	CTE Agriculture Teachers	\$5,000

Deaf Education Transcription & Interpretation

These stipends are designed to compensate employees who provide Deaf Education Transcription or Interpretation services.

Pay Code	Position	Annual Rate
526	Deaf Education Transcriber	\$450
	Interpreter for the Deaf – Not Yet Certified	\$450
529	Interpreter for the Deaf – Level 1 Basic Certification	\$1,500
	Interpreter for the Deaf – Level 2 Advanced Certification	\$2,500
	Interpreter for the Deaf – Level 3 Master Certification	\$3,500

Doctorate Degree

Professional employees (not including teachers, librarians, and counselors) up to and including directors with a doctorate degree from an accredited institution will receive a \$1,000 annual stipend. Teachers, librarians, and counselors are paid on salary schedules and receive a stipend for advanced degrees; therefore, they are not eligible to receive a second doctorate stipend. (Pay Code 773)

Enrollment Stipend

This annual stipend is for **principals only**. For additional information, please contact Compensation at 817.814.2080.

Pay Code	Enrollment Count	Elementary	Middle	High
593	1801 or more	X	X	\$1,800
592	1200 – 1800	X	X	\$900
594	901 or more	\$2,700	\$2,700	X
593	701 – 900	\$1,800	\$1,800	X
592	350 – 700	\$900	\$900	X

Internal Finance Mentoring Program (IF Mentoring) Stipend

The IF Mentoring Stipend is available to designated participants for the purpose of assisting campus finance personnel in the use of the School Funds Online (SFO) software, the SchoolCash Online (SCO) payment system, as well as all other aspects of their finance responsibilities.

Recipients will receive a \$1,000 stipend payable in eighteen (18) semi-monthly installments of \$55.55 beginning with the October 15, 2025 paycheck.

JROTC / JCC

This stipend (amounts vary) is designed to compensate middle school JCC teachers, high school JROTC instructors and JROTC staff for extracurricular duties, community service events and service learning projects.

Pay Code	Position	Annual Rate
507	Teacher, Junior Cadet Corp (JCC) Middle School	\$2,880

Leadership Academy Network

These stipends are only for campuses designated as Leadership Academy Network Schools (Como ES, JT White ES, Leonard MS, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS). Stipends will be paid out in two installments. For additional information, please contact Bethany Mulligan, TXWES at 817.531.4216.

Pay Code	Position	Annual Rate
	Academic Content Specialist	\$7,000
820	Administrative Associate	\$1,000
821	Assistant Principal	\$8,000
822	Attendance Clerk	\$600
823	Campus Monitor	\$600
824	Counselor	\$5,000
825	Custodian	\$600
826	Campus Data Leader	\$5,000
827	Data Clerk	\$600
821	Dean of Instruction	\$8,000
829	Intervention Specialist, Support Specialist	\$5,000
830	Librarian	\$5,000
831	Nurse	\$5,000
833	Nurse Assistant	\$600
834	Family Engagement Specialist	\$600
835	Principal	\$8,000
836	Teacher	\$5,000
837	Teacher Assistant	\$1,000

**Stipends are budget-dependent and subject to change based upon budgetary constraints.*

Language Proficiency Assessment Committee (LPAC)

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1,300 per year. (Pay Code 770)

Maintenance Department Night Stipend

Every full-time, 8-hour per day auxiliary employee in a manual trade classification who works a continuous 8-hour shift, which ends at or after 7:30 p.m., will be paid a night stipend for the entire shift.

Pay Code	Position	Frequency	Amount
502	Hourly Employee – Night Shift (Custodians)	Per Year	\$420.00

Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually.

Miscellaneous

These rates are paid in 12 monthly payments from September through August of each year.

Pay Code	Position	Annual Rate
512	Counselor, Lead	\$2,250

These rates are not coordinated by Compensation and may be paid in different schedules.

Pay Code	Position	Annual Rate
552	Coordinator, AVID	\$1,800
778	Coordinator, Technology Liaison	\$900
562	Teacher, Bridge (Elementary Schools)	\$675
589	New Teacher Mentor (rate per employee mentored)	\$500

Performing Arts

These stipends are designed to compensate the teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements.

Pay Code	Position	Annual Rate
684	High School Assistant Band Director	\$6,500
692	High School Assistant Theatre Director	\$3,800
680	High School Assistant Choral	\$4,000
678	High School Choral Director	\$7,000
695	High School Dance Director	\$7,000
676	High School Head Band Director	\$9,500
674	High School Jazz Band Director	\$6,000
675	High School Mariachi Director	\$7,000
673	High School Orchestra Director	\$5,900
691	High School Theatre Director	\$5,300
677	Middle School Assistant Band Director	\$4,300
679	Middle School Choral Director	\$3,500
696	Middle School Dance Director	\$2,800
672	Middle School Head Band Director	\$6,500
685	Middle School Orchestra Director	\$4,000
697	Middle School Mariachi Director	\$4,000
693	Middle School Theatre Director	\$2,500
686	Middle School/High School Orchestra School Director (conducts both MS & HS)	\$5,000

Special Education

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments.

Pay Code	Position	Annual Rate
513	Special Education Teacher on Special Assignment (Program Manager)	\$2,700
523	Teacher, Special Education Inclusion/Resource	\$3,000
525	Teacher, Special Education Intensive Programs	\$5,000
	Bilingual Special Education Evaluation Services	\$4,000
703	Special Olympics Head of Delegation	\$6,000
704	Special Olympics Assistant Head of Delegation	\$3,000
523	Blended Teacher ESCE Pre-K 4	\$2,000
523	Blended Teacher ESCE Pre-K 3	\$2,000

Yearbook Sponsor

These stipends are designed to compensate teachers providing services for the development of the campus yearbook. One stipend will be awarded per campus. These stipends are contingent upon fulfillment of certain requirements.

Pay Code	Position	Annual Rate
843	Middle School Yearbook Sponsor	\$1,000
844	High School Yearbook Sponsor – 125 or fewer pages	\$1,500
845	High School Yearbook Sponsor – 126-225 pages	\$2,000
846	High School Yearbook Sponsor – 226 or more pages	\$3,000

Section V: Supplemental Pay (Sub, Hourly, Summer)

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All submissions at rates differing from those contained in the manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Substitute Pay

For information about becoming a substitute, please see the [Substitute Services website](#).

Substitute Daily Rates

Position	Requirement	Daily Rate
Substitute Teacher	High School Diploma	\$115.00
Substitute Teacher	60 college hours	\$125.00
Substitute Teacher	Bachelor's degree	\$135.00
Substitute Teacher	Bachelor's degree & certified	\$140.00
Substitute Teacher	Bachelor's degree & certified FWISD retiree	\$150.00
Substitute Teacher	Long-term rate beginning 11th day in same assignment	\$150.00
Substitute Teacher Assistant	High School Diploma	\$105.00
Substitute Clerical	High School Diploma	\$105.00
Substitute Clerical	FWISD Retirees	\$110.00
Substitute Counselor	Master's degree / counselor certification	\$210.00
Substitute Librarian	Bachelor's degree & certified	\$140.00
Substitute Nurse	Bachelor's degree & RN license	\$210.00

Other substitute professional positions may be approved by the Superintendent or designee.

Substitute Stipends

Substitute stipends are designed to compensate substitutes for providing services and coverage in classrooms and campuses as necessary.

Position	Daily Rate
Substitute Teacher – Long-term Sub Rate (after 31st day in same job)	\$10
Substitute Teacher /Teacher Assistant – Special Ed Intensive assignments SEAS, LINC, TAP, Day Treatment, Deaf Ed, ECSE, Jo Kelly, & Boulevard Heights/Transition Center	\$5
Substitute Teacher – Leadership Academy Network extended school day (Applies for Leadership Academies at Como, Forest Oak, John T. White, Leonard MS, Maude Logan, & Mitchell Blvd.) This rate is subject to change without notice.	\$10

Teacher Residency

Position	Days	Daily Rate
LSSP Intern School Psychologist	187, 210	\$203.34
Teacher Resident Intern	187, 210	\$160.43
Teacher Resident Program	187, 210	\$106.95
Principal Fellow	187	*

*Principal Fellow will align with the Teacher Salary Schedule

Continuous Assignments

Substitute teachers with a bachelor's degree, working in a single classroom assignment for ten (10) days, are eligible for an elevated daily rate of pay. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment. If the substitute misses a day during the continuous assignment, then the rate will revert to the regular substitute daily rate for the next ten (10) days. **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.** Long-term substitute teachers who are used in other capacities will not be eligible to receive the higher rate of pay.

Substitutes are **not paid for absences.** An absence while working a long-term assignment (single assignment of eleven (11) days or more) is cause for the higher rate of pay to end.

FWISD Administrator Substitute Rates after Retirement

Retired employees substituting in any of the positions below must have a valid certification. The following *rates apply only if substituting in the absence of an employee.*

Retired Position Substituting Daily As	Requirement	Daily Rate
Assistant Principal / ES	Former FWISD Administrator	Minimum daily rate of the position pay grade.
Assistant Principal / MS	Former FWISD Administrator	
Assistant Principal / HS	Former FWISD Administrator	
Principal / ES	Former FWISD Administrator	
Principal / MS	Former FWISD Administrator	
Principal / HS	Former FWISD Administrator	

Hourly Pay

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Athletics Facility Workers

Football (Central Site)	1 Game
Manager	\$85.00
Video Director	\$75.00
Video Crew	\$65.00
Ticket Seller	\$45.00
Ticket Taker	\$40.00
Press Box	\$40.00
Elevator	\$45.00
Score Clock	\$45.00
Announcer	\$65.00
Field Gate	\$45.00
Down Box	\$50.00
Chain Crew	\$50.00
Clock (25 Second)	\$40.00

Basketball (Central Site)	1 Game	2 Games	3 Games
Manager / WGAC / BFH	\$50.00	\$60.00	\$70.00
Ticket Seller	\$35.00	\$45.00	\$55.00
Ticket Taker	\$35.00	\$45.00	\$55.00
Announcer	\$40.00	\$50.00	\$60.00
Clock #2 (WGAC)	\$35.00	\$45.00	\$55.00
Message Center (WGAC)	\$35.00	\$45.00	\$55.00
Official Scorebook	\$35.00	\$45.00	\$55.00
Scoreboard Operator	\$45.00	\$55.00	\$65.00

Baseball (Central Site)	1 Game	2 Games
Manager / Ticket Seller	\$45.00	\$55.00
Ticket Taker/Gate	\$40.00	\$45.00
Announcer / Official Scorebook	\$40.00	\$50.00
Scoreboard Operator	\$35.00	\$40.00

Swimming	1 Meet
Announcer	\$50.00
Data Clerk	\$150.00
Timing System	\$50.00
Lead Official / Referee	\$45.00
Official(s)	\$45.00
Manager/Seller	\$55.00
Deck Monitor	\$50.00
Backup Timer Supervisor	\$50.00

Wrestling	1 Meet
Manager	\$55.00
Ticket Seller / Taker	\$50.00
Announcer	\$50.00
Data Clerk / Official Scorer	\$150.00
Assistant Scorer	\$100.00

Volleyball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Scorer	\$25.00	\$30.00	\$35.00
Libero Tracker	\$25.00	\$30.00	\$35.00
Ticket Seller / Taker	\$30.00	\$35.00	\$40.00
Announcer	\$40.00	\$50.00	\$55.00

Softball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Seller	\$40.00	\$45.00	\$50.00
Taker / Clock	\$30.00	\$35.00	\$45.00
Score / Announcer	\$40.00	\$50.00	\$55.00

Soccer (Central Site)	1 Game	2 Games
Ticket Seller	\$35.00 (\$40.00)	\$45.00 (\$50.00)
Ticket Taker	\$35.00	\$45.00
Clock	\$35.00	\$45.00
Manager	\$50.00	\$60.00

High School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller / Gate	\$30.00	\$35.00	\$40.00
Announcer / Official Scorebook	\$25.00	\$30.00	\$35.00
Official Scorebook (Varsity B-Ball)	\$25.00	\$30.00	\$35.00
Libero Tracker / Scorer (Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Lines Judge (2 per game, Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Clock (Basketball or MS F-Ball Only)	\$25.00	\$30.00	\$35.00
Scoreboard Operator (Football & Basketball)	\$30.00	\$35.00	\$40.00

Middle School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller/Taker/Gate (Basketball & Volleyball)	\$20.00	\$25.00	\$30.00
Scoreboard Operator/Clock (Football & Basketball)	\$20.00	\$25.00	\$30.00

Track (Central Site) – All Day Event	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00

Track (Central Site) – District, Area, or Regional Meet	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate / Monitor	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00
Meet Referee	\$100.00
Field Event Official(s)	\$50.00

Bilingual Translation & Interpretation Services

Service	Rate
Bilingual Interpreter	\$21.00/hour
Bilingual Document Translator (300 words original English text)	\$22.50/page

Campus Safety & Security

Position	Frequency	Rate
Metal Detector Detail / Court Related Services (special approval only)	Per Hour	\$22.50
Metal Detector Facility Coordinator	Per Hour	\$24.50
Off-Duty Police Officers	Per Hour	\$42.00
Off-Duty Police Sergeants and Lieutenants (supervisory role only)	Per Hour	\$48.50

Child Nutrition Services

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department's program.

Position	Frequency	Rate
Nutrition Services Emergency Gasoline Allowance	Per Round Trip	\$2.25
Nutrition Services Substitute Manager (current employee)	Per Hour	\$0.75
HS and ES Dinner Shift (3:30 PM – 4:30PM)		\$1 + Base Pay
MS Dinner Shift (4PM – 6PM)		\$1 + Base Pay

Extra Duty Pay – Working Beyond the Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or a designated Leadership Team member.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

FICA Alternative

Any employee working in a substitute, temporary, or part-time position not eligible for membership in the Teacher Retirement System of Texas, will participate in the District's Tax-Sheltered Annuity Plan for Part-time Employees in lieu of participating in social security. **Effective September 1, 2005, all employees not participating in TRS will automatically be set up to participate in an alternative plan.**

Fort Worth After School (FWAS) Program

These rates are approved as Extra Duty pay for Full-Time employees, and hourly rates for Part-Time employees who support the Fort Worth After School Program. See the separate section [Tutor, AVID Tutor, & BTAP](#) for after-school tutoring rates. (Pay Code 458)

Position	Hourly Rate
FWAS – Certified Teacher (role of Teacher or Site Supervisor)	\$35.00
FWAS – Degree / Not certified (role of Teacher, Site Supervisor or Activity Leader)	\$25.00
FWAS – No Degree / 90 college hours (role of Activity Leader)	\$22.00
FWAS – No Degree / 60 college hours (role of Activity Leader)	\$19.00
FWAS – No Degree / 30 college hours (role of Activity Leader)	\$16.00
FWAS – No Degree / less than 30 college hours or High School Student	\$13.00

Part-Time & Other Hourly

These hourly rates are designed to compensate individuals performing duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties.

Position	Hourly Rate
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified or licensed professional employees)	\$35.00
Administrative / Professional – Bachelor's Degree, Not Certified	\$25.00
Bus Driver In-Training (Substitute)	\$15.00
Bus Driver Part-Time	\$22.75
Administrative Assistant	\$12.50
Bilingual Tester	\$12.50
Cafeteria Monitor	\$12.50
Campus Monitor	\$12.50
Clerk	\$12.50
GED Tester	\$12.50
Geographical Information Systems Specialist (GIS)	\$25.00
High School Student	\$12.50
Parent Liaison	\$12.50
Teacher Assistant / Paraprofessional	\$12.50
Warehouse Textbooks Summer employee	\$12.50
Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll)	TBD

Professional Development – Exempt Professional Staff Only <i>Designated staff development waiver days not included as staff are already compensated for such days.</i>	Hourly Rate
Weekend or after normal working hours (contract year or after last working day)	\$35.00

Tutorial, AVID Tutor, & BTAP (School-Based ONLY)

These rates are approved for all tutoring programs (including AVID Tutors) and BTAP (school-based only). See the separate section [Fort Worth After-School \(FWAS\) Program](#) for after-school rates not involving tutoring.

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the Division of Talent Management.

BTAP stands for Bilingual Teacher Assistant Program, a program that hires college students to work part time as a teacher assistant in a dual language classroom, who may also tutor students.

Teachers and substitutes are **not eligible** to be compensated for tutoring provided during regular school hours, such as during lunch or during planning periods.

Position	Hourly Rate
Tutor – Certified Teacher	\$35.00
Tutor – Degree/Not certified	\$25.00
Tutor – No Degree/90 college hours	\$22.00
Tutor – No Degree/60 college hours	\$19.00
Tutor – No Degree/30 college hours	\$16.00
Tutor – No Degree/less than 30 college hours or High School Student	\$13.00

Employees paid as tutors should be paid using the applicable codes below:

Position	Pay Code
Tutor for Elementary Schools	454
Tutor for Middle Schools	455
Tutor for High Schools	456

Summer Pay

Employees working for summer school will earn the designated summer school rates of pay after they fulfill their normal contractual and/or assigned days for their full-time position.

Employees are not eligible for additional pay when normal calendar workdays and summer school workdays run concurrently.

Summer School

Summer school rates will be adopted no later than February of the current school year and will be determined based on need.

Summer Enrichment

Summer Enrichment Program	Hourly Rate
Certified Teacher or other certified/licensed professional employee	\$35.00
Bachelor's Degree / Not certified	\$25.00
No Degree / 90 college hours	\$22.00
No Degree / 60 college hours	\$19.00
No Degree / 30 college hours	\$16.00
No Degree / less than 30 college hours or High School Student	\$13.00

Section VI: Retire/Rehire Salary Information

Information provided in this section is relative to the policies and procedures of the Fort Worth Independent School District regarding employment after retirement. These policies are not necessarily the policies of the Teacher Retirement System of Texas (TRS). For information regarding the policy and practices of TRS, please contact them directly.

You may call: 1-800-223-8778

You may also write: TRS
1000 Red River Street
Austin, TX 78701

Or visit the website at: www.trs.state.tx.us/



The Fort Worth Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from TRS. Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes to TRS rules for employment after service retirement. **IT IS THE RESPONSIBILITY OF THE RETIREE TO VERIFY HOW THESE CHANGES WILL IMPACT THEIR ANNUITY SHOULD THEY DECIDE TO RETURN TO WORK AT A TRS-PARTICIPATING ENTITY.**

Retiree Information

FWISD Program for Terminal Pay

Important Note: Effective September 1, 2012, terminal pay benefits for unused leave days and the number of years of District experience for eligible employees will be frozen at the amounts earned as of August 31, 2012. See the section titled **Program Phase-Out** below for more detailed information.

Terminal pay shall not be provided to employees hired or rehired after August 31, 2003. To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003, and meet the following conditions:

1. Certifies that he or she has been continuously employed by the District for at least five years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he or she desires to retire and he or she is a member in good standing of the Teacher Retirement System of Texas;
4. Certifies that he or she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act; and
5. Certifies that he or she has not previously received any amount of terminal pay from the District.

The five (5) years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to the District, as defined herein, shall be creditable for terminal pay.

For purposes of this policy, a full-time year of service that earns credit toward terminal pay shall be defined as the standard service year, including authorized paid leave, for employees in similar positions, requiring twenty (20) hours or more per week or the regular hours per workweek established by the District for the position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one (1) year of service credit if employed four and one-half (4.5) months, a full semester of more than four (4) calendar months, or ninety (90) actual working days of service during a school year.

Creditable service shall not include part-time employment (less than twenty (20) hours per week), temporary employment, or employment as a substitute.

Beginning with the 1996–97 school year, only years of satisfactory service (as indicated by a performance evaluation of “meets expectations” or better) shall be credited for terminal pay. As long as an employee meets the eligibility requirement of five (5) years of continuous employment by the District, all the employee's years of permanent, full-time service are creditable, even if broken by periods when the employee was not employed by the District.

Calculation

Terminal pay is calculated by adding the products of the following two operations:

1. Multiply days of accumulated sick leave, state and local sick and state personal leave, if any, but not exceeding twenty (20) days, by the employee's computed daily rate of pay. The computed daily rate of pay is calculated by dividing the employee's last annual salary by 183, and
2. Multiply the employee's computed daily rate of pay, as calculated above, by the number of creditable years of the employee's permanent, full-time service as an employee in the District.

Program Phase-Out

Effective September 1, 2012, District employees shall no longer be eligible to accrue benefits under the program for reimbursement of unused leave at retirement (terminal pay).

Effective September 1, 2012, each eligible employee who has previously accrued unused leave benefits through August 31, 2012, shall be paid, at the time of his or her retirement, the terminal pay amount earned under this program, if any, as of August 31, 2012, calculated by adding the products of the following two operations:

1. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed twenty (20) days, and not to exceed the number of days earned as of August 31, 2012.
2. The computed daily rate of pay is calculated by dividing the employee's salary on August 31, 2012, by 183.
3. Multiply the employee's computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

Alternative Qualification

Effective September 1, 2012, the amount of terminal pay provided with alternative qualification, if any, shall be computed as described at Program Phase-Out in the section, above.

If any employee with twenty (20) creditable years of service or more with FWISD dies prior to retirement, and, if at the time of death, he or she was a member in good standing with the Teacher Retirement System of Texas and would have been eligible to receive benefits, his or her designated beneficiary, if any, or his or her heirs or estate shall be entitled to receive the deceased employee's terminal pay computed as described. This entitlement shall also extend to the designated beneficiary, if any, or the heirs of the estate of an otherwise eligible employee with twenty (20) or more years of creditable service who while working reduced hours or while on leave of absence for health reasons dies prior to retirement.

Employees Who Retire and Return as FWISD Employees

TRS charges a surcharge of up to sixteen (16%) for retire/rehire employees, which significantly increases the District's payroll burden. In order to maximize the dollars available to serve our students, Fort Worth ISD is not currently hiring TRS retirees for any positions except for high-needs areas.

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD, do not qualify for any stipend, special contract/calendar days, additional terminal pay, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees.

Employment as a Teacher Retirement System of Texas (TRS) retiree is subject to approval by the Superintendent or designee.

Section VII: Employee Benefits Information

Employee Insurance & Fringe Benefits

In addition to the salary amount provided in the adopted compensation manual, the Board of Education contributes to the employee health and life insurance plans.

Medical	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided \$15,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$50,000 spousal coverage is available to employees at group rates.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].
Leaves of Absence	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Bereavement Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Family Emergency/Illness Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Local Personal & Local Sick Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Payroll Deductions	<ol style="list-style-type: none">1. Credit Union/Bank Deposits2. FWISD Education Foundation3. Dues4. Annuities5. Insurance6. MACE, UNCF, and United Way Contributions
Vacation	Effective SY 2019-20, New Hires and existing employees do not earn or accrue Vacation days. See the section Local Personal & Local Sick Leave, under Board Policy, Section DEC (Local).

For additional information, contact benefits@fwisd.org.