



2025 – 2026

**COMPENSATION
PLAN**



PEARLAND INDEPENDENT SCHOOL DISTRICT

Compensation Plan 2025-2026

TABLE OF CONTENTS

1.	PAY ADMINISTRATION GUIDELINES.....	01
2.	CLASSROOM TEACHERS	15
3.	SUBSTITUTES.....	17
4.	SALARY SUPPLEMENTS.....	23
5.	SCHEDULED DUTY DAYS	47
6.	ADMINISTRATIVE EDUCATIONAL AND BUSINESS OPERATIONS	51
7.	ADMINISTRATIVE SUPPORT AND INSTRUCTIONAL SUPPORT	59
8.	AUXILIARY.....	63

2025-2026 COMPENSATION PLAN

The Pearland Independent School District Compensation Plan for 2025-2026 is intended to facilitate salary communications within the District and to serve as a guide for administering salaries and wages for all employees.

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed to constitute a contract between the Pearland Independent School District and any employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

The salaries listed are for the 2025-2026 school year only. Neither past nor future salaries may be accurately calculated or predicted from information contained in the 2025-2026 Compensation Plan. The Pearland Independent School District Board of Trustees approves general pay increases for all employees. There are no salary increases given automatically. The Superintendent (or designee: Human Resource Services), regardless of possible typographical errors in the 2025-2026 Compensation Plan, shall determine final calculations of salaries. The Pearland Independent School District further hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of the 2025-2026 Compensation Plan during the school year in the best interest of the District.

For further clarification or information, please contact Human Resource Services at (281) 485-3203.

PAY ADMINISTRATION GUIDELINES

PURPOSE

The purpose of this compensation plan booklet is for the administration of salaries and wages for classroom teachers, administrative educational programs and business operations, administrative support, instructional support and auxiliary employees of the Pearland Independent School District. Practices described are intended to implement local Board policy and Board approved compensation plans and to comply with state and federal regulations.

BOARD POLICY

Board Policy DEA (Local) – Salaries, Wages, and Stipends – 5-11-2023

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

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

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

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

MID-YEAR PAY INCREASES CONTRACT EMPLOYEES: A contract employee's pay may be increased after performance once the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation.

Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

MID-YEAR PAY INCREASES NON-CONTRACT EMPLOYEES: The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee’s job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

PAY DURING CLOSING: During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools.]

PREMIUM PAY DURING DISASTERS: Non-exempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

Board Policy DEAB (Local) – Wage and Hour Laws – 4-11-2023

CLASSIFICATION OF POSITIONS: The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “non-exempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).

EXEMPT: The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.

An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District’s attention, through the District’s complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

NON-EXEMPT: Non-exempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked.

An employee who are paid on a salary basis is paid for the workweek specified in the job description for the employee’s position. If the workweek for the position requires fewer than 40 hours, the employee shall earn additional pay at the employee’s regular hourly rate when working more than the scheduled hours but not more than 40 hours.

A non-exempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

WORKWEEK DEFINED: For purposes of FLSA compliance, the workweek for District employees shall begin at 12:01 a.m. Sunday and end at 12:00 a.m. Sunday.

COMPENSATORY TIME: At the District's option, non-exempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

ACCRUAL OF COMPENSATORY TIME: Compensatory time earned by non-exempt employees may not accrue beyond a maximum balance of 24 hours. If an employee has a balance of more than 24 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District's option, the District shall pay the employee for the compensatory time.

USE OF COMPENSATORY TIME: An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

1.0 PAY SYSTEMS

1.1 Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the District. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies and administrative guidelines.

1.2 Description of Systems

The Superintendent or designee will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes based on qualifications and duties as defined by the District, and market surveys of competitive pay rates. All employees will be paid within the assigned pay range unless exceptions are granted by the Board. Pay ranges are reviewed annually and adjusted as needed. Employees will advance through the pay range according to the annual pay increase budget approved by the Board. There are no automatic pay raises built into the compensation plan.

The District shall not grant any extra compensation, fee or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered and performed in whole or in part. Tex. Const. Art. III, Sec. 53 (See Policy DEAB (Legal)).

Legal and Local Policies DEA, DEAA, and DEAB address wages and salaries.

2.0 JOB CLASSIFICATION - EXEMPT AND NON-EXEMPT

2.1 Process and Authority

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified based on common factors that assess the level of skill, effort, and responsibility of assigned duties and working conditions. Human Resource Services will collect job classification review information, evaluate jobs for classification purposes in consultation with TASB as needed, and recommend pay grade assignments. The Superintendent or designee has final authority to recommend job classifications.

2.2 Reclassification of Current Positions

Pay grade assignments may be changed based on changes in the job duties assigned (increased or reduced) or changes in the competitive job market. A job reclassification occurs when the same position is moved to a higher or lower pay grade. A job reclassification is not the same as an employee promotion to a new job. Normally, no immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range. There are conditions which merit prospective adjustment and are defined in section 2.3. No employee will be paid less than the minimum of the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

2.3 Salary Adjustments for Job Reclassification

- (a) If the job is reclassified to improve internal equity with other related jobs and there is no significant and sustained increase in assigned duties, there will be no immediate pay increase. Future earnings will be higher as a result of placement in a higher pay range.
- (b) If the job is reclassified upward due to a significant and sustained increase in assigned job duties and responsibilities, the reclassification will be treated as a promotion. Refer to procedures on promotion increases.
- (c) If the job is reclassified due to a change in the external job market, special equity adjustments may be made at the direction of the Superintendent or designee. Refer to procedures on individual equity adjustments (section 4.3).
- (d) If the job is reclassified downward due to a decrease in duties and responsibilities assigned, the employee's pay may be reduced at the direction of the Superintendent or designee. In this case the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion.

2.4 Procedures for Job Classification Review

Annually Human Resource Services will review job reclassifications recommended by the Texas Association of School Boards (TASB). Additionally, a reclassification can be initiated by the job supervisor. If submitted the following procedures will occur:

- (a) The supervisor of a position may request a classification review during the annual review period designated by Human Resource Services.
- (b) The supervisor must submit a completed job classification review form to HRS in a timely manner.
- (c) HRS is responsible for reviewing the questionnaire, obtaining additional job information if needed, and assessing the compensable job factors.
- (d) HRS will prepare a recommendation for final approval by the Superintendent. HRS will notify the supervisor and employee(s) of any action taken and the effective date.

2.5 Classification of New Positions

New positions must have a written job description. Human Resource Services will recommend to the Superintendent the pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees.

3.0 BASE PAY FOR EXEMPT/NON-EXEMPT EMPLOYEES

3.1 Classification of Positions

All jobs will be classified as exempt or non-exempt in accordance with the requirements of the federal Fair Labor Standards Act. Human Resource Services will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees

Exempt employees are paid on a semi-monthly salary basis for the number of days in their annual employment period. Exempt employees are not entitled to overtime compensation.

3.3 Base Pay for Non-Exempt Employees

Non-exempt employees are paid for all hours worked and are entitled to overtime compensation for hours worked in excess of 40 in a workweek.

3.4 Fractional Pay for Deductions

Salaries will be adjusted proportionately for employees who work less than the normal full-time equivalent for the assigned position or who work less than the full year (e.g., employment begins mid-year).

4.0 PAY RAISES

4.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are given to employees to reward continued service to the District. The District reserves the right to withhold the general pay increase from employees with below average job performance.

Employees **must** have worked for the District for at least 90 days in the preceding fiscal year to be eligible for a general pay increase. In any event, classroom teachers and certain professionals will be paid at least statutory minimum salary amounts.

4.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases, expressed as a percent of salary cost, as part of the annual budget process. Budget recommendations for general pay increases and adjustments will be based on available revenue, changes in minimum pay laws, competitive job markets, and District compensation objectives. Employee pay increases and adjustments will be based on the budget approved by the Board. Salary placement guidelines and hiring schedules do not imply or promise salary increases for subsequent years.

4.3 Equity Adjustments

The Superintendent or designee may make special adjustments to individual employee's compensation to correct identified pay equity problems. Equity adjustments may be made to retain incumbent(s) in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors.

4.4 General Pay Increase Calculations

The general pay increase will be calculated for each employee by applying the percent increase approved by the Board to the midpoint or control point of each employee's pay range and may vary with employee's position in range and job group. No employee may be paid over the maximum of the assigned pay range without the approval of the Superintendent or designee.

4.5 Pay Increases for Employees at Max

Each year administration will review salaries of employees whose pay has reached the maximum of their designated pay range. Employees whose pay has maxed out due to longevity in the job may be eligible for a one-time payment equal to the Board approved general pay increase or may receive the pay increase paid over the maximum with approval of the Superintendent or designee. General pay increase for any eligible employee shall not exceed the maximum daily rate for the respective pay range unless approved by the Superintendent or designee.

4.6 One-Time Payments

One-time payments approved by the Board can be paid to employees upon Board approval. One-time payments are typically paid as a single payment, but occasionally can be split into two payments. One-time payments are not added to employee's base salary for subsequent years.

4.7 Teacher Incentive Allotment

For any funds received by Pearland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), (90) percent (less applicable payroll taxes) will be paid to the designated teacher. The remaining (10) percent will be used for training and support of the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

5.0 2025-2026 PAY RAISES

5.1 Classroom Teachers/Professional Educators:

The 2025-2026 Teacher and Professional Educator pay range control point is **\$68,163**. Teachers and Professional Educators shall be eligible for one of the following:

- (a) Eligible classroom teachers who have completed less than 3 years of experience and any professional educator (non-teacher on the teacher pay range) will receive a general pay increase of 3.0% of 2025-2026 control point.
- (b) Classroom teachers with 3-4 completed years of experience will receive a \$2,500 increase.
- (c) Classroom teachers with 5 or more completed years of experience will receive a \$5,000 increase.

On July 1, 2025, teachers/professional educators will be credited with one year of service if they were paid for 90 days or the equivalent of 90 days of service during the preceding fiscal year. Eligible employees continue to receive \$75.00 for each year of creditable local service to the District earned prior to 2002-2003.

5.2 Exempt Administrative Educational (AE) and Business Operations (AB):

Eligible AE and AB employees will receive a general pay increase equal to 3.0% of the midpoint of their respective 2025-2026 pay grade. The general pay increase for any eligible employee shall not exceed the maximum daily rate of the corresponding pay range, unless approved by the Superintendent or designee. All new employees and employees who change job classifications shall be paid according to the adopted pay ranges. On July 1, 2025, administrators/ professionals will be credited with one year of service if they were paid for 90 days or the equivalent of 90 days of service in the District during the preceding fiscal year. Eligible employees continue to receive \$75.00 for each year of creditable local service to the District earned prior to 2009-2010.

5.3 Non-Exempt Administrative Support (AS), Instructional Support (IS), Auxiliary (AX): Eligible AS, IS, and AX employees will receive a general pay increase equal to 3.0% of the midpoint of their respective 2025-2026 pay grade. The general pay increase for any eligible employee shall not exceed the maximum hourly rate of the corresponding pay range, unless approved by the Superintendent or designee.

All new employees and employees who change job classifications shall be paid according to the adopted pay ranges. AS, IS, and AX employees will be credited with one year of service on the first day of their new fiscal year if they were paid for 90 days of service in the District during the preceding fiscal year.

6.0 NEW HIRE PLACEMENT GUIDES

Employment, assignment, and salary placement are in accordance with the job requirements as specified by the job description. For all employees, the District will only consider actual years of experience, not purchased years of experience for TRS purposes. The District does not pay for teaching experience unless verified with an official Teacher Service Record [TSR]. Out of state or private school experience must be verified on a TSR. Work experience at a college or university must also be verified by a service record and by the College Verification Form.

Where job requirements include transcripts, certificates, or licenses, these must be official and on file with Human Resource Services. Official transcripts become property of the Pearland Independent School District as long as he/she remains a District employee. All college degrees obtained, or semester hours earned to obtain employment or to receive graduate or undergraduate pay are accepted only if they are from institutions accredited by nationally recognized accrediting agencies. Audits for official documents are performed annually.

Human Resource Services will determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in the same position. Hiring rates shall normally not be set at a rate above the salary of other employees with equal or more experience in the same position/pay grade. The Assistant Superintendent of Talent and Engagement sets hiring rates. Hiring rates may be set above the midpoint of the pay grade when an applicant has exceptional job qualifications, or the position cannot otherwise be filled. Salaries are determined on an individual basis based on each person's credited years of experience, current shortage needs of the District, and credentials related to instructional leadership or method.

Breaks in continuous service for any reason means the new hire placement guidelines are used. Movement from one pay group to another (i.e. teacher to administrative professional or instructional support to administrative support) will result in the use of new hire salary placement guidelines.

Rate of pay will not exceed the maximum or be below the minimum of the pay grade without Superintendent approval.

6.1 Classroom Teachers/Professional Educators Pay Structure

Teachers new to the District will be placed in the Board approved 2025-2026 teacher/professional educator pay range. Teachers with advanced degrees are eligible for additional stipends: \$1,400 for a master’s degree and \$2,000 for a doctorate. Teaching positions requiring more than 185 days of service will receive a daily rate of the ten-month contract times the assigned number days.

Educational aide experience: A certified teacher aide, who received teacher certification or placed on a SBEC teaching permit beginning with the 2004-2005 contract year, may receive up to two years of experience for salary purposes.

To qualify, the teacher aide must have:

- 1) held a teaching aide certification at the time the service was rendered;
- 2) been employed by a TEA recognized entity; and
- 3) met the minimum required number of days for a year of experience as an aide.

6.2 Administrative Educational (AE) and Administrative Business (AB) Pay Structure

Placement of new hires in the AE and AB pay structure will be determined on an individual basis considering the person’s job qualifications, salary history, salaries for other District employees in the same position, and the number of job applicants. Human Resource Services will determine each person’s level of job experience.

The guidelines for placement in the AE and AB pay structure are as follows:

- (a) New hires may be placed up to the pay range midpoint based on relevant job experience. Exceptions may be made by the Superintendent or Assistant Superintendent of Talent and Engagement in special circumstances.
- (b) Placement of a new hire typically will not exceed pay rates of other employees in the same job title with similar task specific experience.
- (c) No employee may be placed below the minimum of the range.
- (d) Placement will be determined based on the new hire’s level of work experience and qualifications, District goals, and pay levels of others in the same job title. Recommended placement for new hires will be determined by Human Resource Services as follows:

Skill / Task Experience Level	Training Necessary	Pay Ratio to Midpoint
Meets minimum qualifications with no or limited job experience	Worksite orientation, general duty procedures, significant training	Up to 89%
Job experience is less than 3 years with some direct job experience & fully certified	Worksite orientation, general duty procedures, significant training	90% to 94%
Highly experienced with less than 6 years’ experience in the same work	Worksite orientation, general duty procedures, review duties	95% to 97%
Highly experienced with critical skills matching District goals	Brief orientation	98% to 100%

6.3 ADMINISTRATIVE SUPPORT, INSTRUCTIONAL SUPPORT, AND AUXILIARY PAY STRUCTURE

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience. Human Resource Services will determine each person's level of job-related experience.

The guidelines for placement are as follows:

- (a) New hires may be placed at the range minimum when the position qualifications require no previous job experience irrespective of candidate experience. Job title exceptions are degreed classroom assistants and other direct student service jobs.
- (b) New hires in jobs that require previous job-specific experience may be placed up to midpoint. Human Resource Services will determine each new hire's level of job-specific experience based on employment application, resume, documentation from previous employer (e.g., employment verification letter, pay stubs) submitted by the new hire at point of hire.
- (c) Placement of new hires typically will not exceed pay rates of other employees in the same job title with similar experience.
- (d) New hire placement guides may be adjusted as deemed necessary by HRS for hard-to-fill positions (defined by HRS).
- (e) No employee may be placed below the minimum of the range.
- (f) New hires may be placed up to the pay range midpoint based on relevant job experience. Exceptions may be made by the Assistant Superintendent of Talent and Engagement in special circumstances.
- (g) Instructional Support and Auxiliary employees new to the District will be placed within a salary pay range. Salary placement is based on the Board approved pay range and correlates midpoint pay to years of experience up to 20 years for Instructional Support and 20 years for Auxiliary employees, effective 07/01/2025.
- (h) New hires for Administrative Support positions that require previous job-related experience will be placed on a salary pay range. Salary placement is based on the Board approved pay range and correlates midpoint pay to years of relevant work experience up to 20 years.

7.0 EMPLOYMENT OF FORMER EMPLOYEES

A District employee rehired in his/her former position or in a position in the same job family and pay grade is compensated at a hiring rate equal to or greater than their former hourly/daily rate. In addition, a rehire who has earned a creditable year of experience during the preceding fiscal year and the break in employment does not exceed 90 calendar days will receive the general pay increase. Returning employees not eligible for the general pay increase will be employed as a new hire. Rate of pay will not exceed the maximum of the pay grade without Superintendent approval.

A District employee rehired in his/her former position or in a position in the same job family and pay grade shall normally not be started at a rate above the base salary of other District employees with equal or more experience in a similar job.

An employee who was previously employed by the District for at least two consecutive years shall have his or her balance of local leave restored if he or she returns within three calendar years following

separation of employment. The District shall not reinstate local leave for which an employee has been reimbursed upon retirement. [DEC (LOCAL): Leaves and Absences]

A full-time employee who returns within three calendar years following termination of employment will receive longevity pay earned for the years accumulated prior to 2002-2003 for teachers and 2009-2010 for administrative professionals at the rate of \$75 per year. A half-time employee will receive half of earned longevity pay.

8.0 PAYCHECKS

---NEW HIRE EMPLOYEES---

New hire employees who are 187 days/year or less and start at beginning of their work calendar will receive their annual salary over 25 pay periods for their initial year. The following year annual salaries will revert to 24 pay periods.

--FOR ALL EMPLOYEES and SUBSTITUTES--

All employees are paid through direct deposit.

--LATE HIRE BUS DRIVERS AND BUS MONITORS--

10-month bus drivers and bus monitors hired after March 1 will be paid through June 30 and will not receive a paycheck in July or the first check in August. Benefit expenses for July and August will be the responsibility of the employee. Returning employee's annualized pay will resume August 30 for 25 checks. The following year annual salaries will revert to 24 pay periods.

9.0 PROMOTION

9.1 Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade in the same pay group. Pay adjustments for promotions will begin with the effective date of the new assignment. For promotions that take effect at the beginning of a school year, the promotion increase is exclusive of any general increase granted by the Board of Trustees. Reclassification of an existing job does not always constitute a promotion unless significant job responsibilities have been added to the position.

9.2 Promotion Increase Guidelines

A promotion increase is based on an employee's current base salary for exempt employees and hourly rate for non-exempt. Promotion salary increases will be calculated using the new hire guidelines defined in section 6.0. The following limits apply to the promotion increase amount.

- (a) The general pay increase approved by the Board is added before determining a promotion increase that is effective at the beginning of a new school year.
- (b) Consideration will be given to maintaining internal equity with regard to experience and salary of other employees in the same position.
- (c) No employee will be paid below the minimum or more than the maximum of the new pay range.
- (d) The promotion rate may be adjusted at the discretion of the Assistant Superintendent of Talent and Engagement.

10.0 DEMOTION AND REASSIGNMENT

For compensation purposes, a demotion occurs when an employee is moved to a position in a lower pay grade. Demotion may be voluntary or involuntary. When a demotion occurs, an employee's pay is reduced to the same relative position in the lower pay range. This also applies to an employee who is placed in a lower pay grade resulting from a reassignment. Programmatic, organizational, or funding changes and/or employee requests may create a reassignment.

When demotion occurs, also compare new salary with peers with the same experience and do not assign employees at a higher rate than someone with the same experience regardless of demotion rate.

Employees demoted or reassigned to a lower pay grade may return to their previous daily rate in the lower pay grade plus any general pay increases for the lower pay grade provided there is a written request from the supervisor and request is approved by the Assistant Superintendent of Talent and Engagement.

Administrative Professionals returning to the classroom will have their pay recalculated as a new hire according to the teacher pay range.

The Assistant Superintendent of Talent and Engagement may freeze an employee's current compensation until such time as the lower pay grade salary range includes the employee's current salary. When the rate is recaptured, general pay increases are granted in accordance with compensation pay practices.

11.0 PAID HOLIDAYS

261-day employees are eligible for 13 paid holidays per year.

Employees who are eligible for paid holidays shall earn one (1) paid holiday for every ten (10) days they are on the payroll prior to a holiday.

2025-2026 Paid Holidays:

September 1, 2025

November 27- 28, 2025

December 24- 26, 2024

December 29, 2025- January 2, 2026

January 19, 2026

May 25, 2026

12.0 VACATION

Eligible employees may earn paid vacation in accordance with District policy. For details regarding vacation eligibility, accrual, and usage, employees should refer to the Employee Handbook and local policy DED.

Policy Reference: DED (LOCAL) COMPENSATION AND BENEFITS: VACATIONS AND HOLIDAYS 8/24/2017

13.0 NON-DUTY DAYS

Employees with assigned duty days of 230 are expected to work their days within the designated official school calendar. Non-duty days are accrued July 1. Employees earning non-duty days that begin their assignment after July 1 begin earning non-duty days at the start of their work assignment the following year. A 230-day employee has ten non-duty days to schedule with his/her supervisor. Non-duty days are unpaid and do not accumulate. Non-duty days are not a form of leave category or leave bank. Non-duty days should be taken prior to September 1 (two months after the end of the preceding fiscal year). Upon separation of employment, a 230-day employee is not compensated for any unused non-duty days. If an employee separates from the district, before the end of their work calendar, they will have to pay back any non-duty days that were used during the current school year.

14.0 MAKE-UP TIME

Non-exempt employees, who report to work at the start of their work calendar, whose scheduled workdays are less than their paid workdays, will be required to complete make-up time. Make-up time that exceeds 40 hours per week will be counted as time and a half. All make-up time must be completed by June 30th of the corresponding school year.

14.1 Make-up time for mid-year hires: For those who begin working after the first day of their work calendar, make-up time is not required during their initial school year. Make-up time will be required for the upcoming school year.

14.2 Make-up time calculation:

Number of paid hours – Number of scheduled hours = Number of Make-up hours

15.0 INCLEMENT WEATHER RELEASE TIME

The following guideline should be used in the event the District designates release time for inclement weather.

Non-exempt employees who leave work prior to the designated inclement weather release time will have their personal leave time deducted. However, a non-exempt employee has the option to make-up no more than two hours upon return to work. A deadline for make-up of said time will be designated. If the employee does not take his/her normal lunch time, this time is counted as time worked.

Section

2

CLASSROOM TEACHER AND LIBRARIAN PAY



**2025-2026 SCHOOL YEAR
TEACHER & PROFESSIONAL EDUCATOR PAY**

PAY RANGE		
Minimum	Control Point	Maximum
\$64,250	\$68,163	\$84,000
<i>Starting salaries for new hires are calculated based on experience and area of specialty.</i>		

DEGREE STIPENDS		
Master's	Doctorate	Cash for College*
\$1,400	\$2,000	\$600
<i>*See Cash for College website for more details.</i>		

TEACHING AREA STIPENDS	
<i>Must be certified in area listed AND teacher of record in positions listed below.</i>	
Dual Language Teacher	\$4,500
Behavior Teacher (BSI)	\$2,500
PEARS Teacher	\$2,500
PPCD Teacher	\$2,500
<i>See district stipend listing for additional stipend amounts.</i>	

SUBSTITUTES, TEMPORARY EMPLOYEES, TUTORS

SUBSTITUTE SELECTION AND PLACEMENT PROCEDURE

SELECTION PROCESS:

The position of substitute teacher is a non-contract, as needed position. The District has no obligation to guarantee assignments. Substitute teachers may be removed from assignments if they fail to meet the expectations required of the position. Substitute teachers may be dismissed for job misconduct.

JOB PLACEMENT PROCEDURES:

Frontline begins to call substitutes at 5:30 a.m. to offer the opportunity to fill absences. Substitute teachers may accept, or decline offers. Substitutes may designate preferred days and/or schools.

While every effort is made to contact substitutes prior to the day they are needed, substitutes are expected to be available from 5:30 a.m. to 9:30 a.m. and 5:00 p.m. to 10:00 p.m. each day to receive calls.

Substitute teachers who are required to be on duty for more than four and one-half (4.5) hours within the scheduled school day will be paid for the full day. Those who are required to be on duty up to or less than four and one-half (4.5) hours will be paid for one-half (1/2) day.

Substitute teachers are subject to assignment by the Principal during lunch and/or conference periods. Substitute teachers will not receive additional compensation for additional assignments during the normal school workday.

Any rate of pay not specifically authorized by the 2025-2026 Compensation Plan must be approved by the Superintendent or designee in writing.

1.0 ADMINISTRATIVE/PROFESSIONAL SUBSTITUTE

Administrative/professional positions necessitating a substitute will be paid the minimum daily rate for the respective pay grade or as approved by the Superintendent. At the direction of the Superintendent or designee, an administrative/professional substitute may receive the corresponding supplements, travel, and other benefits associated with the respective position. For nurse substitutes refer to section 5.0.

Assistant Principals who sub for Principal vacancies or when the Principal is on FMLA get minimum pay for a Principal for the time they sub.

Employee-Substitutes

Employees substituting for a higher paying position than their own will receive the minimum pay for the position they are subbing for upon the approval of the Assistant Superintendent of Talent and Engagement.

Teachers Serving as Long-Term- Assistant- Principals

Eligible teachers may have the opportunity, at the Principal's discretion to serve as an Assistant Principal sub during a long-term absence (greater than five consecutive work days). An eligible teacher is one who has completed 15 hours or more of credit towards a principal certification program. Eligible teachers serving as a substitute for an Assistant Principal will receive a supplemental flat daily rate in the amount of \$150 in addition to their daily rate. Supplemental pay is processed according to the payroll cycle calendar.

Eligible teachers are selected by their campus Principal and verified through HRS prior to starting as a long-term substitute. Principals may contact HRS for verification and assistance in processing eligible teachers.

2.0 CLASSROOM TEACHER SUBSTITUTE

Certified to teach in Texas

Sub for Classroom teacher	\$105/day
On 11 th consecutive workday*	\$130/day
On 21 st consecutive workday**	\$155/day

Degreed but not certified to teach in Texas

Sub for classroom teacher	\$95/day
On 11 th consecutive workday*	\$115/day
On 21 st consecutive workday**	\$125/day

Non-degreed with a minimum of 60 college hours

Sub for classroom teacher	\$85/day
On 11 th consecutive workday*	\$95/day

Certified, Degreed or Non-degreed sub for BSI, PEARS or PPCD teacher

Sub for Classroom teacher	\$100/day
On 11 th consecutive workday*	\$125/day
On 21 st consecutive workday**	\$150/day

*Rate on the eleventh (11th) consecutive workday and each consecutive day thereafter for the same assignment.

**Rate on the twenty-first (21st) consecutive workday and each consecutive day thereafter for the same assignment.

LONG-TERM ASSIGNMENTS

Long-term substitute teacher assignment refers to a person substituting in the same job assignment for more than ten (10) consecutive days. Long-term substitute teachers are involved in planning instruction and evaluating student performance. They are expected to attend faculty meetings, in-services, and staff development opportunities, in addition to other responsibilities as assigned.

New hire teachers with a start date after the first day of school may start as a long-term sub receiving an adjusted rate of pay until after Board approval.

Substitutes who occupy a vacant teaching position can receive an adjusted rate of pay at Principal’s request to Human Resource Services. These individuals may participate in Welcome Week orientation and are expected to maintain regular teacher duties until official date of hire.

For the 2025-2026 school year only, long-term substitutes serving as the teacher of record in an Athletic Coaching position will receive stipend compensation at the end of their assignment for season assignments, or in two installments for year-long assignments (December and May).

3.0 ADMINISTRATIVE AND INSTRUCTIONAL SUPPORT SUBSTITUTE

Administrative and Instructional Support substitutes*	\$10.00/hour
BSI, PEARS or PPCD Aide substitute	\$100.00/day

*An administrative or instructional support substitute that works in the same position on the 11 consecutive days will be paid the minimum hourly/daily rate of the pay grade for the position employed.

4.0 AUXILIARY SUBSTITUTE

Custodial/Food Service substitutes.....	\$12.00/hour
Office Administration/Student Trainees*	\$8.00/hour
Bus driver substitutes.....	\$20.00/hour
Bus monitor substitutes	\$12.75/hour

*Pearland ISD students only.

4.1 CAFÉ MANAGER ACTING PAY

When an Assistant Cafeteria Manager is temporarily assigned to perform the full duties of a Cafeteria Manager (I,II, or III) due to the Manager’s absence (HR approved leave), the Assistant Cafeteria Manager will receive an additional \$3.50 per hour for each hour worked in that capacity. This pay adjustment applies only for the duration of the temporary assignment and is not part of the employee’s regular base pay.

5.0 CLINIC SUBSTITUTE

Registered Nurse (RN)	\$122 per day
Health Care Assistant (HCA).....	\$75 per day

6.0 SPECIAL PROGRAMS or HOMEBOUND TUTOR

Compensated according to the 2025-2026 teacher salary range minimum daily rate prorated 1/6 for each student served. For each hour of homebound instruction, the teacher will be paid **\$69.46/hr.** to compensate for planning time, conferencing, and grading.

$$\$64,250 \text{ (Teacher Base Pay)} \div 185 \text{ days} \div 6 \text{ (1/6 of daily rate)} = \$57.88 \mid \$57.88 \times 1.2 = \$69.46$$

EXISTING TEACHERS

Compensated at an hourly rate of \$30.00 per hour.

IN HOME PARENT TRAINING (SPECIAL PROGRAMS DEPARTMENT)

Compensated at an hourly rate of \$30.00 per hour for after school student instruction and parent training. This compensation is for those professionals working with students recommended by their ARD committee to have the related service of In Home/Parent Training.

7.0 SPECIAL PROGRAMS EVALUATION SUPPORT - EXTRA DUTY PAY

Compensated at an hourly rate of \$40 per hour for work related to special education evaluation (testing, scoring, report-writing) outside the regular work day. Compensated at an hourly rate of \$30 per hour for ARD scheduling or preparation.

8.0 TUTORS

Campuses who use substitutes for State Assessment tutoring/preparation during the school day will be paid accordingly. Tutors can only work a maximum of 15 hours per week.

SBEC certified or degreed tutoring student ¹	\$30/hour
Non-degreed tutoring students ²	\$17/hour
Substitute teacher used to cover classroom while teacher is tutoring ³	
SBEC certified substitute teacher	\$105/day
Degreed substitute teacher	\$95/day
Non-degreed substitute teacher	\$85/day

1. If the substitute/tutor pulls the students out of the classroom and provides tutoring and that person has a college degree or is SBEC certified, they are paid \$30.00 per hour and their time is submitted on an Estimated Wage Report from TCP

2. If the substitute/tutor pulls the students out of the classroom and provides tutoring and that person has at least 60 college hours, they are paid \$17.00 per hour.

3. If a substitute/tutor is used to cover the classroom while a teacher is tutoring students, they are paid the lowest substitute pay per day based on the individual's credentials and their time is tracked in AESOP

**If you work as a substitute and in a one-half time or less position (tutor or proctor) in the same month, your combined work must not exceed 11 workdays in that calendar month. Working any part of a day counts as working a full day.

**TRS retirees who exceed half time employment are subject to employment restrictions.

8.0 TEMPORARY EMPLOYEES

Temporary employees (TE) are hired to provide additional assistance as defined by the supervisor on an as needed basis regardless of the existence of a Board approved vacancy. All use of temporary employees must be approved by Human Resource Services.

Approval of a Temporary Employee is subject to the following guidelines:

1. TE should have a definite start and end date not to exceed four (4) months in a school year.
2. Requesting Supervisor defines the hourly rate of pay and funding source. If the TE is a TRS retiree, any surcharge and TRS Care state contribution fees will be charged to the campus/department requesting the position.
3. TE may not exceed 40 work hours in a District designated workweek during the four months of temporary employment.
4. TE will clock in and out using TCP for actual hours worked. The TE must clock in and out for breaks and lunch.
5. Temporary employees cannot substitute during their temporary assignment.

9.0 AP PROCTOR EMPLOYEES

AP Proctors are hired to be present during, and accountable for, the administration of an individual AP exam. AP Proctors will be processed as temporary employees and must be approved by Human Resources Services. Active substitutes serving as AP Proctors are allowed to substitute.

Approval of an AP Proctor is subject to the following guidelines:

1. AP Proctors should have a definite start and end date.
2. AP Proctors will be paid an hourly rate of \$30/hr. If the AP Proctor is a TRS retiree, any surcharge and TRS Care state contribution fees will be charged to the campus/department requesting the position.
3. AP Proctors will clock in and out using TCP for actual hours worked. The AP Proctor must clock in and out for breaks and lunch.

SALARY SUPPLEMENTS

SALARY SUPPLEMENTS

A supplemental duty assignment and related stipend, if any, is effective only for the 2025-2026 school year. Both the assignment and stipend conclude at the end of the 2025-2026 school year except for dual assignment contract personnel.

BOARD POLICY

SUPPLEMENTAL DUTIES Board Policy DK (Local) – Assignment and Schedules 04-11-2023

Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

**Pearland Independent School District
District Stipends 2024-2025**

Teaching	Description	Eligibility	Amount
	DIST TCHR DUAL LANGUAGE	t	\$4,500
	DIST TCHR BSI	t	\$2,500
	DIST TCHR ESL	g2	\$3,400
	DIST TCHR PEARS	t	\$2,500
	DIST TCHR PPCD	t	\$2,500
	DIST MS FA BAND DIR ASST	t	\$3,200
	DIST JH FA BAND DIR ASST	t	\$3,200
	DIST HS FA BAND DIR ASST	t	\$6,000
	DIST HS COLOR GUARD	t	\$2,400
	SUMMER SCHOOL SPED ESY	20	\$200 <i>per session (2)</i>
	SUMMER SCHOOL SPED DYSLEXIA	10	\$200
Shortage Area	Description	Eligibility	Amount
	DIST CRITICAL SHORTAGE SCIENCE	g	\$500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE MATH	g	\$500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE LOTE	g	\$500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE SPECIALIST	g	\$3,000
Lead Areas	Description	Positions	Amount
	CAREER AND TECHNICAL EDUCATION	1	\$250 <i>per tchr sponsor^</i>
	DIST FA INSTRUMENT INVENTORY MGR	1	\$1,000
	DIST LEAD LIBRARIAN	1	\$800
	DIST LEAD LOTE TEACHER	1	\$1,200
	DIST LEAD NURSE	2	\$1,500
	DIST LEAD PE TCHR ELEMENTARY	1	\$1,000
	DIST LEAD PE TCHR SECONDARY	1	\$3,000
	DIST LEAD SPEECH PATH	1	\$3,000
	DIST SPED EARLY CHILDHOOD EVAL	2	\$2,500
	DIST SPED DUAL LANGUAGE	5*	\$2,500
	DIST SPED EVALUATOR	1	\$2,500
	DIST SPECIAL OLYMPICS	1*	\$3,200
	DIST PRE-K COORD	1	\$9,000
	HS LEAD EDGENUITY TCHR	1	\$600
	DIST STADIUM MANAGER	1	\$7,000
	SUMMER SCHOOL COORDINATOR K-8	1	\$5,250
	SUMMER SCHOOL ADMINISTRATOR (K-4, 5-8)	2	\$3,750
	SUMMER SCHOOL PRINCIPAL HIGH SCHOOL	1	\$6,500
	SUMMER SCHOOL AP HIGH SCHOOL**	1	\$4,500
	SUMMER SCHOOL COUNSELOR HIGH SCHOOL**	1	\$4,140
	SUMMER SCHOOL ESY ADMINISTRATOR	1	\$2,880
	TEACHER OF THE YEAR-CAMPUS	23	\$1,000
	TEACHER OF THE YEAR-DISTRICT	2	\$2,000
Education	Description	Eligibility	Amount
	UNDERGRADUATE EARNED HOURS	e	Up to \$600
	BACHELORS DEGREE	e	Up to \$800
	MASTERS DEGREE	e	Up to \$1,400
	DOCTORATE DEGREE	e	Up to \$2,000

*May Divide

**This position is budgetary only and will be revisited prior to summer school in 2025

g= Grandfathered for teachers in position prior to 2011

g2= Grandfathered for teachers in position prior to 2025

t=Teacher assigned to designated position

e= Employee seeking or obtaining degree not required in current position

^=\$250 per teacher sponsor at local, state, and national competitions

**Pearland Independent School District
Campus Stipends**

DAWSON HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	13,000	
	HS ACAD DECATH ASST	3	2,475	
	HS ACAD DECATH HEAD	1	4,200	
	HS ADV ACADEMICS	1	1,400	Future Problem Solvers
	HS DEPT CHAIR CTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR ELA	1	1,500	+ Conf period
	HS DEPT CHAIR FA	1	1,000	No Add'l Conf
	HS DEPT CHAIR LOTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR MATH	1	1,500	+ Conf period
	HS DEPT CHAIR PE	1	1,000	No Add'l Conf
	HS DEPT CHAIR SCI	1	1,500	+ Conf period
	HS DEPT CHAIR SPED	1	1,500	+ Conf period
	HS DEPT CHAIR SS	1	1,500	+ Conf period
	HS FA AUDITORIUM MGR	1	1,000	
	HS FA BAND DIR ASST	2	6,000	
	HS FA BAND DIR HEAD	1	12,000	
	HS FA CHOIR DIR ASST	1	3,500	
	HS FA CHOIR DIR HEAD	1	5,750	
	HS FA DANCE ASST	1	3,500	+ 10 days
	HS FA DANCE HEAD	1	5,750	+18 days
	HS FA DRAMA TCH ASST	1	2,000	
	HS FA DRAMA TCH HEAD	1	5,860	
	HS FFA SPONSOR ASST	1	1,500	
	HS HONOR SOCIETY	1	1,500	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	HS ATHLETIC COOR B	1	7,000	
	HS ATHLETIC COOR G	1	7,000	
	HS BASEBALL ASST	2	3,250	No Extra Days
	HS BASEBALL HEAD	1	7,750	+5 days
	HS BASEBALL VA	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL ASST B	1	3,250	
	HS BASKETBALL ASST B	3	3,250	No Extra Days
	HS BASKETBALL ASST G	1	3,250	No Extra Days
	HS BASKETBALL ASST G	1	3,250	No Extra Days
	HS BASKETBALL HEAD B	1	7,750	+5 days
	HS BASKETBALL HEAD G	1	7,750	+5 days
	HS BASKETBALL VA B	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL VA G	1	4,500	+5 days, Varsity Assistant
	HS CC HEAD	1	7,750	+5 days, multi-gender
	HS CC VA BOYS	1	4,500	No Extra Days, Varsity Assistant
	HS CC VA GIRLS	1	4,500	No Extra Days, Varsity Assistant
	HS CHEER ASST	1	2,500	+5 days
	HS CHEER HEAD	1	4,500	+5 days
	HS FB EQUIPMENT SUPV	1	2,650	
	HS FB WEIGHT PROGRAM	2	3,150	
	HS FOOTBALL ASST	6	3,250	+13 days
	HS FOOTBALL ASST	1	3,250	No Extra Days

**Pearland Independent School District
Campus Stipends**

HS FOOTBALL ASST HD	2	1,850	Head Assistant
HS FOOTBALL COMP SCT	1	750	
HS FOOTBALL COORD	2	1,300	
HS FOOTBALL DISC	1	10,000	May Divide
HS FOOTBALL VA	9	4,500	+13 days, Varsity Assistant
HS GOLF HEAD B	1	7,750	No Extra Days
HS GOLF HEAD G	1	7,750	No Extra Days
HS POWERLIFTING HEAD	1	4,000	No Extra Days
HS SOCCER ASST B	2	3,250	No Extra Days
HS SOCCER ASST G	1	3,250	No Extra Days
HS SOCCER BOYS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER GIRLS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER HEAD B	1	7,750	+5 days
HS SOCCER HEAD G	1	7,750	+5 days
HS SOFTBALL ASST	1	3,250	No Extra Days
HS SOFTBALL HEAD	1	7,750	+5 days
HS SOFTBALL VA	1	4,500	+5 days, Varsity Assistant
HS SWIM/POLO ASST	1	5,400	+7 days
HS SWIM/POLO HEAD	1	8,500	+7 days
HS TENNIS ASST FALL	1	2,700	No Extra Days
HS TENNIS ASST SPRNG	1	2,700	No Extra Days
HS TENNIS HEAD	1	8,500	No Extra Days
HS TRACK ASST	5	3,250	No Extra Days, multi-gender
HS TRACK HEAD	1	8,500	+5 days, multi-gender
HS TRACK VA	1	5,400	No Extra Days, Varsity Assistant
HS VOLLEYBALL ASST	2	3,250	+10 days
HS VOLLEYBALL HEAD	1	7,750	+10 days
HS VOLLEYBALL VA	1	4,500	+10 days, Varsity Assistant

Pearland Independent School District Campus Stipends

PEARLAND HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	13,000	
	HS ACAD DECATH ASST	3	2,475	
	HS ACAD DECATH HEAD	1	4,200	
	HS DEPT CHAIR CTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR ELA	1	1,500	+ Conf period
	HS DEPT CHAIR FA	1	1,000	No Add'l Conf
	HS DEPT CHAIR LOTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR MATH	1	1,500	+ Conf period
	HS DEPT CHAIR PE	1	1,000	No Add'l Conf
	HS DEPT CHAIR SCI	1	1,500	+ Conf period
	HS DEPT CHAIR SPED	1	1,500	+ Conf period
	HS DEPT CHAIR SS	1	1,500	+ Conf period
	HS FA AUDITORIUM MGR	1	1,000	
	HS FA BAND DIR ASST	2	6,000	
	HS FA BAND DIR HEAD	1	12,000	
	HS FA CHOIR DIR ASST	1	3,500	
	HS FA CHOIR DIR HEAD	1	5,750	
	HS FA DANCE ASST	1	3,500	+ 10 days
	HS FA DANCE HEAD	1	5,750	+18 days
	HS FA DRAMA TCH ASST	1	2,000	
	HS FA DRAMA TCH HEAD	1	5,860	
	HS FFA SPONSOR ASST	2	1,500	
	HS HONOR SOCIETY	1	1,500	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	HS ATHLETIC COOR B	1	7,000	
	HS ATHLETIC COOR G	1	7,000	
	HS BASEBALL ASST	2	3,250	No Extra Days
	HS BASEBALL HEAD	1	7,750	+5 days
	HS BASEBALL VA	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL ASST B	3	3,250	No Extra Days
	HS BASKETBALL ASST G	2	3,250	No Extra Days
	HS BASKETBALL HEAD B	1	7,750	+5 days
	HS BASKETBALL HEAD G	1	7,750	+5 days
	HS BASKETBALL VA B	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL VA G	1	4,500	+5 days, Varsity Assistant
	HS CC HEAD	1	7,750	+5 days, multi-gender
	HS CC VA BOYS	1	4,500	No Extra Days, Varsity Assistant
	HS CC VA GIRLS	1	4,500	No Extra Days, Varsity Assistant
	HS CHEER ASST	1	2,500	+5 days
	HS CHEER HEAD	1	4,500	+5 days
	HS FB EQUIPMENT SUPV	1	2,650	
	HS FB WEIGHT PROGRAM	2	3,150	

Pearland Independent School District Campus Stipends

HS FOOTBALL ASST	6	3,250	+13 days
HS FOOTBALL ASST	1	3,250	No Extra Days
HS FOOTBALL ASST HD	2	1,850	Head Assistant
HS FOOTBALL COMP SCT	1	750	
HS FOOTBALL COORD	2	1,300	
HS FOOTBALL DISC	1	10,000	May Divide
HS FOOTBALL VA	9	4,500	+13 days, Varsity Assistant
HS GOLF HEAD B	1	7,750	No Extra Days
HS GOLF HEAD G	1	7,750	No Extra Days
HS POWERLIFTING HEAD	1	4,000	No Extra Days
HS SOCCER ASST B	2	3,250	No Extra Days
HS SOCCER ASST G	2	3,250	No Extra Days
HS SOCCER BOYS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER GIRLS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER HEAD B	1	7,750	+5 days
HS SOCCER HEAD G	1	7,750	+5 days
HS SOFTBALL ASST	2	3,250	No Extra Days
HS SOFTBALL HEAD	1	7,750	+5 days
HS SOFTBALL VA	1	4,500	+5 days, Varsity Assistant
HS SWIM ASST DIVE	1	3,250	No Extra Days
HS SWIM/POLO ASST	1	5,400	+7 days
HS SWIM/POLO HEAD	1	8,500	+7 days
HS TENNIS ASST FALL	1	2,700	No Extra Days
HS TENNIS ASST SPRNG	1	2,700	No Extra Days
HS TENNIS HEAD	1	8,500	No Extra Days
HS TRACK ASST	5	3,250	No Extra Days, multi-gender
HS TRACK HEAD	1	8,500	+5 days, multi-gender
HS TRACK VA	1	5,400	No Extra Days, Varsity Assistant
HS VOLLEYBALL ASST	2	3,250	+10 days
HS VOLLEYBALL HEAD	1	7,750	+10 days
HS VOLLEYBALL VA	1	4,500	+10 days, Varsity Assistant

Pearland Independent School District Campus Stipends

TURNER COLLEGE & CAREER HS

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	6,500	
	HS ACAD DECATH ASST	3	2,475	
	HS ACAD DECATH HEAD	1	4,200	
	HS DEPT CHAIR CTE	1	3,000	No Add'l Conf, grandf. amount
	HS DEPT CHAIR ELA	1	3,000	No Add'l Conf, grandf. amount
	HS DEPT CHAIR MATH	1	3,000	No Add'l Conf, grandf. amount
	HS DEPT CHAIR SCI	1	3,000	No Add'l Conf, grandf. amount
	HS DEPT CHAIR SPCL	1	1,000	No Add'l Conf
	HS DEPT CHAIR SPED	1	3,000	No Add'l Conf, grandf. amount
	HS DEPT CHAIR SS	1	3,000	No Add'l Conf, grandf. amount
	HS FA AUDITORIUM MGR	1	1,000	
	HS FFA SPONSOR ASST	3	1,500	
	HS FFA SPONSOR HEAD	1	2,500	
	HS HONOR SOCIETY	1	1,500	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS ROBOTICS HEAD	1	3,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	

**Pearland Independent School District
Campus Stipends**

PACE CENTER

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	HS DEPT CHAIR ELA	1	750	+ Conf period
	HS DEPT CHAIR MATH	1	750	
	HS DEPT CHAIR SCI	1	750	
	HS DEPT CHAIR SS	1	750	

Pearland Independent School District Campus Stipends

JUNIOR HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	JH CLUB ACADEMIC	1	600	May divide by 2
	JH CLUB MATH/SCI	1	600	
	JH CLUB PROB SOLVERS	1	600	
	JH CLUB QUIZ BOWL	1	600	
	JH DEPT CHAIR ELAR	2	850	
	JH DEPT CHAIR ELECT	1	850	
	JH DEPT CHAIR MATH	1	850	
	JH DEPT CHAIR SCI	1	850	
	JH DEPT CHAIR SPED	1	850	
	JH DEPT CHAIR SS	1	850	
	JH FA BAND DIRECTOR	1	4,200	
	JH FA CHOIR DIRECTOR	1	3,000	
	JH FA DRAMA TEACHER	1	1,100	
	JH HONOR SOCIETY	1	800	May Divide
	JH MORNING DUTY	1	1,500	
	JH ROBOTICS	1	2,000	
	JH STUDENT COUNCIL	1	800	May Divide by 2
	JH YEARBOOK	1	800	GF @ \$1,000 for 2015-2016
	FA BAND INST INV MGR	1	1,000	@PJHW
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	JH ATHLETIC COORD B	1	1,350	
	JH ATHLETIC COORD G	1	1,350	
	JH BASKETBALL ASST B	3	2,250	No Extra Days
	JH BASKETBALL ASST G	3	2,250	No Extra Days
	JH BASKETBALL HEAD B	1	2,750	No Extra Days
	JH BASKETBALL HEAD G	1	2,750	No Extra Days
	JH CHEERLEADING	1	1,500	
	JH FOOTBALL ASST	5	2,500	+13 days
	JH FOOTBALL HEAD	1	3,250	+13 days
	JH FOOTBALL SCOUT HS	6	200	
	JH SOCCER BOYS GIRLS	2	1,500	No Extra Days
	JH TENNIS BOYS	1	1,500	No Extra Days
	JH TENNIS GIRLS	1	1,500	No Extra Days
	JH TRACK/CC ASST B	1	2,250	No Extra Days
	JH TRACK/CC ASST G	1	2,250	No Extra Days
	JH TRACK/CC HEAD B	1	2,750	No Extra Days
	JH TRACK/CC HEAD G	1	2,750	No Extra Days
	JH VOLLEYBALL ASST	3	2,250	+7 days
	JH VOLLEYBALL HEAD	1	2,750	+7 days

Pearland Independent School District Campus Stipends

MIDDLE SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	MS CLUB ACADEMIC	2	500	May Divide
	MS CLUB MATH	1	500	
	MS CLUB PROB SOLVERS	1	500	
	MS CLUB QUIZ BOWL	1	500	
	MS DEPT CHAIR ELA	1	750	
	MS DEPT CHAIR ELECT	1	750	
	MS DEPT CHAIR MATH	1	750	
	MS DEPT CHAIR READ	1	750	
	MS DEPT CHAIR SCI	1	750	
	MS DEPT CHAIR SPED	1	750	
	MS DEPT CHAIR SS	1	750	
	MS FA BAND DIR ASST	1	3,200	
	MS ROBOTICS	1	500	

Pearland Independent School District Campus Stipends

ELEMENTARY SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ELEM TEAM LDR 1	1	750	
	ELEM TEAM LDR 2	1	750	
	ELEM TEAM LDR 3	1	750	
	ELEM TEAM LDR 4	1	750	
	ELEM TEAM LDR K	1	750	
	ELEM TEAM LDR PK DL	1	600	GF @ \$600 for 2024-2025
	ELEM TEAM LDR SPCLS	1	750	
	ELEM TEAM LDR SPED	1	750	

1.0 ATHLETICS

FOOTBALL

- 1.0 Ticket Manager \$150/game**
Responsible for trouble shooting all issues with the ticketing system and season passes. Transports all the monies to and from all ticket booths and reconciles all ticket booths at the end of the night.
Returns the startup bank to PHS and makes the night deposit at the bank.
- 1.1 Gate/Ticket Redemption \$65/game**
- 1.2 Elevator Monitor \$65/game**
Works in conjunction with press box manager and the police officers to ensure single elevator is appropriately used. At half time makes sure elevator is available to the coaches first.
- 1.3 Field Gatekeeper \$65/game**
Monitor gate and only allow people with sideline passes on the field.
- 1.4 Press Box Manager \$125/game**
Responsible for all operations in the press box - manage all the refreshments/food, seat scouts and media, and coordinate use of the elevator.
- 1.5 Press Box Hostess \$65/game**
- 1.6 Railing Supervisors \$65/game**
Make sure no patrons stand at the railing. All patrons must be seated or moving.
- 1.7 Gatekeepers \$65/game**
Monitor the gates leading into the reserved section of seats. Allow only reserved ticket holders into the section. Make sure people are not interfering with fans' ability to watch the game.
- 1.8 Field House Manager \$125/game**
Oversee field house area. Makes sure home team and visiting team have what they need. Makes sure that the officials are situated – provide food/drinks, fill out official pay forms/W-9, and turns in forms to the athletic office.
- 1.9 Pass Gate \$65/game**
Checks all pass holders at the gate. He/she only allows those with District passes, student passes, and coaches' passes to enter.
- 1.10 End Zone \$65/game**
Prevent students and patrons from traveling to the opposite side of the stadium.
- 1.11 Elevator Pass Gate \$65/game**
Unlock gate and monitor workers entering the stadium. Must arrive by 3:45pm and will work until 8:00pm. At 6:00pm, the gate will be locked, and this person will work in an area designated by the stadium supervisor.
- 1.12 Parking Lot \$125/game**
Pearland & Dawson JROTC assist in the parking lot by helping patrons park. Monies paid to school activity account.
- 1.13 Parking Duty \$75/game**
Monitor and assist with handicap parking, event staff and booster club parking.
- 1.14 Announcer \$125/game**
Announces all public address announcements and provides viewers with a play by play account of the game.
- 1.15 Spotter \$65/game**
Assists announcer with play by play account of game. Provides players' name and jersey number.

- 1.16 **Additional Workers** \$65/game
Additional workers may be required during homecoming and playoff games
- 1.17 **Video Board Manager/Video Board/Camera Crew**..... \$225/game
- 1.18 **Video Board Camera Crew** Student - \$50/game
..... Non-Student - \$65/game
- 1.19 **Technology Support**\$125/game

FOOTBALL | PLAYOFF | HOST

- 1.20 **Athletic Trainer**\$40/hour
Sub-contract pay
- 1.21 **Playoff Event Staff**..... \$20 event
Playoff event staff will be paid this amount in addition to any of the above duties.
- 1.22 **Stadium Supervisor for Non-PISD Games** \$625/game
Assign all workers prior to the game. Transport money and tickets to the game. Oversee all workers and handle any problems that may arise during the game.

ALL OTHER SPORTS | PLAYOFF | HOSTING

- 1.23 **Soccer Field Prep / Gym Setup** \$75/game
- 1.24 **Baseball/Softball Field Prep**.....\$125/game
- 1.25 **Custodial**..... \$75/game
- 1.26 **Gate/Ticket Redemption** \$50/game
- 1.27 **Announcer** \$65/game
- 1.28 **Scoreboard/Book/Pitch Counter/ Libero** \$50/game
- 1.29 **Administrator**..... \$100/game
- 1.30 **Supervision** \$50/game
- 1.31 **Bookkeeper**..... \$65/game

VOLLEYBALL | BASKETBALL | WATER POLO

- 1.31* **Gate/Ticket Redemption**\$25/game
Responsible for redeeming tickets at the gate.
- 1.32 **Clock**\$25/game
Responsible for running the game clock during the game.
- 1.33 **Book**..... \$25/game
Responsible for keeping the official book during the game.
- 1.34 **Libero** \$25/game
- 1.35 **Announcer (Varsity Only)**..... \$50/game

SUB-VARSITY FOOTBALL | SOCCER
BASEBALL | SOFTBALL

- 1.36* **Gate/Ticket Redemption** \$30/game
- 1.37 **Clock**..... \$25/game
Responsible for running the game clock during the game.
- 1.38 **Book** \$25/game

- Responsible for keeping the official book during the game.
- 1.39 Pitch Counter (Baseball Only)..... \$35/game**
Pitch counter for all scrimmages, tournaments, season games, post-season games.
- 1.40 Announcer (Varsity Only)..... \$50/game**

TRACK (JH | HS)

- 1.41 * Gate/Ticket Redemption \$65/meet**
- 1.42 Starter \$30/hour**
Responsible for starting each race.
- 1.43 Clerk \$30/hour**
Responsible for checking all entries before the races.
- 1.44 Finish Judge \$30/hour**
Responsible for collecting all finish information after each race.
- 1.45 Timing System.....\$500-\$1,500/meet**
Used to electronically time races at varsity meets.

SUMMER ATHLETICS

- 1.46 Clerical..... \$15/hour**
General office duties, ticket software training.
- 1.47 Training..... \$15/hour**
Training of ticketing software.
- 1.48 Technical.....\$20/hour**
Responsible for answering phones, taking messages and general office duties.
- 1.49 Strength & Conditioning\$30/hour***
*Self-funded budget will dictate hourly rate range
- 1.50 Weight Room..... \$30/hour**

*Gate/Ticket Redemption workers will be paid double the amount when working games during the following school holidays: Thanksgiving, Christmas, and Spring Break.

2.0 READING ACADEMIES

Teachers employed in grades K-3, for the 2024-2025 school year who have not received Reading Academies Training will be enrolled in Pearland ISD’s June 2025 Cohort. This sign-up makes that teacher eligible for five training days in the months of July and August at a rate of \$100 per day. Teachers who were employed elsewhere, during the 2024-2025 school year, may be eligible if hired by Pearland ISD before the training dates to be enrolled in our Cohort.

3.0 COLLEGE COURSEWORK

Active employees of Pearland ISD with college coursework leading to an undergraduate/graduate level degree or with a degree conferred may be eligible to participate in the Cash for College Incentive. Payment for completed coursework or conferred degrees is granted at a rate of \$25 per college hour with a passing grade, up to \$600, or higher amount if a degree has been conferred.

See chart below for details.

Degree	Max payment	Category	Eligibility
HOURS LEADING TO DEGREE	\$600	Earned hours leading up to a conferred degree	Current job assignment does not require college hours.
BACHELOR’S	\$800	Bachelor’s degree conferred	Current job assignment does not require a bachelor’s degree.
MASTER’S	\$1,400	Master’s degree conferred	Current job assignment does not require a Master’s degree.
DOCTORATE	\$2,000	Doctorate degree conferred **	Current job assignment does not require above a master’s degree.
<ul style="list-style-type: none"> • Multiple degrees at the same level (e.g., two master’s degrees) will not result in additional payment. • Payment for ALL degrees above the requirement is limited to the highest for non-teacher staff. 			

Upon first disbursement of incentive, a check of a **one-time** payment will be issued. Following the next school year, the incentive will be added into your annual salary until the max payout is reached. Payment will be processed with 60 days of the completion of the online request form and receipt of your transcript(s) and after first paycheck is received. HRS reserves the right to request additional information. Substitutes, temporary employees, tutors are ineligible for the incentive. Rehired employees will not receive a one-time payment but will have the incentive added to their annual salary.

** Pay for graduate hours will cease and a stipend of \$2,000 will be added to your annual salary upon submission of your conferred degree to HRS.
 - Grandfathered rates for employees prior to 10/2022. A separation in employment voids grandfathered status for Cash for College rates.

4.0 CROSSING GUARDS

4.1 Crossing Guard*\$30.00/hour

*Guaranteed half-hour of pay upon clock-in for morning or afternoon crossing guard duties.

5.0 FINE ARTS

5.1	Music Accompanist	\$30/hour
5.2	Clinician/Judging/Choreography/Consulting/Design	\$30/hour
5.3	Senior Clinician.....	\$50/hour
5.4	Staff Development preparation or presentation.....	\$30/hour
5.5	Inventory Management/Event Tech Support/Rodeo Art Prep.....	\$30/hour
5.6.1	Ticket Taker/Ticket Scanner.	\$45/event
5.6.2	Ticket Seller	\$50/event
5.7	Ticket Manager.....	\$100/event
5.8	Summer Private Lesson Supervision	\$30/hour
5.9	Fine Arts Event Manager	\$100/event

6.0 INCENTIVES

All incentive pay not already defined in policy must be Board approved. Pay amounts are subject to Board approval annually. Upon Board approval, updated compensation plan materials will be released.

6.1 COMPENSATION FOR UNUSED LOCAL LEAVE UPON RETIREMENT

Any employee who retires from the District, or who retires within 75 days of resignation from the District, under the rules of Teacher Retirement System of Texas shall receive at the end of the last year of employment a lump sum payment for unused local leave earned since the 1981-82 school year, up to a maximum of 100 days. The amount shall be determined by multiplying the number of eligible days of unused local leave by the final year's annual salary (divided by twice the number of days employed per year) and by the number of years of service in the District (divided by 20).

If the calculated lump sum payment is less than \$100, no payment shall be made.

Leave for which reimbursement has been made shall be deleted from the service record and shall not be reinstated if the employee returns to District employment.

Policy Reference: [DEC (LOCAL) COMPENSATION AND BENEFITS: LEAVES and ABSENCES]

6.2 CARLESTON ELEMENTARY HIGH NEED ADDITIONAL COMPENSATION

- Eligible teachers will receive a \$1,000 high need one-time payment
- Eligible instructional aides will receive a \$500 high need one-time payment
- One-time payment will be issued in two separate installments during December and June
- Eligible employees must be employed at Carleston Elementary at the issuance of each payment
- End of year terminations that have completed their work calendar are eligible for final payment
- Employees are ineligible for payment if reassigned to another location throughout the school year
- 3-year compensation plan beginning in 2023-2024 and ending in 2025-2026

6.3 TEACHER OF THE YEAR (TOY) INCENTIVE

- One-time stipend of \$1,000 presented to each campus TOY (one per campus except employees named District TOY) during the year in which they are selected.
- One-time stipend of \$2,000 presented to the District TOY (one for Elementary, one for Secondary) for the year in which they are selected. This stipend is also added to their base salary each year thereafter in which they serve as a classroom teacher within Pearland ISD. If teacher is selected as District TOY more than once, they receive the \$1,000 campus TOY award and continue to receive the \$2,000 District TOY award annually.

6.4 ADVANCED PLACEMENT MERIT PAY*

- Qualifying teachers will receive \$50 for each student who scores a 3, \$100 for each student who scores a 4, and \$150 for each student who scores a 5. If funds are not available for the full payout, teachers can receive a reduced rate.
- Must be Advanced Placement Teacher of Record
- 90% of students on teacher’s roster must take the Advanced Placement Exam
- Must be employed by the District (exempt retirees) when payments are rendered (fall semester following the July release of AP exam scores)
- Must verify, sign, and submit class rosters as requested

**See Advanced Academics Department for guidelines and for how to submit requests for payments to qualifying teachers.*

^Qualifying employees must return to Pearland ISD the year after the award is earned or officially retire from Pearland ISD at the end of the year the award is earned. Qualifying employees who are not retired must be employed with Pearland ISD at time of payout.

6.5 STAAR/STAAR EOC TEACHER INCENTIVE PAY - *If included in the 2025-2026 Budget Plan*

- Every STAAR Tested Teacher of Record (TOR) who either returned to Pearland ISD or retired from education and was on a campus that either received an “A” rating or improved their campus rating one letter would receive an equal portion of the District incentive pay allocation. Every Non-Teacher of Record (NTOR) who either returned to Pearland ISD or retired from education and was on a campus that either received an “A” rating or improved their campus rating one letter would receive an equal portion of the District incentive pay allocation.

6.6 CTE INCENTIVE PAY*

- Qualifying TOR who have 50% or more students taking one exam or one sub-exam will receive \$90 for each student who is enrolled in the specific CTE course and passes a correlating career certification / licensure exam in accordance with CTE Incentive Pay Guidelines.
- Qualifying TOR who have 49% or fewer students taking one exam or one sub-exam will receive \$75 for each student who is enrolled in the specified CTE course and passes a correlating career certification / licensure exam in accordance with CTE Incentive Pay Guidelines.

**See CTE Department for guidelines and process to submit requests for payments to qualifying teachers.*

6.7 SAT PREP TEACHER MERIT PAY - *If included in the 2025-2026 Budget Plan*

- Qualifying teachers will be eligible for \$30 per qualifying score (split if there are two teachers for the same students).

**See Advanced Academics Department for guidelines and process to submit requests for payments to qualifying teachers.*

7.0 INSTRUCTIONAL/ADMINISTRATIVE SUPPORT

Employees assigned to the below or similar programs despite funding source are paid at the following rates.

- Extended Day Program
- Summer School
- Tutorials Beyond School Day
- Saturday School
- TEKS/State Assessment Tutoring
- TEKS/State Assessment Preparation
- AP Science Labs
- Translation Services
- Translation Services
- Testing Outside of School Day
- Curriculum Writing
- Staff Develop. Prep and Presentation
- All Grant Programs or Projects
- Instructional Technology
- Detention Hall
- Substitute during conference period

7.1 Classroom teachers or SBEC certified professional employees.....\$30/hour

7.2 Degreed Paraprofessional used for tutoring.....\$30/hour

7.3 Paraprofessional \$ 17/hour

7.4 MIDDLE SCHOOL/JUNIOR HIGH MORNING DUTY

Each middle school and junior high may assign two paraprofessionals to work for supplemental pay to assist with campus morning duty. The selected employee's regularly scheduled work hours must be 7.75 hours or less. Each selected employee is approved to work one 15-minute shift (morning or afternoon) per day, unless otherwise approved by the Executive Director of HRS and Communications.

7.5 ACC DUAL CREDIT INSTRUCTIONAL ASSISTANTS/STUDY HALL MONITORS

Dual credit Instructional Assistants and Study Hall Monitors, responsible for submitting final grades, will receive a one-time payment at the end of each semester. Compensation cannot be split amongst multiple employees.

8.0 AUXILIARY SUPPORT

MAINTENANCE & FOOD SERVICE

Employees assigned extra duty during summer, weekends, or holidays for a District position they do not currently hold are paid according to the guide below. Employees who use a paid leave day are not eligible to work extra duty in another District position. Extra duty must be approved and must be for work assigned by Maintenance or Food Service Director(s).

- **Non-Exempt employees** who work extra duty for a non-exempt district position will be paid their regular hourly rate or minimum hourly rate for the District position they are working, whichever is greater. Employees whose hours exceed 40 for the current workweek will be paid overtime. Examples: 1) A cafeteria worker performing extra duty as a custodian will be paid their regular hourly rate because these two jobs are the same pay grade. 2) A custodian performing extra duty on the weekend as a painter will be paid their regular hourly rate or minimum pay for painter, whichever is greater.

- **Exempt employees** who work extra duty for a non-exempt district position will be paid the minimum hourly rate for the District position. Exempt employees are only eligible for overtime pay during weeks in which they do not perform their regular duty and when hours exceed 40 during the workweek. Examples: 1) A teacher who performs custodial work during the summer will be paid minimum pay for a custodian. 2) A counselor who performs painting during Christmas Break will be paid the minimum pay for a painter.

8.1 AUXILIARY SUPPORT CONCESSION

FOOD SERVICE

Employees assigned to work concession for varsity games will be compensated at their regular hourly rate. Employees whose hours exceed 40 for the current workweek will be paid overtime. Employees must clock the extra hours worked through TimeClockPlus and must acknowledge the expectations agreement for the work being performed.

9.0 SUMMER SCHOOL

Employees assigned to summer school or similar programs despite funding source are paid at the following rates.

Effective September 1, 2025 - August 31, 2026

9.1 Summer School Employees

SBEC certified dual language administrator.....	\$35/hour
SBEC certified teacher.....	\$30/hour
Nurse	\$30/hour
Paraprofessional	\$15/hour

9.2 Summer School Substitutes

SBEC certified or degreed substitute teacher.....	\$30/hour
Non-degreed substitute teacher.....	\$17/hour
Paraprofessional substitute	\$10/hour

10.0 TRANSPORTATION

10.1 Extra Duty Pay for Transportation Employees Employee Hourly Rate

Examples of Extra Duties performed by Pearland ISD Transportation Employees:

- State required Texas School Bus Driver Certification Training Course (20 hours)
- State required Texas School Bus Driver Recertification Training Course (8 hours)
- Supplemental training outside of duty calendar
- Periodic Professional Development and Safety Meetings
- Field Trips*
- Tutorial and activity routes
- Annual driver physical (conducted on-site at a Pearland ISD facility)

*Bus drivers who accept a field trip assignment will be paid their hourly rate for a minimum of 1 hour (weekdays 6 am to 5 pm) or 2 hours (weekdays after 5 pm and weekends). If a trip is canceled, a driver will not receive compensation if canceled before the on-duty time for the trip. If the trip is canceled after the on-duty time, the driver will receive the minimum trip pay for that trip. Overtime rules apply to any non-exempt employee who physically works in excess of 40 hours during the Pearland ISD workweek.

COACH/TEACHER/SPONSOR DRIVING FOR SPORT/CLASS/ACTIVITY

10.2 Not on the clock and driving for their own sport/class/activity..... \$40.00/event

10.3 Not on the clock and driving for another/sport/class/activity** Starting hourly rate for bus driver

**Must be certified bus driver. Driver of SUV's do not receive any compensation.

10.4 While on the clock and driving for any sport/class/activity \$40.00/event

10.5 CDL Examiner Certification^\$1.00/hour

^ A transportation department employee who is certified as a DPS 3rd Party Examiner and designated for that role by Pearland ISD Transportation Department.

10.6 CDL Exam Administration for outside entities (Must be conducted outside of employee's on-duty hours)

- Non-Exempt Employee... normal hourly rate with consideration for overtime as required
 - 3 hours per full test given
 - 2 hours per retest given
- Exempt Employee..... \$50.00/hour
 - 3 hours per full test given
 - 2 hours per retest given

10.7 Mechanic Incentive..... up to \$2.00/hour

All mechanics and parts technicians are eligible to participate in the Mechanic Incentive Program. This incentive encourages eligible employees to be rewarded financially for furthering their professional development.

See chart below for details.

Pathway to Certification	Amount	Required Documentation	Expiration
Courses/tests leading to ASE and/or TASBT certification	\$.20 per hour per course/test*		Upon completion of ASE & TASBT Certifications
Completed Master School Bus Technician Designation for ASE initial Certification** <ul style="list-style-type: none"> • S1 – Body Systems & Special Equipment • S2 – Diesel Engines • S3 – Drive Train • S4 – Brakes • S5 – Suspension & Steering • S6 – Electrical/Electronic Systems • S7- Air Conditioning Systems & Controls 	\$1.50 per hour	1. Completed Online Request Form 2. Certificate showing course or certification completed	
Completed Master School Bus Technician Designation for TASBT Certification <ul style="list-style-type: none"> • Wheel & Tire Maintenance & Repair • School Bus Preventive Maintenance and Inspection • Air Brakes • School Bus Body Electrical • A/C • Basic Electronics • Advanced Electronics • PDC 01 Intro to Transportation • PDC 03 Purchasing 	\$2.00 per hour	NOTE: Only completed request forms with certificates attached will be reviewed.	Based on certificate renewal schedule***

*This adjustment will cap at \$1.00 per hour and will remain in effect for the entirety of your employment or until a completed ASE or TASBT certification with Master School Bus Technician Designation is achieved.

**There will be no additional money awarded for ASE certifications above the Master School Bus Technician Designation.

***Failure to provide the renewal to HRS in a timely manner may result in the removal of extra monies.

Increases in amounts earned per hour towards each pathway to certification will be applied to the current hourly rate.

ASE or TASBT courses and/or certifications required in an employee’s job description are ineligible for this incentive and HRS shall determine final eligibility of courses/tests completed.

10.8 BUS DRIVER SAFETY INCENTIVE PAY

This safety program is an incentive for bus drivers and master drivers to encourage and promote safe driving practices. Eligibility to receive this incentive is based upon the following guidelines:

- Incentive amount is \$100.00 for each semester that a driver is free from a preventable collision.
- Payment amount will be calculated and paid in July following the year earned.
- A driver involved in a preventable collision will lose his or her safety incentive for that semester, but will again become eligible the following semester.
- To be eligible, an employee must be employed in a regular position on the first workday of the semester.
- A driver who separates their employment with the District prior to the last workday of the school year is not eligible to receive the incentive.
- Beginning with the 2020-2021 school year, a driver who maintains 5 consecutive years driving with Pearland ISD without a preventable collision will receive an additional \$300 incentive for that year. (The first time a driver will be eligible to receive the 5-year incentive will be at the end of the 2024-2025 school year.)

***A preventable collision is defined as any event involving a Pearland ISD vehicle that results in vehicle damage, property damage, and/or bodily injury in which the driver was at fault or failed to exercise the appropriate caution or preventive action.*

10.9 TRAINEE BUS DRIVERS

The district offers temporary trainee opportunities for individuals in the process of being hired as school bus drivers. Trainees may be hired under a temporary employee agreement, depending on their current licensing status. Compensation during this period is based on the type of trainee classification as outlined below.

- **Non-CDL Bus Driver Trainees:**
Applicants who are not fully licensed and certified to drive a school bus will be hired as an unlicensed temporary trainee under a temporary employee agreement. The hourly rate of pay for unlicensed temporary trainees is \$13.70 per hour. This will be the rate of pay for all duties performed under the temporary employee agreement.
- **CDL Licensed Bus Driver Trainees:**
Applicants who are fully licensed and certified to drive a school bus may be hired as a licensed temporary trainee under a temporary employee agreement in order to conduct skills assessments, operational training, route training, route driving, and other duties as assigned until hired as a full-time bus driver or the end of the temporary employee agreement. The hourly pay for licensed temporary trainees is \$20.60 per hour. This will be the rate of pay for all duties performed under the temporary employee agreement.

11.0 WELCOME WEEK ORIENTATION

New to district teachers may earn up to a maximum of \$250 in supplemental pay for attending training during the designated orientation prior to the employee's official start date in August. Attendance will be verified with TimeClockPlus and pay will be adjusted accordingly. Teachers (coaches, band directors, etc.) who are already on-duty, receiving a daily rate of pay during Welcome Week are not eligible for this supplemental pay.

12.0 NEW SCHOOL NURSE ORIENTATION

- New School Nurse Orientation will be up to three (3) days of orientation that will be scheduled to occur prior to the first day of work for School Nurses.
- Any School Nurses new to Pearland ISD will be invited and encouraged to attend.
- Training and Orientation will be provided by the School Health Coordinator and Lead Nurse.
- Training and Orientation will be held at the Education Support Center if a training location is available. If not, training will be held on a Pearland ISD campus.
- Training will be from approximately 8:00 am – 4:00 pm each day.
- New School Nurses will receive \$100 per day for attending orientation that occurs prior to the first day of work.
- The Special Programs School Health Services Budget will pay the \$100 per day per nurse (Local Fund 098 – 199.33)

13.0 TECHNICIAN INCENTIVE PROGRAM

Technician I employees are eligible to participate in the Technician Incentive Program. This incentive program encourages eligible employees to be rewarded financially for furthering their professional development.

Level	Pathway to Certification	Amount	Required Documentation	Expiration
One	<ul style="list-style-type: none"> • CompTIA IT Fundamentals+ (Exam FCO-U61) • Microsoft 365 Fundamentals (Exam MB-901) 	\$.50 per hour	Certificate of Completion	Based on certificate renewal*
Two	<ul style="list-style-type: none"> • CompTIA A+ (Exams 220-1101 & 220-1102) • Apple Certified Sup. Prof. Certification (Level One must be maintained to be eligible) 	\$1.00 per hour (total increase)	Certificate of Completion	Based on certificate renewal*
Three	<ul style="list-style-type: none"> • CompTIA Network+ (Exams N10-007 & N10-008) • CompTIA Security+ (Exams SY0-501 & SY0-601) • ITIL 4 Foundation Certification • Microsoft Technology Associate Certification • Systems Security Certified Practitioner Certification <p>(Levels One and Two must be maintained to be eligible)</p>	\$2.00 per hour (total increase) Any combination of 3 out of 5	Certificate of Completion	Based on certificate renewal*

*Failure to provide the renewal to HRS in a timely manner may result in the removal of extra monies.
Any courses and/or certifications required in an employee's job description are ineligible for this incentive.

SCHEDULED DUTY DAYS

2025-2026 WORK CALENDAR

AUXILIARY EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondence with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondence with the calendar to determine your end date.

FOOD SERVICE

ADMIN ASST DIR FOOD SVC	240
ASST DIR FOOD SVC	230
CAFÉ MGR/ASST MGR	187
CAFÉ WKR/LEAD WKR	178
CATERING MANAGER	215
CLK FOOD SERVICE	215
DIETITIAN	230
DIR FOOD SERVICE	230
EQUIPMENT TECH FOOD	261
RECEPTIONIST FS	215
SPEC FOOD SVC TRAIN	240
SUPV FOOD SVC OPS	230
SUPV WAREHOUSE EQUIP	261
TECH FOOD SERVICES	240
WAREHOUSEMAN	261

MAINTENANCE

ADMIN ASST DIR MAINT/OPS	240
ASST DIR MAINT/OPS	261
CLK MAINT & OPS	261
DIR MAINT & OPS	230
MAINT DEPT ALL	261
SUPV MAINT	261

OPERATIONS

CUSTODIAL ALL	261
SUPV CUSTODIAL	261

TRANSPORTATION

ADMIN ASST DIR TRANS	240
ASST DIR TRANS	230
BUS DRIVER/LEAD	178
BUS MONITOR	178
CLK TRANS	240
DIR TRANS	230
MECHANIC ASST/LINE/LEAD	261
PARTS TECHNICIAN	261
ROUTE COORD	240
SUPERVISOR TRANS	230
SUPV SAFETY/TRAINING	230
TRANS FLEET SPVR	261
TRANS LOG COORD	240
TRANS MGR OPERATIONS	230
TRANS SHOP FOREMAN	261

District holiday
District offices closed

IN-SERVICE DAYS

WORK: 178 8/6-8/12, 1/6, 5/22

DO NOT WORK: 178

9/19, 10/13-10/14, 11/03, 1/5, 2/16

NOTE: 261-day employees are eligible for 13 paid holidays, as designated by the department director.

Auxiliary Paid Holidays:

- Sept 1 (Labor Day)
- Nov 27-28 (Thanksgiving)
- Dec 24-26 & Dec 29-Jan 2 (Christmas)
- Jan 19 (MLK Jr. Day)
- May 25 (Memorial Day)

START DATES		JULY							AUG 2025								
		S	M	T	W	Th	F	S			S	M	T	W	Th	F	S
JULY 2025				1A	2	3	4	5	AUG 2025							1K	2
	6	7B	8	9	10	11	12	3		4	5	6N	7	8	9		
	13	14	15	16	17	18	19	10		11	12	13	14	15	16		
	20	21	22	23	24	25	26	17		18	19	20	21	22	23		
	27	28	29	30	31			24		25	26	27	28	29	30		
							31										

START DATES			
A	230, 240, 261	K	187
B	215	N	178

END DATES			
b	178, 187	k	215
i		I	230, 240, 261

END DATES		MAY							JUNE 2026								
		S	M	T	W	Th	F	S			S	M	T	W	Th	F	S
MAY 2026							1	2	JUNE 2026		1	2	3	4	5	6	
	3	4	5	6	7	8	9	7		8	9	10k	11	12	13		
	10	11	12	13	14	15	16	14		15	16	17	18	19	20		
	17	18	19	20	21	22b	23	21		22	23	24	25	26	27		
	24	25	26	27	28	29	30	28		29	30I						
							31										

MAKE -UP TIME HOURS	
240 HRS	
-Specialist Food Service Training	80 hrs
-Route Coordinators	
-Transportation Log Coord	32 hrs
-240 ESC Paraprofessional/Auxiliary	75 hrs
-Maintenance Clerk	
-Operations Clerk	45 hrs
-Clerk Accounting M&O	

2025-2026 WORK CALENDAR CAMPUS EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondence with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondence with the calendar to determine your end date.

ADMINISTRATIVE	PARAPROFESSIONAL	TEACHER	TEACHER
ASST PRIN MS/EL 210	ADMIN ASST COUNSELOR HS 197	CHEER HS ASST/HEAD 190	TCHR CHOIR ASST HS 190
ASST/ASSOC PRIN HS/JH/PAC 215	ADMIN ASST EL/MS/PACE 215	COACH AQUATICS 192A	TCHR CHOIR HEAD HS 195A
ATHLETIC TRNR ASST 200A	ADMIN ASST GRADE LVL HS 200	COACH FOOTBALL 198	TCHR CULINARY ARTS 190
ATHLETIC TRNR HEAD 215	ADMIN ASST JH/HS 240	COACH HS BASEBALL HD/VA 190A	TCHR DANCE (HEAD) 203A
COACH HS FOOTBALL HD 230	AIDE 179	COACH HS BSKTBLL HD/VA 190A	TCHR DANCE ASST 195A
COORD JROTC 215	AIDE NURSE 192	COACH HS CROSS CNTRY HD 190	TCHR FMLY CNSMR PRS 195
COUNSELOR ELE 192	CLK ACCOUNTING HS 240	COACH SOCCER HD 190A	TCHR HEALTH SCI 185/195
COUNSELOR ELE LAWHON 197	CLK ATTENDANCE 205A	COACH SOFTBALL HD/VA 190A	TCHR HEALTH SCI CLINIC 195
COUNSELOR HS LEAD 215	CLK CREDIT RECOVERY 185A	COACH TRACK HD 190A	TCHR HVAC 195
COUNSELOR JH 210	CLK DISCIPLINE 187	COACH VOLLEYBALL HS 195A	TCHR INFO TECH 195
COUNSELOR HS 210A	CLK GUIDANCE JH 200	COACH VOLLEYBALL JH 192A	TCHR PHYSICS TURNER 190
COUNSELOR MS 197	CLK RECORDS 197	LIBRARIAN 190	TCHR PRAC IN ENTR 195
COUNSELOR STDNT SUP 210	LIBRARY MGR 192	TCHR 185	TCHR PRAC IN ENTR TURNER 203
INSTR COLOR GUARD 0.5 FT 208A	RECEPTIONIST EL/MS/JH 187	TCHR AGRI SCIENCE 185/213	TCHR PHYSICS TURNER 190
INSTR JROTC 215	RECEPTIONIST HS 210	TCHR AUTO TECH/LEAD 195	TCHR PRJ LD THE WAY 195
NURSE 187	REGISTRAR ASSISTANT 240	TCHR BAND 198	TCHR PRJ LD THE WAY 0.5 FTE 190
PRINCIPAL ELEM/MS/PACE 215	REGISTRAR JH/PACE 205A	TCHR BAND HEAD HS 208	TCHR SPECIAL ED VOCA PHS 213
PRINCIPAL JH/HS 230	SECURITY MONITOR 179	TCHR BUILDING TRADES 195	TCHR VIDEO TECH 195
PROF REGISTRAR 230		TCHR CAREER PREP 195	TCHR WELDING 195
SPEC GT ACADEMY 215			
SPEC STUDENT DATA 215			

	District holiday
	District offices closed

10/13/2025

DO NOT WORK:

179, 185, 190, 190A, 192A, 195, 195A, 198, 203, 203A, 208, 213

IN-SERVICE DAYS

WORK: 179

8/4-8/12, 9/19

DO NOT WORK: 179

10/13-10/14, 11/03, 1/5-1/6, 2/16, 5/22

START DATES JULY AUG 2025													
JULY 2025							AUG 2025						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
		1A	2	3	4	5						1K	2
6	7B	8	9C	10	11	12	3	4L	5M	6	7	8	9
13	14D	15	16E	17F	18	19	10	11	12	13	14	15	16
20	21G	22H	23	24I	25	25	17	18	19	20	21	22	23
27	28J	29	30	31			24	25	26	27	28	29	30
							31						

START DATES			
A 230, 240	H 195		
B 210, 213, 215	I 192, 192A		
C 203, 208	J 190		
D 200, 210A	K 187		
E 198, 203A, 208A	L 179, 185, 190A		
F 205A	M 185A		
G 195A, 197, 200A			

END DATES			
a 179	f 200A		
b 185, 185A, 187,	g 203A, 208		
c 190, 190A, 192,	h 210		
d 192A, 195A, 198	i 205A, 208A		
e 200	j 210A, 213		
f 195, 197	k 215		
g 203	l 230, 240		

END DATES MAY JUNE 2026													
MAY 2026							JUNE 2026						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
					1	2		1g	2	3h	4	5i	6
3	4	5	6	7	8	9	7	8	9j	10k	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21a	22b	23	21	22	23	24	25	26	27
24	25	26c	27d	28e	29f	30	28	29	30l				
31													

MAKE-UP TIME HOURS			
240 DAYS			
Admin Asst JH & HS	8 hr/day	80 hrs	
Campus Paras	<8 hr/day	75 hrs	

FRIDAY WORKDAYS	
208 (Head Band)	July: 11, 18, 25
198, 203A, 208A (Band, Coach Football, Dance Head & Inst Color Guard)	July: 18, 25
192A, 195A & 200A (Volleyball HS & JH, Athl. Trainer Asst & Choir Head, Tchr Dance Assist)	July: 25

2025-2026 WORK CALENDAR

ESC EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondence with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondence with the calendar to determine your end date.

ADMINISTRATIVE

ACCOUNTANT/SR	230
ADMIN FED GRANTS PRG	230
ANALYSTS	230
ASST DIR ATHLETICS	230
ASST SUPT	230
ATTENDANCE OFFICER	200B
BUYER	230
CHIEF OFFICER	230
COORD 12 MO	230
DEPUTY SUPT	230
DIAG	197
DIRECTORS 12 MO	230
DIR INFO SECURITY	240
DIST SCH PSYCHOLOGIST	197
EXECUTIVE DIRECTOR	230
FINANCE LIAISON	230
GENERAL COUNSEL	230
HOMELESS LIAISON	200B

ADMINISTRATIVE

LEARNING TECH ADMIN	215
LSSP	197
LSSP INTERN	187
MGR INFRASTRUCTURE	240
MGR PAYROLL	230
MGR STUDENT OUTREAC	200B
NETWORK ENGINEER/SR	230
NURSE LEAD	205
PROGRAMMERS	230
SPEC ESC 11 MO	215
SPEC ESC 12 MO	230
SPEC SAFE AND SEC SCH	240
SPEECH PATH	192B
SPEECH PATH LEAD	215
STDT DATA SYS ADMIN	230
SUPV TECH SUP	230
SUPERINTENDENT	240
THERAPIST (PT/OT)	187

MANUAL TRADES

AG FACILITY ASST	261
BUILDING ATTENDANT	261
TECH I	205
TECH I DISTRICT	240
TECH II	240
TECHNICIAN	240

PARAPROFESSIONAL

ADMIN ASST ESC 12 MO	240
AIDE DEAF BLIND INT	187
CLERKS 12 MO	240
CLK ATHLETIC 0.5 FTE	210
CLK DISTRICT INST MAT	240
CLK SPEC PRG PEIMS	210
EXEC ASST	240
RECEPTIONIST ESC	240

TEACHER

ARD FACILITATOR	185
ASST TECH LIAISON	185
INSTRUCTIONAL COACH	190
LIAISON O & M	185
LPAC FACILITATOR	190
TCHR ADAPTIVE PE	185
TCHR BAND ASST	198
TCHR GT RESOURCE	185
TCHR HOMEBOUND	185
TCHR VIS IMPAIRED	185

10/13/2025

DO NOT WORK:

185, 190, 198

District holiday
District offices closed

START DATES JULY AUG 2025																		
		S	M	T	W	Th	F	S			S	M	T	W	Th	F	S	
JULY 2025				1A	2	3	4	5	AUG 2025								1K	2
	6	7B	8	9C	10	11	12	3		4L	5	6	7	8	9			
	13	14	15	16E	17	18	19	10		11	12	13	14	15	16			
	20	21G	22	23	24	25	26	17		18	19	20	21	22	23			
	27	28J	29	30	31	24	25	26	27	28	29	30	31					

START DATES			
A	230, 240, 261	G	197, 200B
B	210, 215	J	190, 192B
C	205	K	187
E	198	L	185

END DATES			
b	185, 187, 190, 198	g	200B
c	192B	h	210
d	197	k	215
f	205	i	230, 240, 261

END DATES MAY JUNE 2026																	
		S	M	T	W	Th	F	S			S	M	T	W	Th	F	S
MAY 2026							1	2	JUNE 2026		1g	2	3h	4	5	6	
	3	4	5	6	7	8	9	7		8	9	10k	11	12	13		
	10	11	12	13	14	15	16	14		15	16	17	18	19	20		
	17	18	19	20	21	22b	23	21		22	23	24	25	26	27		
	24	25	26c	27d	28	29f	30	28	29	30i							
	31																

MAKE-UP TIME HOURS	
240 DAYS	
District Tech I and Tech II	80 hrs
240 ESC Paraprofessionals	75 hrs

FRIDAY WORKDAYS	
Tchr Band Asst 198	July: 18, 25

Section

6

ADMINISTRATIVE BUSINESS OPERATIONS AND EDUCATIONAL PROGRAMS



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Business Operations Pay Grades

Pay Grade
AB100

FINANCE LIAISON - (230)
 SPEC ACCOUNTING - (230)
 SPEC PAYROLL - (230)
 SPEC PURCHASING - (230)
 SUPV TRANSPORTATION - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	206.67	249.00	291.33	\$7.47
230 Days	\$47,534	\$57,270	\$67,006	\$1,718

Pay Grade
AB101

NETWORK ENGINEER - (230)
 PROGRAMMER - (230)
 SPEC SAFE AND SECURE SCHOOLS - (240)
 SPEC STU DATA SUPP - (230)
 SPEC STUDENT DATA - (215) SUPERVISOR
 CUSTODIAL - (261) SUPERVISOR GEN
 MAINT - (261) SUPERVISOR GROUND MT -
 (261) SUPERVISOR MEP - (261)
 SUPERVISOR SAFE/TRN - (230)
 SUPERVISOR WAREHOUSE - (261)
 SUPV TECHNICAL SUPPORT - (230)
 SYSTEMS DATA ANALYST - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	250.07	301.29	352.51	\$9.04
215 Days	\$53,765	\$64,777	\$75,790	\$1,943
230 Days	\$57,516	\$69,297	\$81,077	\$2,079
240 Days	\$60,017	\$72,310	\$84,602	\$2,169
261 Days	\$65,268	\$78,637	\$92,005	\$2,359

Pay Grade
AB102

ACCOUNTANT - (230)
 BUYER - (230)
 DIETITIAN - (230)
 SPEC COMMUNICATIONS - (230)
 SPEC DIST STDNT DATA - (230)
 SPEC PEIMS - (230)
 SPEC STUDENT MENTOR - (215)
 SPEC WEBSITE - (230)
 STDT DATA SYS ADMIN - (230)
 SUPERVISOR FS OPS - (230)
 TRANS MGR OPERATIONS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	285.08	343.47	401.86	\$10.30
215 Days	\$61,292	\$73,846	\$86,400	\$2,215
230 Days	\$65,568	\$78,998	\$92,428	\$2,370

Pay Grade
AB103

ACCOUNTANT SENIOR - (230)
 ASST DIR FOOD SER - (230)
 ASST DIR MAINT AND OPS - (261)
 ASST DIR TRANS - (230)
 COORD PURCHASING - (230)
 FINANCE ANALYST - (230)
 MGR INFRASTRUCTURE - (240)
 NETWORK ENGINEER SR - (230)
 SPEC COMPENSATION - (230)
 SPEC EMP BENEFITS - (230)
 SPEC MULTIMEDIA - (230)
 SPEC SUPPORT SERVICE - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	305.03	367.51	429.99	\$11.03
230 Days	\$70,157	\$84,527	\$98,898	\$2,536
240 Days	\$73,207	\$88,202	\$103,198	\$2,646
261 Days	\$79,613	\$95,920	\$112,227	\$2,878

Pay Grade
AB104

MGR PAYROLL - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	366.04	441.01	515.98	\$13.23
230 Days	\$84,189	\$101,432	\$118,675	\$3,043

240 day positions become 230 days when vacated.



**PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Business Operations Pay Grades**

**Pay Grade
AB105**

DIR ACCOUNTING - (230)
 DIR COMMUNICATIONS - (230)
 DIR DEV/DATA MGMT - (230)
 DIR EDU FOUNDATION - (230)
 DIR FINANCE - (230)
 DIR INFO SECURITY - (240)
 DIR PEIMS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	433.42	515.98	598.54	\$15.48
230 Days	\$99,687	\$118,675	\$137,664	\$3,560
240 Days	\$104,021	\$123,835	\$143,650	\$3,715

**Pay Grade
AB106**

DIR FOOD SERVICE - (230)
 DIR MAINT OPS & FAC - (230)
 DIR TRANSPORTATION - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	495.60	583.06	670.52	\$17.49
230 Days	\$113,988	\$134,104	\$154,220	\$4,023

**Pay Grade
AB107**

CHIEF TECH OFFICER - (230)
 EXEC DIR SAFETY & OPS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	550.12	647.20	744.28	\$19.42
230 Days	\$126,528	\$148,856	\$171,184	\$4,466

240 day positions become 230 days when vacated.



PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Educational Program Pay Grades

Pay Grade
AE101

LSSP INTERN - (187)

	Minimum	Midpoint	Maximum	GPI
Daily	246.00	246.00	246.00	\$7.38
187 Days	\$46,002	\$46,002	\$46,002	\$1,380

Pay Grade
AE102

ATTENDANCE OFFICER - (200)
 HOMELESS LIAISON - (200)
 INSTR COLOR GUARD - (208)
 INSTRUCTOR JROTC - (215)
 MGR STUDENT OUTREACH - (200)
 PROF REGISTRAR - (230)
 SPEC CERTIFICATION - (230)
 SPEECH PATH ASST - (192)

	Minimum	Midpoint	Maximum	GPI
Daily	282.82	340.75	398.68	\$10.22
192 Days	\$54,301	\$65,424	\$76,547	\$1,963
200 Days	\$56,564	\$68,150	\$79,736	\$2,045
208 Days	\$58,827	\$70,876	\$82,925	\$2,126
215 Days	\$60,806	\$73,261	\$85,716	\$2,198
230 Days	\$65,049	\$78,373	\$91,696	\$2,351

Pay Grade
AE103

ATHLETIC TRNR ASST - (200)
 ATHLETIC TRNR HEAD - (215)
 COORD JROTC - (215)
 NURSE - (187)
 NURSE LEAD - (205)

	Minimum	Midpoint	Maximum	GPI
Daily	333.73	402.09	470.45	\$12.06
187 Days	\$62,408	\$75,191	\$87,974	\$2,256
200 Days	\$66,746	\$80,418	\$94,090	\$2,413
205 Days	\$68,415	\$82,428	\$96,442	\$2,473
210 Days	\$70,083	\$84,439	\$98,795	\$2,533
215 Days	\$71,752	\$86,449	\$101,147	\$2,593
230 Days	\$76,758	\$92,481	\$108,204	\$2,774

Pay Grade
AE104

COUNSELOR ELE - (192)
 COUNSELOR ELE - (197)
 COUNSELOR JH - (210)
 COUNSELOR MS - (197)
 DIAGNOSTICIAN - (197)
 DIAGNOSTICIAN BILINGUAL - (197)
 LEARNING TECH ADMIN - (215)
 SPEC ADV ACADEMICS - (215)
 SPEC BEHAVIOR - (215)
 SPEC C&I - (215)
 SPEC C&I DGTL MEDIA - (215)
 SPEC C&I DUAL/TRANS - (230)
 SPEC C&I ELA 5-8 - (215)
 SPEC C&I ELA 9-12 - (215)
 SPEC C&I ELA K-6 - (215)
 SPEC C&I ELA PK-4 - (215)
 SPEC C&I MATH 5-8 - (215)
 SPEC C&I MATH 7-12 - (215)
 SPEC C&I MATH PK-4 - (215)
 SPEC C&I SCI 7-12 - (215)
 SPEC C&I SCI K-6 - (215)
 SPEC C&I SS K-12 - (215)
 SPEC C&I TEST 9-12 - (215)
 SPEC C&I TEST K-8 - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	350.42	422.19	493.96	\$12.67
187 Days	\$65,529	\$78,950	\$92,371	\$2,369
192 Days	\$67,281	\$81,060	\$94,840	\$2,432
197 Days	\$69,033	\$83,171	\$97,310	\$2,495
205 Days	\$71,836	\$86,549	\$101,262	\$2,596
210 Days	\$73,588	\$88,660	\$103,732	\$2,660
215 Days	\$75,340	\$90,771	\$106,201	\$2,723
230 Days	\$80,597	\$97,104	\$113,611	\$2,913



PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Educational Program Pay Grades

Pay Grade
AE104

- SPEC CAREER - (215)
- SPEC DUAL LANG ESL - (230)
- SPEC ED TECHNOLOGY - (215)
- SPEC GT ACADEMY - (215)
- SPEC INSTRUCTIONAL - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	350.42	422.19	493.96	\$12.67
215 Days	\$75,340	\$90,771	\$106,201	\$2,723
230 Days	\$80,597	\$97,104	\$113,611	\$2,913

Pay Grade
AE105

- ASST PRINCIPAL ELEM - (210)
- ASST PRINCIPAL MS - (210)
- ASST PRINCIPAL PACE - (215)
- CERT OCC THERAPIST - (187)
- COUNSELOR HS - (210)
- COUNSELOR HS LEAD - (215)
- COUNSELOR STDT SUPT - (210)
- LSSP - (197)
- PHYSICAL THERAPIST - (187)
- SPEC RECRUITMENT & RETENTION - (230)
- SPEECH PATH ASHA/CFY - (192)
- SPEECH PATH DUAL - (192)
- SPEECH PATH LEAD - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	367.94	443.30	518.66	\$13.30
187 Days	\$68,805	\$82,897	\$96,989	\$2,487
192 Days	\$70,644	\$85,114	\$99,583	\$2,553
197 Days	\$72,484	\$87,330	\$102,176	\$2,620
205 Days	\$75,428	\$90,877	\$106,325	\$2,726
210 Days	\$77,267	\$93,093	\$108,919	\$2,793
215 Days	\$79,107	\$95,310	\$111,512	\$2,859
230 Days	\$84,626	\$101,959	\$119,292	\$3,059

Pay Grade
AE106

- ADMIN FED GRNTS PRG - (230)
- ASST PRINCIPAL JH - (215)
- COORD ADVANCED PRGM - (230)
- COORD CAREER & TECH - (230)
- COORD FINE ARTS - (230)
- COORD HEALTH SVCS - (230)
- COORD INSTRUCTIONAL - (230)
- COORD LPAC - (230)
- COORD SPEC PRG - (230)
- COORD SPEC PRG-EVAL - (230)
- COORD TCHR SERVICES - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	386.34	465.47	544.60	\$13.96
215 Days	\$83,063	\$100,076	\$117,089	\$3,002
230 Days	\$88,858	\$107,058	\$125,258	\$3,212

Pay Grade
AE107

- ASSOC PRINCIPAL HS - (215)
- ASST DIR ATHLETICS - (230)
- ASST PRINCIPAL HS - (215)
- DISTRICT SCHOOL PSYCHOLOGIST - (197)

	Minimum	Midpoint	Maximum	GPI
Daily	405.65	488.74	571.83	\$14.66
197 Days	\$79,913	\$96,282	\$112,651	\$2,888
210 Days	\$85,187	\$102,635	\$120,084	\$3,079
215 Days	\$87,215	\$105,079	\$122,943	\$3,152
230 Days	\$93,300	\$112,410	\$131,521	\$3,372

Pay Grade
AE108

- HD HS FOOTBALL COACH - (230)
- PRINCIPAL ELEMENTARY - (215)
- PRINCIPAL MS - (215)
- PRINCIPAL PACE - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	431.07	513.18	595.29	\$15.40
215 Days	\$92,680	\$110,334	\$127,987	\$3,310
230 Days	\$99,146	\$118,031	\$136,917	\$3,541



PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Educational Program Pay Grades

Pay Grade
AE109

- DIR ADV ACADEMICS - (230)
- DIR ASSESS/PRG EVAL - (230)
- DIR CAREER & TECH ED - (230)
- DIR EDUCATIONAL TECH - (230)
- DIR ELEMENTARY INSTR - (230)
- DIR FINE ARTS - (230)
- DIR GUIDANCE SERV - (230)
- DIR HRS - (230)
- DIR MULTILINGUAL PROGRAMS - (230)
- DIR SECONDARY INSTR - (230)
- DIR STDNT OUTREACH - (230)
- PRINCIPAL JH - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	465.55	554.23	642.91	\$16.63
230 Days	\$107,077	\$127,473	\$147,869	\$3,824

Pay Grade
AE110

- DIR ATHLETICS - (230)
- EXEC DIR ELEM SCHOOL - (230)
- EXEC DIR INT SCHOOLS - (230)
- PRINCIPAL HS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	584.16	687.25	790.34	\$20.62
230 Days	\$134,357	\$158,068	\$181,778	\$4,742

Pay Grade
AE111

- ASST SUPT C & I - (230)
- ASST SUPT ED SVCS - (230)
- ASST SUPT TALENT AND ENGAGEMENT - (230)
- CHIEF FINANCIAL OFCR - (230)
- GENERAL COUNSEL - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	715.15	831.57	947.99	\$24.95
230 Days	\$164,485	\$191,261	\$218,038	\$5,738

Pay Grade
AE112

- DEPUTY SUPT - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	774.11	889.78	1,005.45	\$26.69
230 Days	\$178,045	\$204,649	\$231,254	\$6,139

Section

7

**ADMINISTRATIVE SUPPORT AND
INSTRUCTIONAL SUPPORT**



PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Support Pay Grades

Pay Grade
AS201

CLERK DISCIPLINE - (187)
 CLERK GUIDANCE JH - (200)
 CLERK RECORDS - (197)
 CLERK STUDENT ACCT - (215)
 RECEPTIONIST - (187)
 RECEPTIONIST HS- (210)
 RECEPTIONIST FS - (215)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		14.50	17.48	20.46	\$0.52
187 Days	7.50	\$20,336	\$24,516	\$28,695	\$735
197 Days	7.50	\$21,424	\$25,827	\$30,230	\$775
200 Days	7.50	\$21,750	\$26,220	\$30,690	\$787
210 Days	7.50	\$22,838	\$27,531	\$32,225	\$826
215 Days	7.50	\$23,381	\$28,187	\$32,992	\$846

Pay Grade
AS202

CLERK ATHLETICS - (210)
 CLERK C & I - (240)
 CLERK CREDIT RECOVERY - (185)
 CLERK DIST INST MAT - (240)
 CLERK FOOD SERVICE - (215)
 CLERK SPEC PRG L2 - (240)
 CLERK SPEC PRG PEIMS - (210)
 CLERK TRANSPORTATION - (240)
 RECEPTIONIST ESC - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		16.50	19.89	23.28	\$0.60
185 Days	7.50	\$22,894	\$27,597	\$32,301	\$828
192 Days	7.50	\$23,760	\$28,642	\$33,523	\$859
210 Days	7.50	\$25,988	\$31,327	\$36,666	\$940
210 Days	10.00	\$34,650	\$41,769	\$48,888	\$1,253
215 Days	7.50	\$26,606	\$32,073	\$37,539	\$962
240 Days	7.50	\$29,700	\$35,802	\$41,904	\$1,074
261 Days	7.50	\$32,299	\$38,935	\$45,571	\$1,168

Pay Grade
AS203

ADMIN ASST COUNSELOR - (197)
 ADMIN ASST GRD LV HS - (200)
 CLERK ACCOUNTING HS - (240)
 CLERK ACCOUNTING M&O - (261)
 CLERK ACCOUNTING TRANSPORTATION - (240)
 CLERK ATTENDANCE - (205)
 CLERK BENEFITS - (240)
 CLERK COM/EDU FOUNDATION - (240)
 CLERK FED PRGM/GRNTS - (240)
 CLERK HUMAN RESOURCE - (240)
 CLERK MAINTENANCE - (261)
 CLERK OPERATIONS - (261)
 CLERK POS CTRL - (240)
 CLERK TECHNOLOGY - (240)
 REGISTRAR ASSISTANT - (240)
 REGISTRAR JH - (205)
 REGISTRAR PACE - (205)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		18.16	21.88	25.60	\$0.66
197 Days	7.50	\$26,831	\$32,328	\$37,824	\$970
200 Days	7.50	\$27,240	\$32,820	\$38,400	\$985
205 Days	7.50	\$27,921	\$33,641	\$39,360	\$1,009
205 Days	8.00	\$29,782	\$35,883	\$41,984	\$1,076
215 Days	7.50	\$29,283	\$35,282	\$41,280	\$1,058
240 Days	7.50	\$32,688	\$39,384	\$46,080	\$1,182
261 Days	7.50	\$35,548	\$42,830	\$50,112	\$1,285

Pay Grade
AS204

ADMIN ASST DIRECTOR - (240)
 ADMIN ASST EL/MS - (215)
 ADMIN ASST JH - (240)
 ADMIN ASST PACE - (215)
 CLERK ACC PAYABLE - (240)
 CLERK BUSINESS SERVICES - (240)
 CLERK DISTRICT PEIMS - (240)
 CLERK PAYROLL - (240)
 CLERK SUBSTITUTE - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		20.00	24.09	28.18	\$0.72
215 Days	8.00	\$34,400	\$41,435	\$48,470	\$1,243
240 Days	7.50	\$36,000	\$43,362	\$50,724	\$1,301
240 Days	8.00	\$38,400	\$46,253	\$54,106	\$1,388
261 Days	7.50	\$39,150	\$47,156	\$55,162	\$1,415



PEARLAND INDEPENDENT SCHOOL DISTRICT
Administrative Support Pay Grades

Pay Grade
AS205
 ADMIN ASST HS - (240)
 CLERK BENEFITS SR - (240)
 CLERK POS CTRL SR - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		22.75	27.40	32.05	\$0.82
240 Days	7.50	\$40,950	\$49,320	\$57,690	\$1,480
240 Days	8.00	\$43,680	\$52,608	\$61,536	\$1,578

Pay Grade
AS206
 EXEC ASST CABINET - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		27.16	32.33	37.50	\$0.97
240 Days	7.50	\$48,888	\$58,194	\$67,500	\$1,746

Pay Grade
AS207
 EXEC ASST DPTY SUPT - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		30.96	36.86	42.76	\$1.11
240 Days	7.50	\$55,728	\$66,348	\$76,968	\$1,990

Pay Grade
AS208
 EXEC ASST SUPT/BOT - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		36.53	43.49	50.45	\$1.30
240 Days	7.50	\$65,754	\$78,282	\$90,810	\$2,348



PEARLAND INDEPENDENT SCHOOL DISTRICT
Instructional Support Pay Grades

Pay Grade
IS201

AIDE CLASSROOM - (179)
 AIDE DUAL LANG - (179)
 AIDE PE - (179)
 AIDE PK - (179)
 AIDE PK DUAL LANG - (179)
 AIDE SPECIAL PROGRAM - (179)
 AIDE SPECIAL PROGRAMS - (179)
 AIDE TITLE III - (179)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		14.00	16.87	19.74	\$0.51
179 Days	7.75	\$19,422	\$23,403	\$27,384	\$702
179 Days	8.00	\$20,048	\$24,158	\$28,268	\$725

Pay Grade
IS202

AIDE ALA CLASSROOM - (179)
 AIDE BSI - (179)
 AIDE NURSE - (192)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		15.00	18.07	21.14	\$0.54
179 Days	7.75	\$20,809	\$25,068	\$29,326	\$752
192 Days	7.50	\$21,600	\$26,021	\$30,442	\$781

Pay Grade
IS203

AIDE PEARS - (179)
 AIDE PEARS TRANSITION CTR - (179)
 AIDE PPCD - (179)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		16.00	19.28	22.56	\$0.58
179 Days	7.75	\$22,196	\$26,746	\$31,296	\$802
205 Days	7.50	\$24,600	\$29,643	\$34,686	\$889

Pay Grade
IS204

AIDE DEAF BLIND INT - (187)
 LIBRARY MGR EL/MS - (192)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		18.00	21.69	25.38	\$0.65
187 Days	7.75	\$26,087	\$31,434	\$36,782	\$943
192 Days	8.00	\$27,648	\$33,316	\$38,984	\$999

Section

8

AUXILIARY



PEARLAND INDEPENDENT SCHOOL DISTRICT
Auxiliary Pay Grades

Pay Grade
301
 CAFETERIA WORKER - (178)
 CUSTODIAN - (261)
 CUSTODIAN ATH DHS - (261)
 CUSTODIAN ATH PHS - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		12.70	15.30	17.90	\$0.46
178 Days	4.00	\$9,042	\$10,894	\$12,745	\$327
178 Days	5.00	\$11,303	\$13,617	\$15,931	\$409
178 Days	6.00	\$13,564	\$16,340	\$19,117	\$490
178 Days	7.00	\$15,824	\$19,064	\$22,303	\$572
261 Days	8.00	\$26,518	\$31,946	\$37,375	\$958

Pay Grade
302
 BUS MONITOR - (178)
 CAFETERIA WKR LEAD - (178)
 CUSTODIAN ASST HEAD - (261)
 GROUNDSKEEPER - (261)
 MECHANIC ASST - (261)
 SECURITY MONITOR - (179)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		13.70	16.50	19.30	\$0.50
178 Days	5.00	\$12,193	\$14,685	\$17,177	\$441
178 Days	6.00	\$14,632	\$17,622	\$20,612	\$529
178 Days	7.50	\$18,290	\$22,028	\$25,766	\$661
178 Days	8.00	\$19,509	\$23,496	\$27,483	\$705
179 Days	8.00	\$19,618	\$23,628	\$27,638	\$709
261 Days	8.00	\$28,606	\$34,452	\$40,298	\$1,034

Pay Grade
303
 APPRENTICE CRAFTSMAN - (261)
 BUILDING ATTENDANT - (261)
 CAFETERIA ASST MGR - (187)
 CUSTODIAN HEAD I - (261)
 WAREHOUSEMAN - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		14.70	17.71	20.72	\$0.53
187 Days	8.00	\$21,991	\$26,494	\$30,997	\$795
205 Days	7.50	\$22,601	\$27,229	\$31,857	\$817
240 Days	8.00	\$28,224	\$34,003	\$39,782	\$1,020
261 Days	8.00	\$30,694	\$36,978	\$43,263	\$1,109

Pay Grade
304
 DISTRICT TECH I - (240)
 TECH I - (205)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		16.75	20.19	23.63	\$0.61
205 Days	7.50	\$25,753	\$31,042	\$36,331	\$931
240 Days	8.00	\$32,160	\$38,765	\$45,370	\$1,163

Pay Grade
305
 AG FACILITY ASST - (261)
 CAFETERIA MANAGER I - (187)
 CATERING MGR - (215)
 GENERAL MAINT (IPM) - (261)
 GENERAL MAINTENANCE - (261)
 PAINTER - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		19.23	23.16	27.09	\$0.69
187 Days	8.00	\$28,768	\$34,647	\$40,527	\$1,039
215 Days	8.00	\$33,076	\$39,835	\$46,595	\$1,195
261 Days	8.00	\$40,152	\$48,358	\$56,564	\$1,451

Pay Grade
306
 CAFETERIA MANAGER II - (187)
 CUSTODIAN HEAD II - (261)
 LOCK TECHNICIAN - (261)
 MECHANIC MAINTENANCE - (261)
 PAINTER MASTER - (261)
 PARTS TECHNICIAN - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		20.18	24.32	28.46	\$0.73
187 Days	8.00	\$30,189	\$36,383	\$42,576	\$1,091
261 Days	8.00	\$42,136	\$50,780	\$59,424	\$1,523



PEARLAND INDEPENDENT SCHOOL DISTRICT
Auxiliary Pay Grades

Pay Grade 307
 CAFETERIA MGR HS III - (187)
 CARPENTER - (261)
 EQUIPMENT TECH FOOD - (261)
 EQUIPMENT TECHNICIAN - (261)
 LOW VOLTAGE TECH - (261)
 MECHANIC LINE - (261)
 ROUTE COORDINATOR - (240)
 SUPERVISOR WAREHOUSE EQUIP - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		21.60	26.02	30.44	\$0.78
187 Days	8.00	\$32,314	\$38,926	\$45,538	\$1,168
240 Days	8.00	\$41,472	\$49,958	\$58,445	\$1,499
261 Days	8.00	\$45,101	\$54,330	\$63,559	\$1,630

Pay Grade 308
 ELECTRICIAN - (261)
 HVAC TECHNICIAN - (261)
 MECHANIC LEAD - (261)
 NETWORK TECHNICIAN - (240)
 PLUMBER - (261)
 SPEC FOOD SVC TRAIN - (240)
 SYSTEMS TECHNICIAN - (240)
 TECH FOOD SERVICE - (240)
 TECH II - (240)
 TRANS LOGISTICS COORD - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		24.84	29.92	35.00	\$0.90
240 Days	7.50	\$44,712	\$53,856	\$63,000	\$1,616
240 Days	8.00	\$47,693	\$57,446	\$67,200	\$1,723
261 Days	8.00	\$51,866	\$62,473	\$73,080	\$1,874

Pay Grade 309
 ASST SUPERVISOR CUST - (261)
 ELECTRICIAN MASTER - (261)
 HVAC TECH MASTER - (261)
 PLUMBER MASTER - (261)
 SHOP FOREMAN (CDL) - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		30.05	36.20	42.35	\$1.09
261 Days	8.00	\$62,744	\$75,586	\$88,427	\$2,268

Pay Grade 400
 BUS DRIVER NON-CDL - (178)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		14.48	17.25	20.02	\$0.52
178 Days	6.00	\$15,465	\$18,423	\$21,381	\$553
178 Days	7.50	\$19,331	\$23,029	\$26,727	\$691
178 Days	8.00	\$20,620	\$24,564	\$28,508	\$737

Pay Grade 401
 BUS DRIVER - (178)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		20.60	24.53	28.46	\$0.74
178 Days	6.00	\$22,001	\$26,198	\$30,395	\$786
178 Days	7.50	\$27,501	\$32,748	\$37,994	\$982
178 Days	8.00	\$29,334	\$34,931	\$40,527	\$1,048

Pay Grade 402
 BUS DRIVER LEAD - (178)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		21.64	25.76	29.88	\$0.77
178 Days	8.00	\$30,815	\$36,682	\$42,549	\$1,100

Prepared by Human Resource Services
Pearland Independent School District
2025-2026