



INDEPENDENT SCHOOL DISTRICT

2026-2027
Compensation
Manual

Human Resources Department
1160 SW Wilshire Blvd.
Burleson, TX 76028
817-245-1000
<https://www.burlesonisd.net/>
An Equal Opportunity Employer

The Burleson ISD School Board of Education (School Board of Trustees) adopts the compensation plan each year, per the recommendation from the Burleson ISD Superintendent and his staff. Salary increases are not automatic.

Neither past nor future salaries can be accurately calculated or predicted from the information within this Compensation Manual. Only salaries for the 2026-2027 school year may be obtained from the information within this manual.

The Human Resources and/or Payroll departments shall determine the final calculations of all salaries, regardless of possible typographical errors contained in this manual.

The School Board of Trustees, the Superintendent, and/or the designee retains the right to adjust salaries anytime during the fiscal year.

The contents within this manual can and could be updated throughout the year, as needed, due to jobs being added, changed, and/or removed. Updates will also be made to correct any typographical errors.

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Notice of Non-Discrimination

The Burleson Independent School District is an equal opportunity employer and does not discriminate based on race, color, national origin, sex, religion, age, or disability in employment matters, in its admissions policies, or by excluding from participation in, denying access to, or denying the benefits of district services, academic and/or vocational and technology programs, or activities as required by Title VI and Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, the First Amendment of the United States Constitution, the Age Discrimination in Employment Act, Section 504 of the Rehabilitation Act of 1973, as amended, and Title II of the Americans with Disabilities Act.

For information about Title IX rights, contact:

Title IX Coordinator

Scott Shaha

Executive Director of Safety and Security

1160 SW Wilshire Blvd

Burleson, TX 76028

817-245-1072

Scotts@bisdmai.net

For information about Section 504/ADA rights, contact:

Section 504/ADA Coordinator

Tom Dyar

Chief HR Officer and General Counsel

1160 SW Wilshire Blvd

Burleson, TX 76028

817-245-1000

tom.dyar@bisdmail.net

For assistance completing an application in a language other than English, please contact BISSD at (817) 245 -1000.

School Board of Education, Trustees

The School Board of Trustees consists of seven members elected to serve, without compensation, for three years each. Elections are conducted in May every year. While candidates run for specific places, they do not represent specific geographical areas; rather, they represent Burleson ISD at large.

Following the election, the school board reorganizes to elect a President, Vice-President, and Secretary to serve for a one-year term.

[Access the link to find out more information about BISD Board of Trustees](#)

Human Resources Department

The mission of the Human Resource (HR) Department is to provide efficient and courteous personnel services to attract, hire, develop, and retain an exemplary workforce so that our children can meet the challenges of their generation.

Tom Dyar, Chief of HR & General Counsel

tom.dyar@bisdmail.net

Ann Marie Shelton, Executive Director

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Lydia Smylie, Adm. Assistant

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Becky Stacy, Certification Specialist

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Alicia Burchard, HR Data Specialist

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Amy Perez, Substitute Coordinator

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Pay Structures

The following pay structures were approved by the School Board of Trustees on June 22, 2026, and are effective for the 2026-2027 school year. The Burleson ISD pay structure is categorized into hiring schedules. These pay structures are grouped into pay grades for a hiring schedule. Pay grades are then defined by pay ranges of minimum, midpoint, and maximum pay limits. **Pay ranges should not be assumed to represent years of service or experience for a particular role.**

Minimum Pay Grade

The minimum is the lowest salary rate in each category for a specific position.

Midpoint Paygrade

The midpoint represents the salary amount halfway between the category's lowest and highest salary rates for that specific position.

Maximum Pay Grade

The maximum is the highest salary rate in each category for a specific position.

Pay Matrices

Classroom Teachers and other Educational Professionals are paid from a Hiring Matrix. Years of experience placement is determined by verified experience and education to determine salary. Burleson ISD grants one (1) year of approved experience for each year, according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Creditable years of experience can be found within [Creditable Years of Service](#).

Salary Increases and Pay Raises

Each year, the Superintendent, along with his staff, shall make a recommendation to the Burleson ISD School Board of Trustees regarding salary increases. The recommendation shall be based on the reflection of reasons corresponding to the cost of living indexes, wage increases, and salary structure adjustments within competitive job markets, and with consideration to the Burleson ISD annual budget.

If salary increases are approved by the Burleson ISD School Board of Trustees, full-time employees who have worked and been employed over 90 days with Burleson ISD, within the same position and the same pay category, may be eligible for the Board-approved increase for that year, subject to the discretion of the administration.

Service Records

The employee is responsible for submitting original service records to Burleson ISD within the first 90 days of their start date. Also, it is the responsibility of the issuing school district and the employee to ensure that service records are true and correct and that all services recorded on the service record were actually performed. **Copies submitted by employees will not be accepted.** According to the TAC §153.1021(d)(5), “A scanned version of the original service record may be considered official if sent directly from one employing district to another employing district.” ([Texas Administrative Code](#))

Creditable Years of Service

Creditable years of service for employees hired under a Chapter 21 contract are determined by the Human Resources Department in accordance with state regulations, specifically the Texas Administrative Code (TAC) Title 19, Part II, §153.1021.

New hires will receive salary credit for eligible years of service based on official service records provided at the time of hire or received from prior school districts or approved entities.

Please note: **Part-time or temporary employment, internships, and service as a non-certified substitute teacher** are not considered creditable service, regardless of the amount of time worked, termination dates, or how the service was accumulated.

Salary credit for prior work experience that is directly related or comparable to the position being hired for will be determined by the Human Resources Department. To be considered for credit, all documentation related to prior experience must be submitted within **90 days of the hire date**.

Prior experience may be accepted from other school districts or TEA-approved entities. In some cases, salary credit may also be granted for non-school experience, as determined by the Human Resources Department.

Evaluation of Experience

The Human Resources Department evaluates prior work experience to determine whether it qualifies as creditable service. Several factors are considered in this evaluation, including:

- The position held and whether it is similar or directly related to the current role
- The accreditation status of the employing institution
- The percentage of time worked in the role
- A minimum of 90 full-time equivalent days worked during the school year
- The dates of employment
- The type of institution or organization

Approval of service credit is governed by state law and regulated by the Texas Education Agency (TEA). Burleson ISD follows the minimum requirements outlined in **Subchapter CC of the Commissioner's Rules on Creditable Years of Service**.

College Transcripts

College transcripts submitted from an accredited university or college must be provided to the HR Department at the time of employment or prior to board approval. Employees submitting official transcripts can deliver them to the HR Department or have them mailed to ATT: HR Department, 1160 SW Wilshire Blvd, Burleson, Texas, 76028, or University e-script can send the documents to employee.records@bisdmail.net.

Existing staff on a hiring matrix who earn a master's or doctoral degree should submit official transcripts prior to September 1st, to qualify for a salary adjustment. If a degree is earned after September 1st, salary adjustments will be processed at the beginning of the following school year. Transcripts received after September 1st of the current school year will not qualify for a salary adjustment until the following school year.

Retiree - Rehire Surcharge

Beginning with the 2025–2026 school year, in accordance with Texas House Bill 2 (89th Legislature), the District may pass the Teacher Retirement System (TRS) surcharge costs associated with the employment of TRS retirees directly to the rehired retiree. These costs may be paid by the employee or deducted from the employee's compensation, as permitted by law.

This provision reflects a change in state law that repealed the previous prohibition against districts passing TRS pension and health care surcharge costs to rehired retirees. The District reserves the right to implement this provision in compliance with applicable state statutes and TRS regulations.

Supplemental/Stipends Pay

Supplemental pay, such as stipends or extra duty pay, represents wages in addition to and are considered separate from an employee's regular base pay. Supplemental pay is authorized on a

year-to-year basis and is not a property right. Supplemental pay will be discontinued upon cessation of an assignment or upon the occurrence of an event that otherwise causes the employee to be ineligible to receive the supplemental pay. Supplemental pay from grant funding or a change in a program can and will end if funds are exhausted.

Work Calendars

Employee work calendars can be accessed at the following link: [2026-2027 Employee Calendars](#). Your BISD log-in is required to access the documents.

2026-2027 New Hire Guide for Classroom Teachers Only

Years of Service	Bachelor's	Master's
Non Cert- 0	\$60,000	\$61,500
Certified - 0	\$60,500	\$62,000
1	\$61,685	\$63,185
2	\$63,205	\$64,705
3	\$63,705	\$65,205
4	\$64,385	\$65,885
5	\$66,500	\$68,000
6	\$68,298	\$69,798
7	\$68,324	\$69,824
8	\$68,428	\$69,928
9	\$68,938	\$70,438
10	\$68,991	\$70,491
11	\$69,033	\$70,533
12	\$69,190	\$70,690
13	\$69,890	\$71,390
14	\$70,924	\$72,424
15	\$71,522	\$73,022
16	\$71,635	\$73,135
17	\$71,862	\$73,362
18	\$72,431	\$73,931
19	\$72,999	\$74,499
20	\$73,160	\$74,660
21	\$73,531	\$75,031
22	\$74,096	\$75,596
23	\$74,265	\$75,765
24	\$74,942	\$76,442
25	\$75,379	\$76,879

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Burleson ISD School Board of Trustees.

Under the requirements of House Bill 2, Burleson ISD has increased the 25-26 and 26-27 Classroom Teacher Matrix for eligible classroom teachers with 3 years or more of teaching experience. This compensation adjustment applies only to classroom teachers who are assigned a PEIMS role ID of 087.

2026-2027 New Hire Guide for Other Educational Professionals

Years of Service	Bachelor's	Master's
0	\$60,500	\$62,000
1	\$61,610	\$63,110
2	\$63,110	\$64,610
3	\$63,610	\$65,110
4	\$63,810	\$65,310
5	\$65,110	\$66,610
6	\$65,223	\$66,723
7	\$65,249	\$66,749
8	\$65,353	\$66,853
9	\$65,863	\$67,363
10	\$65,916	\$67,416
11	\$65,958	\$67,458
12	\$66,115	\$67,615
13	\$66,815	\$68,315
14	\$67,849	\$69,349
15	\$68,447	\$69,947
16	\$68,560	\$70,060
17	\$68,787	\$70,287
18	\$69,356	\$70,856
19	\$69,924	\$71,424
20	\$70,085	\$71,585
21	\$70,456	\$71,956
22	\$71,021	\$72,521
23	\$71,190	\$72,690
24	\$71,867	\$73,367
25	\$72,304	\$73,804

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Burleson ISD School Board of Trustees.

2026-2027 Child Nutrition Hourly Hiring Schedule

Pay Grade	Job Title	Days		Min.	Mid.	Max.
1			Days Hours	\$14.75	\$16.23	\$17.70
	Child Nutrition Itinerant	175	175 6	\$15,488	\$17,036	\$18,585
	Child Nutrition Specialist	175	175 7	\$18,069	\$19,876	\$21,683
			175 8	\$20,650	\$22,715	\$24,780
2			Days Hours	\$15.00	\$16.38	\$17.85
	Cashier	175	175 6	\$15,750	\$17,194	\$18,743
	Baker	175	175 7	\$18,375	\$20,059	\$21,866
			175 8	\$21,000	\$22,925	\$24,990
3			Days Hours	\$15.25	\$16.93	\$18.71
	Elem. Assistant Café Mgr	175	175 8	\$21,350	\$23,699	\$26,187
4			Days Hours	\$16.00	\$17.60	\$19.30
	Sec. Assistant Café Mgr	175	175 8	\$22,400	\$24,640	\$27,020
5			Days Hours	\$16.92	\$18.61	\$20.50
	Cafeteria Elem. Manager	175	175 8	\$23,688	\$26,057	\$28,706
	CNS Support/Driver	206	206 8	\$27,884	\$30,673	\$33,791
6			Days Hours	\$17.94	\$19.91	\$21.89
	Cafeteria Sec. Manager	175	175 8	\$25,116	\$27,879	\$30,642
7			Days Hours	\$19.31	\$21.43	\$23.56
	Catering Manager	187	187 8	\$28,888	\$32,065	\$35,243
	Student Coordinator	225	225 7.5	\$32,586	\$36,170	\$39,754

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8			Days	Hours	\$20.83	\$23.12	\$25.41
	Operations Supervisor	216	216	7.5	\$33,745	\$37,457	\$41,168

2026-2027 Custodial Hourly Hiring Schedule

Pay Grade	Job Title	Days			Min.	Mid.	Max.
1			Days	Hours	\$14.75	\$16.96	\$19.18
	Custodian I	245	245	4.00	\$14,455	\$16,623	\$18,792
			245	8.00	\$28,910	\$33,247	\$37,583
2			Days	Hours	\$15.00	\$17.25	\$19.50
	Custodian II	245	245	8.00	\$29,400	\$33,810	\$38,220
3			Days	Hours	\$15.77	\$18.14	\$20.50
	Custodian III	245	245	8.00	\$30,909	\$35,546	\$40,182
4			Days	Hours	\$17.30	\$19.90	\$22.52
	Lead Custodian	245	245	8.00	\$33,908	\$38,994	\$44,139

2026-2027 Maintenance Hiring Schedule

Pay Grade	Job Title	Days		Min.	Mid.	Max.	
1			Days	Hours	\$15.30	\$17.21	\$19.13
	Grounds Crew	245	245	8.00	\$29,988	\$33,737	\$37,485
2			Days	Hours	\$15.80	\$18.17	\$20.63
	Athletic Fields	245	187	4.00	\$11,818	\$13,591	\$15,431
	Bus Drivers	187	245	8.00	\$30,968	\$35,613	\$40,435
	Delivery-Parts Courier	245					
	Painter Helper	245					
	Warehouse/Delivery	245					
3			Days	Hours	\$17.59	\$20.83	\$24.29
	Apprentice Electrician	245	245	8.00	\$34,476	\$40,823	\$47,602
	General Carpenter	245					
	Grounds Asst. Lead	245					
	Irrigation	245					
	Apprentice Plumber	245					
	Prevention Maintenance	245					
4			Days	Hours	\$19.71	\$23.26	\$27.01
	General Maintenance	245	245	8.00	\$38,632	\$45,588	\$52,937
	HVAC Tech	245					
	Lead Painter	245					
	Locksmith- Certified	245					
	Lead Carpenter	245					
	Tradesman Plumber	245					
5			Days	Hours	\$22.33	\$26.49	\$30.88
	Food Svc. Equip. Tech	245	245	8.00	\$43,767	\$51,916	\$60,516
	Grounds Supervisor	245					
	Journeyman Electrician	245					
	Journeyman Plumber	245					
	Plant Operators	245					
6			Days	Hours	\$25.62	\$30.20	\$34.69
	HVAC Lead/Master	245	245	8.00	\$50,215	\$59,199	\$67,987
	Master Plumber	245					

2026-2027 Paraprofessional Hiring Schedule

Pay Grade	Job Title	Days	Min.	Mid.	Max.	
1			Hourly Rates	\$14.75	\$16.59	\$18.44
	Activities Clerk	196	Days			
	Instructional Para	177*	177	\$20,886	\$23,497	\$26,108
	Library Para, MS/HS	177*	196	\$21,683	\$24,393	\$27,103
	SPED Para I (Resource or Inclusion)	177*	*Note: Employees are scheduled for an 8-hour day.			
	Title I Para	177*				
2			Hourly Rates	\$16.00	\$18.00	\$20.00
	ATS-Job Coach Para	177*	Days			
	DSSA	177*	177	\$22,656	\$25,488	\$28,320
	Campus Clerk	196	196	\$23,520	\$26,460	\$29,400
	SPED Para II	177*	*Note: Employees are scheduled for an 8-hour day.			
3			Hourly Rates	\$16.50	\$18.56	\$20.63
	Bilingual Clerk (District)	196	Days			
	Elem- Media/Library Support	187	187	\$23,141	\$26,034	\$28,927
	Nurse Assistant	187	196	\$24,255	\$27,287	\$30,319
	Receptionist, Campus	196				
4			Hourly Rates	\$17.04	\$19.17	\$21.51
	504 Clerk, HS	187	Days			
	ARD Clerk	196	187	\$23,899	\$26,886	\$30,168
	Attendance Clerk- Traditional	196	196	\$25,049	\$28,180	\$31,620
	Attend. /Receptionist Non-Trad.	187	206	\$26,327	\$29,618	\$33,233
	PEIMS/Data Clerk, ES/MS	206	225	\$28,755	\$32,349	\$36,298
	Receptionist, Admin	225	*Note: Employees are scheduled for an 8-hour day.			
	Registrar, MS	225				
	Secretary, Academic House	196				
	Secretary, Counselor	206				
	MS/HS -Media/Library Support	187*				
	SPED Records Clerk	225				

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5		Hourly Rates	\$17.55	\$20.62	\$23.69
Bookkeeper	225	Days			
PEIMS Data Clerk, HS	225	216	\$28,431	\$33,406	\$38,382
Registrar, HS	225	225	\$29,616	\$34,798	\$39,981
Secretary, ES/ ALT Principal	216	240	\$31,590	\$37,118	\$42,647
Secretary, Facility	240*				

***Note: Employees are scheduled for an 8-hour day.**

6		Hourly Rates	\$18.32	\$21.53	\$25.01
Bilingual Test Fac/Interpreter	225	Days			
Payroll and Benefits Clerk	225	216	\$29,678	\$34,872	\$40,519
Secretary, Principal – HS/MS	225/216	225	\$30,915	\$36,325	\$42,208

7		Hourly Rates	\$20.09	\$23.64	\$27.51
Accounts Payable	225	Days			
Data Specialist	225	225	\$33,902	\$39,885	\$46,426
HR General Specialist	225				
Payroll/Benefits Specialist	225				
Secretary, Director	225				

8		Hourly Rates	\$21.87	\$25.70	\$29.52
CNS Assistant Director	225	Days			
HR Certification Specialist	225	187	\$30,673	\$36,040	\$41,408
HR Data Specialist	225	225	\$36,906	\$43,364	\$49,823
Licensed Voc. Nurse (LVN)	187				
Payroll/Benefits Coordinator	225				
Registered Behavior Tech.	187*				
Secretary, Executive Director	225				
Substitute Coordinator	225				

***Note: Employees are scheduled for an 8-hour day.**

9		Hourly Rates	\$23.65	\$27.79	\$32.93
Admin Assistant to Chief	225	Days			
		225	\$39,909	\$46,894	\$55,565

2026-2027 Professional - Campus Support Hiring Schedule

Pay Grade	Job Title	Calendars		Min.	Mid.	Max.
1			Daily	\$289.00	\$339.58	\$390.15
	Instructional Specialist	187/206	187 Days	54,043	63,501	72,958
	Fine Arts Specialist	206	206 Days	59,534	69,952	80,371
2			Daily	\$315.00	\$370.13	\$425.25
	District 504 Coord	206	206 Days	64,890	76,246	87,602
	Assistant Athletic Coord	225	225 Days	70,875	83,278	95,681
3			Daily	\$320.00	\$376.00	\$432.00
	Counselor	192 - 206	192 Days	61,440	72,192	82,944
	Instructional Coord	196/216	196 Days	62,720	73,696	84,672
			216 Days	69,120	81,216	93,312
4			Daily	\$324.00	\$380.70	\$437.40
	Assistant Principals, ES	206	206 Days	66,744	78,424	90,104
	Athletic Coord	225	225 Days	72,900	85,658	98,415
5			Daily	\$340.00	\$391.00	\$442.00
	Assistant Principal, MS	206	206 Days	70,040	80,546	91,052
	Acad. AP, Non-Traditional MS/HS	206/225	225 Days	76,500	87,975	99,450
6			Daily	\$360.00	\$414.00	\$468.00
	Assistant Principal, HS	206	206 Days	74,160	85,284	96,408
	Acad. AP, Traditional MS	225	225 Days	81,000	93,150	105,300
7			Daily	\$390.00	\$448.50	\$507.00
	Principal, ES	216	216 Days	84,240	96,876	109,512
	Acad. AP, Traditional HS	225	225 Days	87,750	100,913	114,075

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8		Daily	\$400.00	\$460.00	\$520.00	
	Principal, Non-Traditional MS	216/225	216 Days	86,400	99,360	112,320
	Principal, Non-Traditional HS	225	225 Days	90,000	103,500	117,000
9		Daily	\$420.00	\$483.00	\$546.00	
	Principal, Traditional MS	225	225 Days	94,500	108,675	122,850
10		Daily	\$462.00	\$525.00	\$588.00	
	Principal, Traditional HS	225	225 Days	103,950	118,125	132,300

2026-2027 Professional - District Support Hiring Schedule

Pay Grade	Job Title	Calendar	Min.	Mid.	Max.	
1			Daily	\$232.00	\$261.00	\$290.00
	Assist. Director, Child Care	194	194 Days	45,008	50,634	56,260
	Culinary Supervisor	216	216 Days	50,112	56,376	62,640
2			Daily	\$301.00	\$353.68	\$406.35
	Communication Specialist	225	225 Days	67,725	79,577	91,429
	PEIMS Coordinator	225				
3			Daily	\$320.00	\$382.75	\$438.75
	Accountant	225	225 Days	72,000	86,119	98,719
	Construction Manager	245	245 Days	78,400	93,774	107,494
	Custodial Manager	245				
	Videographer/Graphic Design	225				
4			Daily	\$331.00	\$388.93	\$446.85
	Director:		225 Days	74,475	87,508	100,541
	Child Care	225	245 Days	81,095	95,287	109,478
	Child Nutrition	225				
	Maintenance	245				
	Purchasing	225				
5			Daily	\$390.00	\$458.25	\$526.50
	Assist Director, Athletics Ops	225	206 Days	80,340	94,400	108,459
	Directors:		216 Days	84,240	98,982	113,724
	Acct./Assess./Fed Prog	225	225 Days	87,750	103,106	118,463
	Curriculum & Instruction	225				
	Communications	225				
	Counseling	216				

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Payroll/Employee Benefits	225
Special Education	225
Student Engagement	216
Special Programs	225
Threat Assess.& Inter.	206

6		Daily	\$455.00	\$534.63	\$614.25
Executive Director:		225 Days	102,375	120,291	138,206
CTE	225	240 Days	109,200	128,310	147,420
Data Services	225				
EC /Bilingual/ESL	225				
Facilities	240				
Human Resources	225				
Safety & Security	225				
SPED	225				
Technology Operations	225				
7		Daily	\$505.00	\$593.38	\$681.75
Chief	225	225 Days	113,625	133,509	153,394

2026-2027 Professional - Special Services Hiring Schedule

Pay Grade	Job Title	Calendars		Min.	Mid.	Max.
1			Daily	\$310.16	\$358.66	\$407.16
	Family & Comm. Engagement	206	187 Days	58,000	67,069	76,139
	Speech Path. Asst	187	192 Days	59,551	68,863	78,175
	Speech Path, Intern	192	206 Days	63,893	73,884	83,875
2			Daily	\$315.16	\$375.66	\$436.16
	Adaptive PE Specialist	192	187 Days	58,935	70,248	81,562
	ARD Facilitator	192	192 Days	60,511	72,127	83,743
	Autism Specialist	206	206 Days	64,923	77,386	89,849
	Behavior Intervention Specialist	192				
	Instructional Specialist	187				
	Specialized Instructional Supp	192				
3			Daily	\$325.85	\$388.65	\$451.45
	Diagnostician	192	187 Days	60,934	72,678	84,421
	Board Cert. Behavior Analyst	187	192 Days	62,563	74,621	86,678
	Music Therapist	187	206 Days	67,125	80,062	92,999
	Occupational Therapist	187/192				
	Orientation & Mobile Asst. Tech	192				
	Physical Therapist	187				
	School Psychologist	192/206				
	Speech Pathologist/Therapist	192				
4			Daily	\$335.85	\$404.85	\$473.85
	Inst Tech & Inclusive Practice	225	206 Days	69,185	83,399	97,613
	Intervention Coordinator	206	225 Days	75,566	91,091	106,616
	Psych Serv. & Behavior Mgmt	225				
	Special Services Coordinator	225				

2026-2027 Technology Hiring Schedule

Pay Grade	Job Title	Days	Min.	Mid.	Max.	
1			Hourly Rates	\$22.75	\$26.17	\$29.58
	District Tech I	225	Daily Rate	\$170.65	\$196.25	\$221.85
			Days			
		225		\$38,396	\$44,156	\$49,915
2			Hourly Rates	\$24.06	\$27.67	\$31.28
	District Tech II	225	Daily Rate	\$180.44	\$207.51	\$234.57
			Days			
		225		\$40,599	\$46,689	\$52,779
3			Hourly Rates	\$29.00	\$33.35	\$37.70
	District Tech III	225	Daily Rate	\$217.50	\$250.13	\$282.75
	A/V Specialist	225	Days			
		225		\$48,938	\$56,278	\$63,619
4			Hourly Rates	\$33.06	\$38.02	\$42.98
	Help Desk Supervisor	225	Daily Rate	\$247.95	\$285.14	\$322.34
			Days			
		225		\$55,789	\$64,157	\$72,525
Tech Professional 1			Daily Rate	\$316.00	\$363.40	\$410.80
	Network Administrator	225	Days			
	System Administrator	225	225	\$71,100	\$81,765	\$92,430

After-School Hourly Pay

Category	Assignment	Hourly Rate
After-School		
	ASP Instructor	\$14.75
	ASP Assistant Director	\$17.00
	ASP Directors	\$25.00
	ASP Substitute	\$14.00

Daycare Hourly Pay

Category	Assignment	Hourly Rate
Daycare		
	Daycare Teacher	\$14.75
	Daycare Office Assistant	\$16.25
	Daycare Substitute	\$14.00

Tutor and Hourly Pay

Category	Assignment	Hourly Rate
Tutor and Hourly Pay		
	Teacher Certified	\$35.00
	Non-Certified Degreed	\$20.00
	Non-Certified and/or Non-Degreed	\$15.00

These hourly rates apply to non-stipended, one-time, or as-needed assignments when approved and supported by available campus budget. This may include work performed by paraprofessionals or staff outside of their regular duties. Examples include, but are not limited to, Detention, Credit Recovery, or Saturday School.

Substitute Pay

Category	Assignment	Rate of Pay
Daily Rate for Substitute Pay		
	High School Diploma or Para Assignments	\$90.00
	Bachelor's, Master's, or Doctorate's Degree	\$100.00
	Valid SBEC Certified Teacher	\$120.00
	Monday or Friday, Additional Compensation	\$10.00

Long-Term Information and Rates

State Board of Education Certified (SBEC) Substitute Teachers in a long-term position of 10+ consecutive days or more will receive a daily rate of \$135.00 on the 20th day.

Substitute Teachers with a Bachelor's, Master's, or Doctorate degree in a long-term position of 10+ consecutive days or more, will receive a \$10.00 + daily rate on the 20th day.

Summer School Pay

Summer School Rates are designed to compensate employees for academic summer school sessions and maintain consistent pay for summer employment. These rates apply to academic summer school work and cannot be predicted for future summer school work. Employees working for summer school will earn the intended Summer School rates of pay after they fulfill their normal contractual and /or assigned days for their full-time positions.

There is no additional pay when normal working days and summer school work days run concurrently within the contract period.

Teacher Incentive Allotment (TIA)

TIA Compensation Plan

Burleson ISD complies with TEC §48.112 by dedicating at least 90% of TIA funds to teacher compensation at the campus where the designated teacher works. TIA compensation is based on TEA-determined amounts, dependent on teacher designation and campus characteristics. Payments are made annually by the end of August, following TEA confirmation.

Distribution of Funds

As part of Burleson ISD's commitment to retaining and rewarding high-performing educators, this structure ultimately allows designated teachers who remain with the district and continue earning designation status to earn the full value of their TIA allotment.

- **Current BISD-designated teachers** receive 90% of their TIA allotment. The remaining portion is used to cover TRS and other required benefit costs, resulting in the teacher receiving the full allotment after required deductions are applied.
- **New or rehired designated teachers** receive 90% of their allotment in their first year, with 10% retained to support the district's TIA system.

Burleson ISD's approach reflects a strong investment in teacher retention and sustainability of the TIA system, ensuring that the majority of funds directly benefit designated teachers while maintaining long-term program support.

Payment Timing

TIA compensation is awarded annually and is contingent upon state funding approval and TEA timelines.

- Payments are issued after TEA verification (including February Winter Class Roster verification) and will be distributed no later than August 31.
- Compensation amounts may vary each year based on TEA funding and are not determined by Burleson ISD.

Eligibility Requirements

- Teachers must remain employed with Burleson ISD and in good standing at the time of payment to receive TIA funds.
- Teachers planning to resign or retire at the end of the school year must submit their resignation by **April 1** to remain eligible for that year's TIA payment.
- Teachers who resign before the end of their contract are not eligible to receive TIA funds.
- If a teacher resigns after receiving a TIA payment, they may be required to repay the allotment.

Reallocation of Funds

If a teacher forfeits their TIA allotment (e.g., due to ineligibility or resigning after April 1), 90% of those funds will be redistributed to other designated teachers on the same campus, and 10% will be retained to support the district's TIA system.

Retirement and Deductions

- TIA compensation is included in annual wages reported to the Teacher Retirement System (TRS) and is used in calculating retirement benefits.
- Payments are subject to standard payroll deductions, including TRS contributions, TRS on-behalf payments, Medicare, workers' compensation, and other applicable deductions.
- Burleson ISD does not cover these associated costs separately; they are deducted from the TIA allotment.

Employment Status and Reporting

Designated teachers who are no longer employed by BISD or are not coded as teachers at the time of fall data submission will not be included in TIA reporting to TEA.

Questions

For questions regarding the Burleson ISD TIA Local Designation system, please contact:

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