# KATY ISD

## COMPENSATION & BENEFITS PLAN

## 2026-2027

**DIVISION OF HUMAN RESOURCE**

**438 FM 1463, KATY, TX 77494**

**281-396-2347**

# Katy ISD Vision

## Be the legacy.

## Katy ISD Mission Statement

**Katy Independent School District, the leader in educational excellence, together with family and community, provide unparalleled learning experiences designed to prepare and inspire each student to live an honorable, fulfilling life…*to create the future.***

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 plan 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, 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.

*Midyear Pay Increases*

Contract Employees

A contract employee's pay may be increased after performance on 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.]

Noncontract 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**

All eligible employees shall earn seven leave days of emergency closure leave per fiscal year. [See DEC(REGULATION)] Emergency closure leave shall accrue beyond the fiscal year in which it is earned. Emergency closure leave shall only be used if:

1. The Superintendent has closed the District or individual campuses as a result of a local, regional, or national disaster, epi-

demic, or other emergency condition resulting in the unplanned closure of the District or individual campuses; and

2. The Superintendent has determined that the workday(s) shall not be made up by employees.

Disaster Pay

Nonexempt, noncontractual employees who are required to work to mitigate the reason for an emergency closure of the District shall be paid disaster pay at their normal rate of pay for all hours worked up to 40 hours per week.

Compensation for time worked over 40 hours in a week shall be calculated and paid at one and one-half times their normal rate of pay. Should a holiday occur during a disaster, nonexempt, noncontractual employees who are required to work will be compensated at a rate of one and one-half times their normal rate of pay. These amounts shall be in addition to the emergency closure leave pay described above. The Superintendent shall approve payments and ensure accurate time records are kept of actual hours worked during the emergency closure.

# Pay Ranges
# and
# Job Classifications

# Pay Ranges

Pay procedures serve as governing rules and provide processes that guide individual pay actions and maintenance of the total pay system. A pay range structure includes a hierarchy of job levels with pay guidelines for minimum, midpoint, and maximum rates of pay. Pay guidelines are based on an assessment of the market values for the different employee job classifications. In an effort to ensure we have equity for each pay grade, pay range maximums must exist as a control point for salaries.

However, pay ranges are designed for adjustment to keep pace with the changing economy. Adjustments to the pay range structure will be reviewed annually. Based upon Board approved salary increases, pay range adjustments may be made to the minimum, midpoint, and maximum pay rates of each pay grade.

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 Teacher Hiring Schedule

| Years of Experience | New Hire Salary 2026-2027 |
|---|---|
| 0 | $66,550 |
| 1 | $66,955 |
| 2 | $67,405 |
| 3 | $67,855 |
| 4 | $68,300 |
| 5 | $71,250 |
| 6 | $71,650 |
| 7 | $72,050 |
| 8 | $72,450 |
| 9 | $72,950 |
| 10 | $73,450 |
| 11 | $73,950 |
| 12 | $74,450 |
| 13 | $74,950 |
| 14 | $75,450 |
| 15 | $75,850 |
| 16 | $76,250 |
| 17 | $76,650 |
| 18 | $77,050 |
| 19 | $77,450 |
| 20 | $77,850 |
| 21 | $78,250 |
| 22 | $78,650 |
| 23 | $79,050 |
| 24 | $79,450 |
| 25 | $79,850 |
| 26 | $80,250 |
| 27 | $80,650 |
| 28 | $81,050 |
| 29 | $81,460 |
| 30 | $82,060 |
| 31 | $83,160 |
| 32 | $83,775 |
| 33 | $84,080 |
| 34 | $84,380 |
| 35 | $84,650 |
| 36 | $85,320 |
| 37 | $86,000 |
| 38 | $86,660 |
| 39 | $87,310 |
| 40+ | $88,060 |

**$1,200 Advanced Degree Stipend (Master's or Doctorate)**

Each year the Board of Trustees adopts a one-year Teacher Salary Hiring Schedule.
The salaries listed above are based on 10-month employment for the 2026-27 school year.
Salary plans are determined on an annual basis and salary advancement is not guaranteed.
Salaries are determined individually with consideration for job-related experience and credentials.

# KATY INDEPENDENT SCHOOL DISTRICT

2026-2027 Pay Ranges

**AUXILIARY-Hourly Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***A01*** | *$13.24* | *$15.20* | $17.16 |
| ***A02*** | *$13.88* | *$16.14* | $18.40 |
| ***A03*** | *$14.74* | *$17.27* | $19.80 |
| ***A04*** | *$15.96* | *$18.69* | $21.42 |
| ***A05**** | *$18.35* | *$21.49* | $24.63 |
| ***A06*** | *$21.09* | *$24.71* | $28.33 |
| ***A07*** | *$27.27* | *$31.86* | $36.45 |
| ***A08*** | *$31.74* | *$36.41* | $41.08 |
| ***A09*** | *$34.29* | *$39.33* | $44.37 |
| ***A10*** | *$37.05* | *$42.49* | $47.93 |

**FOOD SERVICE-Hourly Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***FS01*** | $14.50 | $16.88 | $19.25 |
| ***FS02*** | $16.03 | $18.66 | $21.28 |
| ***FS03*** | $19.43 | $22.62 | $25.80 |
| ***FS04*** | $22.44 | $26.12 | $29.79 |
| ***FS05*** | $27.66 | $32.19 | $36.72 |
| ***FS06*** | $32.05 | $37.30 | $42.55 |

**ADMINISTRATIVE SUPPORT-Hourly Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***AS01*** | *$15.12* | *$17.90* | $20.68 |
| ***AS02*** | *$16.93* | *$20.04* | $23.15 |
| ***AS03*** | *$19.80* | *$23.44* | $27.08 |
| ***AS04*** | *$22.56* | *$26.72* | $30.88 |
| ***AS05*** | *$26.41* | *$31.27* | $36.13 |
| ***AS06*** | *$30.63* | *$36.27* | $41.91 |
| ***AS07*** | *$32.47* | *$38.44* | $44.41 |
| **AS08** | *$34.41* | *$40.75* | $47.09 |

**INSTRUCTIONAL SUPPORT-Hourly Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***IS02*** | *$15.12* | *$17.90* | $20.68 |
| ***IS03*** | *$16.87* | *$19.98* | $23.09 |
| ***IS04*** | *$17.70* | *$20.96* | $24.22 |
| ***IS05*** | *$19.47* | *$23.06* | $26.65 |
| ***IS06*** | *$22.97* | *$27.21* | $31.45 |
| ***IS07*** | *$26.01* | *$31.83* | $37.65 |

**BUSINESS & OPERATIONS-Daily Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***B01*** | *$231.99* | *$274.70* | $317.41 |
| ***B02*** | *$271.42* | *$321.40* | $371.38 |
| ***B03*** | *$298.57* | *$353.54* | $408.51 |
| ***B04*** | *$325.44* | *$385.36* | $445.28 |
| ***B05*** | *$371.00* | *$439.31* | $507.62 |
| ***B06*** | *$393.26* | *$465.67* | $538.08 |
| ***B07*** | *$416.86* | *$493.61* | $570.36 |
| ***B08*** | *$451.42* | *$523.22* | $595.02 |
| ***B09*** | *$478.50* | *$554.61* | $630.72 |
| ***B10*** | *$511.99* | *$593.42* | $674.85 |
| ***B11*** | *$650.00* | *$757.50* | $865.00 |

**INSTRUCTIONAL-Daily Rate**

| *Pay Grade* | *MINIMUM* | *MID-POINT* | *MAXIMUM* |
|---|---|---|---|
| ***I00*** | *$353.90* | *$414.30* | $470.72 |
| ***I01*** | *$360.72* | *$425.79* | $490.86 |
| ***I02*** | *$381.15* | *$451.33* | $521.51 |
| ***I03*** | *$404.02* | *$478.41* | $552.80 |
| ***I04*** | *$428.26* | *$507.12* | $585.98 |
| ***I05*** | *$453.96* | *$537.55* | $621.14 |
| ***I06*** | *$491.61* | *$569.80* | $647.99 |
| ***I07*** | *$578.63* | *$670.66* | $762.69 |
| ***I08*** | *$691.46* | *$801.44* | $911.42 |
| ***I09*** | *$760.60* | *$881.58* | $1,002.56 |
| ***I10*** | *$844.28* | *$978.56* | $1,112.84 |

* The police officer starting rate of pay is **$29.95** per hour.

* The bus driver starting rate of pay is **$20.18** per hour.

Mechanics and Sr. Mechanics can receive up to $.50 more an hour if ASE Certified
($.25 for 1st half, $.25 for 2nd half)

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **A01** | | | **$13.24** | **$15.20** | **$17.16** |
| | BUS DRIVER TRAINEE | 173 DAY | | | |
| | BUS DRIVER TRAINEE SUBSTITUTE | 173 DAY | | | |
| | CUSTODIAN 4 HR | 261 DAY | | | |
| | CUSTODIAN 8 HR | 261 DAY | | | |
| | CUSTODIAN 8 HR ESC | 261 DAY | | | |
| | CUSTODIAN 8 HR FLOAT | 261 DAY | | | |
| | CUSTODIAN 8 HR LEGACY | 261 DAY | | | |
| | CUSTODIAN VOCATIONAL | 173 DAY | | | |
| | OPERATIONS FLOATER | 261 DAY | | | |
| | PARENT CENTER NURSERY WORKER TITLE I | 140 DAY | | | |
| **A02** | | | **$13.88** | **$16.14** | **$18.40** |
| | PERSONAL CARE ATTENDANT | 178 DAY | | | |
| | BUS ATTENDANT P/T POOL | 178 DAY | | | |
| | BUS ATTENDANT SUBSTITUTE | 173 DAY | | | |
| | CUSTODIAN A/HEAD ELEM | 261 DAY | | | |
| | CUSTODIAN A/HEAD MCTC | 261 DAY | | | |
| | CUSTODIAN A/HEAD OAC | 261 DAY | | | |
| | CUSTODIAN STAND ALONE | 261 DAY | | | |
| | DAYCARE WORKER | 180 DAY | | | |
| | MA GROUNDSKEEPER | 261 DAY | | | |
| | MA UTILITY MAINTENANCE WORKER | 261 DAY | | | |
| **A03** | | | **$14.74** | **$17.27** | **$19.80** |
| | CUSTODIAN A/HEAD JH | 261 DAY | | | |
| | CUSTODIAN HEAD ELEM | 261 DAY | | | |
| | CUSTODIAN HEAD MCTC | 261 DAY | | | |
| | CUSTODIAN HEAD OAC | 261 DAY | | | |
| | MA FOREMAN ASSISTANT | 261 DAY | | | |
| | MA GROUNDS SR ATHLETIC | 261 DAY | | | |
| | MA GROUNDSKEEPER SR | 261 DAY | | | |
| | MA MECHANICAL ELECTRICAL PLUMBING HELPER | 261 DAY | | | |
| | MA SPEC ASSISTANT INVENTORY CONTROL | 261 DAY | | | |
| | PERSONAL CARE ATTENDANT LEAD | 221 DAY | | | |
| **A04** | | | **$15.96** | **$18.69** | **$21.42** |
| | CUSTODIAN A/HEAD ESC | 261 DAY | | | |
| | CUSTODIAN A/HEAD HS | 261 DAY | | | |
| | CUSTODIAN A/HEAD LMC | 261 DAY | | | |
| | CUSTODIAN HEAD JH | 261 DAY | | | |
| | CUSTODIAN HEAD STADIUM | 261 DAY | | | |
| | MGR DAYCARE | 180 DAY | | | |
| | MA GENERAL ENVIRONMENTAL | 261 DAY | | | |
| | MA GENERAL MAINTENANCE | 261 DAY | | | |
| | MA GROUNDS CREW CHIEF | 261 DAY | | | |
| | MA HVAC AIR FILTER/PM | 261 DAY | | | |
| | MA ROOFER ASSISTANT | 261 DAY | | | |
| | MA SHIPPING RECEIVING | 261 DAY | | | |
| | MECHANIC HELPER | 261 DAY | | | |
| | OPERATIONS STEAM CLEANERS | 261 DAY | | | |
| | POLICE CADET | 238 DAY | | | |
| | SECURITY GUARD RAINES ACADEMY | 238 DAY | | | |
| | SECURITY GUARD CAMPUS | 187 DAY | | | |
| | SECURITY GUARD CAMPUS 238 | 238 DAY | | | |
| | SECURITY GUARD ESC | 238 DAY | | | |
| | SECURITY GUARD YAC | 238 DAY | | | |
| **A05** | | | **$18.35** | **$21.49** | **$24.63** |
| | BUS DRIVER | 178 DAY | | | |
| | BUS DRIVER RECRUITER | 197 DAY | | | |
| | BUS DRIVER SUBSTITUTE | 173 DAY | | | |
| | CUSTODIAN HEAD ESC | 261 DAY | | | |
| | CUSTODIAN HEAD HS | 261 DAY | | | |
| | MA GENERAL MAINTENANCE SR | 261 DAY | | | |
| | MA GENERAL MAINTENANCE SR EVENING SHIFT | 261 DAY | | | |
| | MA GENERAL MAINTENANCE SR 10HR SHIFT | 261 DAY | | | |
| | MA PAINTER | 261 DAY | | | |
| | MA TECHNICIAN ENVIRONMENTAL | 261 DAY | | | |
| | MA TECHNICIAN FIRE EXTINGUISHER | 261 DAY | | | |
| | MA TECHNICIAN HVAC APPRENTICE | 261 DAY | | | |
| | MA TECHNICIAN WATER SOFTENER | 261 DAY | | | |
| | OPERATIONS EQUIPMENT REPAIR | 261 DAY | | | |
| | TECHNICIAN INVENTORY TRANSPORTATION | 261 DAY | | | |
| | TECHNICIAN POOL | 261 DAY | | | |
| | WAREHOUSE II SHIPPING RECEIVING | 261 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **A06** | | | **$21.09** | **$24.71** | **$28.33** |
| | ASST ROUTER | 238 DAY | | | |
| | BUS DRIVER LEAD | 175 DAY | | | |
| | DISPATCHER TRANSPORTATION | 238 DAY | | | |
| | DISPATCHER TRANSPORTATION PM | 238 DAY | | | |
| | DRIVER TRAINER | 261 DAY | | | |
| | MA ASSISTANT IRRIGATION | 261 DAY | | | |
| | MA AREA CREW LEAD | 261 DAY | | | |
| | MA LOCKSMITH | 261 DAY | | | |
| | MA MECHANIC | 261 DAY | | | |
| | MA OPERATIONS TRAINER | 261 DAY | | | |
| | MA PAINTER SR | 261 DAY | | | |
| | MA ROOFER | 261 DAY | | | |
| | MA SMALL ENGINE REPAIR | 261 DAY | | | |
| | MA SPEC INVENTORY CONTROL WAREHOUSE BUYER | 261 DAY | | | |
| | MA TECHNICIAN ELECTRONIC | 261 DAY | | | |
| | MA TECHNICIAN HVAC | 261 DAY | | | |
| | MA TECHNICIAN SCOREBOARD | 261 DAY | | | |
| | MECHANIC | 261 DAY | | | |
| | MECHANIC TIRE | 261 DAY | | | |
| | MGR DAYCARE SR | 180 DAY | | | |
| | POLICE TELECOMMUNICATOR | 261 DAY | | | |
| | SECURITY GUARD CAMPUS LEVEL III CERTIFICATION | 197 DAY | | | |
| | SECURITY GUARD CAMPUS LEVEL III CERTIFICATION QUADRANT FLOATER | 197 DAY | | | |
| | SUPERVISOR ASSISTANT WAREHOUSE | 261 DAY | | | |
| **A07** | | | **$27.27** | **$31.86** | **$36.45** |
| | COORD LEVEL III SECURITY OFFICER | 238 DAY | | | |
| | COORD ROUTING SPECIAL NEEDS | 238 DAY | | | |
| | COORD SECURITY | 238 DAY | | | |
| | COURIER | 238 DAY | | | |
| | MA COORD SPECIAL PROJECTS | 261 DAY | | | |
| | MA FOREMAN ATHLETIC GROUNDS | 261 DAY | | | |
| | MA GROUNDS TDA 3A PESTICIDE APPLICATOR | 261 DAY | | | |
| | MA JOURNEYMAN ELECTRICIAN | 261 DAY | | | |
| | MA JOURNEYMAN PLUMBER | 261 DAY | | | |
| | MA KITCHEN EQUIPMENT REPAIR | 261 DAY | | | |
| | MA PEST CONTROL | 261 DAY | | | |
| | MA SPEC SENIOR ROOFER | 261 DAY | | | |
| | MA SUPERVISOR ASSISTANT MAINTENANCE | 261 DAY | | | |
| | MA TECHNICIAN FIRE SYSTEMS | 261 DAY | | | |
| | MA TECHNICIAN HVAC SR | 261 DAY | | | |
| | MA TECHNICIAN HVAC/BAS SR PM | 261 DAY | | | |
| | MA TECHNICIAN IRRIGATION | 261 DAY | | | |
| | MA TECHNICIAN SR LOW VOLTAGE CONTROLS | 261 DAY | | | |
| | MECHANIC LEAD TIRE | 261 DAY | | | |
| | MECHANIC SR | 261 DAY | | | |
| | POLICE OFFICER | 238 DAY | | | |
| | POLICE OFFICER PT | 238 DAY | | | |
| | SUPERVISOR ASSISTANT OPERATIONS | 261 DAY | | | |
| **A08** | | | **$31.74** | **$36.41** | **$41.08** |
| | COORD TRAINING AND SAFETY | 238 DAY | | | |
| | MA ELECTRICIAN MASTER | 261 DAY | | | |
| | MA MECHANIC LEAD | 261 DAY | | | |
| | MA PLUMBER MASTER | 261 DAY | | | |
| | MA SPEC ACCESS CONTROL HARDWARE | 261 DAY | | | |
| | MA SPEC IRRIGATION | 261 DAY | | | |
| | MA SPEC NATATORIUM | 261 DAY | | | |
| | MA SPEC UTILITY SITE | 261 DAY | | | |
| | MA SUPERVISOR ASSISTANT HVAC | 261 DAY | | | |
| | MECHANIC LEAD/ASSISTANT SHOP SUPERVISOR | 261 DAY | | | |
| | MGR DRIVER PERSONNEL | 238 DAY | | | |
| | POLICE ADMIN OFFICER | 238 DAY | | | |
| | POLICE DETECTIVE I | 238 DAY | | | |
| | POLICE DETECTIVE GANG INVESTIGATOR | 238 DAY | | | |
| | POLICE OFFICER SSSP MENTAL HEALTH | 238 DAY | | | |
| | POLICE QUARTERMASTER | 238 DAY | | | |
| | SPEC AUDIO VIDEO | 261 DAY | | | |
| | SPEC SYSTEM | 261 DAY | | | |
| | SUPERVISOR INVENTORY LEAD | 261 DAY | | | |
| | SUPERVISOR WAREHOUSE | 261 DAY | | | |
| **A09** | | | **$34.29** | **$39.33** | **$44.37** |
| | COORD AUDIO VIDEO | 261 DAY | | | |
| | MA SUPERVISOR AREA | 261 DAY | | | |
| | MA SUPERVISOR ENVIRONMENTAL | 261 DAY | | | |
| | MA SUPERVISOR FIRE SYSTEMS | 261 DAY | | | |
| | MA SUPERVISOR HVAC | 261 DAY | | | |
| | MA SUPERVISOR WAREHOUSE | 261 DAY | | | |
| | MECHANIC SHOP FOREMAN HOURLY | 261 DAY | | | |
| | SERGEANT | 238 DAY | | | |
| | SUPERVISOR FS EQUIPMENT MAINTENANCE AND REPAIR | 261 DAY | | | |
| **A10** | | | **$37.05** | **$42.49** | **$47.93** |
| | LIEUTENANT | 238 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **FS01** | | | **$14.50** | **$16.88** | **$19.25** |
| | FS ELEM F/T | 174 DAY | | | |
| | FS ELEM P/T | 174 DAY | | | |
| | FS ESC CAFETERIA F/T | 174 DAY | | | |
| | FS HS F/T | 172 DAY | | | |
| | FS HS P/T | 172 DAY | | | |
| | FS JH F/T | 172 DAY | | | |
| | FS JH P/T | 172 DAY | | | |
| | FS RESERVE SUBSTITUTE | 172 DAY | | | |
| **FS02** | | | **$16.03** | **$18.66** | **$21.28** |
| | FS MGR A/KITCHEN ESC | 174 DAY | | | |
| | FS MGR A/UNIT ELEM | 174 DAY | | | |
| | FS MGR A/UNIT HS | 172 DAY | | | |
| | FS MGR A/UNIT JH | 172 DAY | | | |
| **FS03** | | | **$19.43** | **$22.62** | **$25.80** |
| | FS MGR UNIT ELEM | 188 DAY | | | |
| | FS WAREHOUSE WORKER II | 238 DAY | | | |
| **FS04** | | | **$22.44** | **$26.12** | **$29.79** |
| | FS MGR UNIT JH | 188 DAY | | | |
| **FS05** | | | **$27.66** | **$32.19** | **$36.72** |
| | FS MGR ESC KITCHEN | 188 DAY | | | |
| | FS MGR MULTI UNT HS | 188 DAY | | | |
| | FS SUPERVISOR WAREHOUSE | 238 DAY | | | |
| **FS06** | | | **$32.05** | **$37.30** | **$42.55** |
| | FS FIELD SPEC | 197 DAY | | | |
| | FS FIELD SPEC CATERING | 197 DAY | | | |
| | FS FIELD SPEC SCHOOL | 197 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **AS01** | | | **$15.12** | **$17.90** | **$20.68** |
| | CLERK STUDENT DATA TRANSPORTATION | 197 DAY | | | |
| | CLERK GENERAL 187 | 187 DAY | | | |
| | CLERK GENERAL 197 | 197 DAY | | | |
| | CLERK INSURANCE | 238 DAY | | | |
| | CLERK MEDICAID | 228 DAY | | | |
| | CLERK OFFICE 187 | 187 DAY | | | |
| | CLERK TEXTBOOK HS | 197 DAY | | | |
| | CLERK TRANSPORTATION SOUTH CENTER | 238 DAY | | | |
| | RECEPTIONIST | 197 DAY | | | |
| **AS02** | | | **$16.93** | **$20.04** | **$23.15** |
| | CLERK 228 | 228 DAY | | | |
| | CLERK ADA | 201 DAY | | | |
| | CLERK ATTENDANCE RAINES ACADEMY | 238 DAY | | | |
| | CLERK AUDIOLOGY CENTER | 192 DAY | | | |
| | CLERK BILINGUAL ECI | 221 DAY | | | |
| | CLERK EARLY CHILDHOOD INTERVENTION (ECI) QUALITY ASSURANCE | 221DAY | | | |
| | CLERK EARLY CHILDHOOD INTERVENTION (ECI) TRANSLATOR | 221DAY | | | |
| | CLERK EARLY CHILDHOOD SPECIAL EDUCATION (ECSE) | 197 DAY | | | |
| | CLERK EL TESTING CENTER | 228 DAY | | | |
| | CLERK EMERGENCY MANAGEMENT | 238 DAY | | | |
| | CLERK FINANCIAL ELEM | 206 DAY | | | |
| | CLERK FINANCIAL FOOD SERVICE | 197 DAY | | | |
| | CLERK FINANCIAL SERVICES | 238 DAY | | | |
| | CLERK FREE REDUCED MEALS | 197 DAY | | | |
| | CLERK FRONT DESK RECEPTIONIST ESC | 238 DAY | | | |
| | CLERK FS SPECIAL PROJECTS | 197 DAY | | | |
| | CLERK GT TESTING | 228 DAY | | | |
| | CLERK INVENTORY TEXTBOOK | 238 DAY | | | |
| | CLERK PAYROLL | 238 DAY | | | |
| | CLERK PRE-K TESTING AND RECORDS | 228 DAY | | | |
| | CLERK RECEPTIONIST APPLICATION | 238 DAY | | | |
| | CLERK RECEPTIONIST MAINTENANCE AND OPERATIONS | 251 DAY | | | |
| | CLERK RECORDS | 228 DAY | | | |
| | CLERK SHAW CENTER | 197 DAY | | | |
| | CLERK SPED | 187 DAY | | | |
| | CLERK SPED ASSESSMENT | 187 DAY | | | |
| | CLERK SPED ASSISTIVE TECHNOLOGY | 187 DAY | | | |
| | CLERK TITLE | 251 DAY | | | |
| | CLERK WAREHOUSE | 238 DAY | | | |
| | CLERK II PROFESSIONAL LEARNING | 238 DAY | | | |
| | CURRICULUM MANAGEMENT ASSISTANT | 228 DAY | | | |
| | ASST CURRICULUM MANAGEMENT CTE | 228 DAY | | | |
| | FACILITATOR PARENT CENTER TITLE I | 140 DAY | | | |
| | RECEPTIONIST KVA | 238 DAY | | | |
| | SECRETARY ASST PRINCIPAL | 197 DAY | | | |
| | SECRETARY ASST PRINCIPAL RAINES ACADEMY | 238 DAY | | | |
| | SECRETARY ASST PRINCIPAL RAINES ACADEMY | 197 DAY | | | |
| | SECRETARY COORD SPECIAL EDUCATION | 238 DAY | | | |
| | SECRETARY COUNSELOR HS | 201 DAY | | | |
| | SECRETARY/CLERK | 228 DAY | | | |
| | SECRETARY KATY PLUS BTP | 197 DAY | | | |
| | SPEC MAILROOM SERVICES | 238 DAY | | | |
| **AS03** | | | **$19.80** | **$23.44** | **$27.08** |
| | CLERK CAMPUS EB | 187 DAY | | | |
| | CLERK CTE PEIMS | 228 DAY | | | |
| | CLERK DISCIPLINE | 238 DAY | | | |
| | CLERK DISPATCH | 251 DAY | | | |
| | CLERK EXTRA CURRICULAR | 238 DAY | | | |
| | CLERK FINANCIAL | 238 DAY | | | |
| | CLERK FINANCIAL ELEM CLUSTER | 206 DAY | | | |
| | CLERK FINANCIAL JH | 206 DAY | | | |
| | CLERK FINANCIAL SUPPORT | 238 DAY | | | |
| | CLERK FINANCIAL TRANSPORTATION | 238 DAY | | | |
| | CLERK I TECHNICAL FINANCIAL | 211 DAY | | | |
| | CLERK MAINTENANCE AND OPERATIONS | 238 DAY | | | |
| | CLERK MAINTENANCE WORK ORDER | 251 DAY | | | |
| | CLERK RETIREE BILLING | 238 DAY | | | |
| | CLERK SHARS DATA | 238 DAY | | | |
| | CLERK STUDENT DATA | 221 DAY | | | |
| | MONITOR SECURITY AND SAFETY | 261 DAY | | | |
| | REGISTRAR HS | 221 DAY | | | |
| | REGISTRAR OAC | 221 DAY | | | |
| | REGISTRAR RAINES ACADEMY | 238 DAY | | | |
| | SECRETARY | 251 DAY | | | |
| | SECRETARY ASSOC PRINCIPAL | 228 DAY | | | |
| | SECRETARY ASST DIRECTOR FINE ARTS | 238 DAY | | | |
| | SECRETARY CLERK DIRECTOR | 238 DAY | | | |
| | SECRETARY CLERK TRANSPORTATION | 238 DAY | | | |
| | SECRETARY COMMUNICATIONS DEPARTMENT | 238 DAY | | | |
| | SECRETARY CONSTRUCTION | 238 DAY | | | |
| | SECRETARY COUNSELOR/REGISTRAR JH | 201 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **AS03 Cont'd** | | | **$19.80** | **$23.44** | **$27.08** |
| | SECRETARY DATA CLERK | 238 DAY | | | |
| | SECRETARY DIRECTOR | 238 DAY | | | |
| | SECRETARY DIRECTOR INTERNAL & COMMUNITY RELATIONS | 238 DAY | | | |
| | SECRETARY DIRECTOR MAINTENANCE | 238 DAY | | | |
| | SECRETARY DIRECTOR STUDENT AFFAIRS | 238 DAY | | | |
| | SECRETARY DIRECTOR STATE AND NATIONAL ASSESSMENT PROGRMS | 238 DAY | | | |
| | SECRETARY DIRECTOR HEALTH SERVICES | 238 DAY | | | |
| | SECRETARY PRINCIPAL ELEM | 238 DAY | | | |
| | SECRETARY PRINCIPAL JH | 238 DAY | | | |
| | SECRETARY SCHOOL LEADERSHIP AND SUPPORT | 238 DAY | | | |
| | SECRETARY SCHOOL LEADERSHIP AND SUPPORT COORDINATORS | 238 DAY | | | |
| | SECRETARY VISUAL ART EVENTS | 238 DAY | | | |
| | SPEC ADMISSIONS | 201 DAY | | | |
| | SPEC ASSISTANT FIXED ASSETS | 238 DAY | | | |
| | SPEC ASSISTANT FIXED ASSETS SPECIAL ED & RELATED SERVICES (SERS) | 238 DAY | | | |
| | SPEC CASUALTY INSURANCE | 238 DAY | | | |
| | SPEC ECI THIRD PARTY BILLING | 187 DAY | | | |
| | SPEC ECI THIRD PARTY BILLING 221 | 221 DAY | | | |
| | SPEC FACILITIES CLERK | 238 DAY | | | |
| | SPEC WORKERS COMPENSATION | 238 DAY | | | |
| **AS04** | | | **$22.56** | **$26.72** | **$30.88** |
| | ACCOUNTING ASSISTANT | 238 DAY | | | |
| | ANALYST STUDENT DATA ESL AND BILINGUAL PROGRAMS | 221 DAY | | | |
| | ASSOC ASSET WAREHOUSE | 261 DAY | | | |
| | BUYER ASSISTANT | 238 DAY | | | |
| | CLERK FINANCIAL ATHLETICS | 238 DAY | | | |
| | CLERK FINANCIAL ELEM CLUSTER LEAD | 206 DAY | | | |
| | CLERK FINANCIAL HS | 238 DAY | | | |
| | CLERK I SPED SEMS | 211 DAY | | | |
| | COORD COMMUNICATIONS/RECORDS | 261 DAY | | | |
| | COORD EVENT STADIUM COMMUNITY ROOMS | 238 DAY | | | |
| | COORD FIELD TRIP | 238 DAY | | | |
| | COORD OPERATIONS | 261 DAY | | | |
| | ENGINEER COMPUTER FIELD | 261 DAY | | | |
| | SECRETARY CLERK ATHLETICS | 238 DAY | | | |
| | SECRETARY E/DIRECTOR | 238 DAY | | | |
| | SECRETARY PRINCIPAL HS | 238 DAY | | | |
| | SECRETARY TO OFFICE THE GENERAL COUNSEL | 238 DAY | | | |
| | SPEC ACCOUNTING EARLY CHILDHOOD INTERVENTION (ECI) | 221 DAY | | | |
| | SPEC ACCOUNTING SPED | 238 DAY | | | |
| | SPEC ACCOUNTS PAYABLE | 238 DAY | | | |
| | SPEC POLICE ACCREDITATION | 238 DAY | | | |
| | SPEC ASSOCIATE FIXED ASSETS | 238 DAY | | | |
| | SPEC ATTENDANCE | 238 DAY | | | |
| | SPEC BILINGUAL TRANSLATOR | 211 DAY | | | |
| | SPEC CERTIFICATION | 238 DAY | | | |
| | SPEC COMPLIANCE FINANCIAL | 238 DAY | | | |
| | SPEC EMPLOYEE RELATIONS | 238 DAY | | | |
| | SPEC EVENT AGRICULTURAL SCIENCE FACILITY | 251 DAY | | | |
| | SPEC FACILITIES | 251 DAY | | | |
| | SPEC FINANCIAL | 238 DAY | | | |
| | SPEC GRADUATION | 238 DAY | | | |
| | SPEC GRANT FINANCE | 238 DAY | | | |
| | SPEC GRANT FINANCE TITLE I | 238 DAY | | | |
| | SPEC INSTRUCTIONAL MATERIALS | 238 DAY | | | |
| | SPEC PAYROLL FS | 238 DAY | | | |
| | SPEC POLICE PAYROLL | 238 DAY | | | |
| | SPEC RECORDS CRIMINAL HISTORY | 238 DAY | | | |
| | SPEC SCHEDULING | 251 DAY | | | |
| | SPEC SERVICE RECORD | 238 DAY | | | |
| | SPEC STUDENT ENROLLMENT | 238 DAY | | | |
| | SPEC STUDENT DATA | 238 DAY | | | |
| | SPEC STUDENT SYSTEMS ENTERPRISE SYSTEMS | 238DAY | | | |
| | SPEC STUDENT TRANSFERS | 238 DAY | | | |
| | SPEC SUBSTITUTE | 238 DAY | | | |
| | SPEC SUMMER SCHOOL | 238 DAY | | | |
| | TECHNICIAN NETWORK | 261 DAY | | | |
| | TECHNICIAN NETWORK CABLE | 261 DAY | | | |
| | TECHNICIAN PHYSICAL SECURITY | 261 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **AS05** | | | **$26.41** | **$31.27** | **$36.13** |
| | ANALYST BUDGET AND TREASURY | 238 DAY | | | |
| | ANALYST STAFFING/DATA | 238 DAY | | | |
| | ANALYST TECHNOLOGY ACCOUNTING SUPPORT | 238 DAY | | | |
| | HVAC CONTROLS OPERATOR | 238 DAY | | | |
| | SECRETARY ASST SUPERINTENDENT | 238 DAY | | | |
| | SPEC ASSET MANAGEMENT | 238 DAY | | | |
| | SPEC ATHLETICS ADMINISTRATION | 238 DAY | | | |
| | SPEC COMPENSATION | 238 DAY | | | |
| | SPEC DISTRICT PAYROLL | 238 DAY | | | |
| | SPEC DISTRICT PAYROLL FOOD SERVICE | 238 DAY | | | |
| | SPEC DISTRICT PAYROLL MAINTENANCE | 238 DAY | | | |
| | SPEC DISTRICT PAYROLL TRANSPORTATION | 238 DAY | | | |
| | SPEC EMPLOYMENT | 238 DAY | | | |
| | SPEC EMPLOYMENT FOOD SERVICE | 238 DAY | | | |
| | SPEC EVENT | 238 DAY | | | |
| | SPEC FINANCIAL SYSTEM SOFTWARE TRAINING | 238 DAY | | | |
| | SPEC RECORDS EMPLOYEE LEAVE | 238 DAY | | | |
| | SPEC SPED SEMS II | 228 DAY | | | |
| | SPEC SUBSTITUTE LEAD | 238 DAY | | | |
| | SPEC TECHNOLOGY SUPPORT | 238 DAY | | | |
| | SUPPORT CENTER REPRESENTATIVE | 238 DAY | | | |
| | TECHNICIAN PHYSICAL SECURITY II | 261 DAY | | | |
| | TECHNICIAN EVIDENCE | 238 DAY | | | |
| | TECHNICIAN VIDEO EVIDENCE | 238 DAY | | | |
| **AS06** | | | **$30.63** | **$36.27** | **$41.91** |
| | ANALYST FORMS DEVELOPER | 238 DAY | | | |
| | ANALYST STUDENT DATA MCKINNEY VENTO PROGRAM | 226 DAY | | | |
| | ANALYST STUDENT DATA I | 226 DAY | | | |
| | ANALYST STUDENT DATA I ESL & BILINGUAL PROGRAMS | 226 DAY | | | |
| | PARALEGAL | 238 DAY | | | |
| | SPEC APPLICANT SYSTEMS SUPPORT | 238 DAY | | | |
| | SPEC CUSTOMER SUPPORT | 238 DAY | | | |
| | SPEC SR ACCOUNTS PAYABLE | 238 DAY | | | |
| | SPEC SR CERTIFICATION EMPLOYMENT | 238 DAY | | | |
| | SPEC SR EMPLOYMENT AUXILIARY | 238 DAY | | | |
| | SPEC SR PAYROLL DISTRICT WIDE | 238 DAY | | | |
| | SPEC SR PAYROLL TIMEKEEPING | 238 DAY | | | |
| | SPEC PEIMS III DATA | 238 DAY | | | |
| | SPEC RECORDS EMPLOYEE LEAVE LEAD | 238 DAY | | | |
| | SPEC SCHOOL HEALTH AND RELATED SERVICES (SHARS) | 238 DAY | | | |
| **AS07** | | | **$32.47** | **$38.44** | **$44.41** |
| | ANALYST SR STAFFING/DATA | 238 DAY | | | |
| | BUYER I | 238 DAY | | | |
| | BUYER I WAREHOUSE | 238 DAY | | | |
| | COORD TECHNOLOGY PROJECTS | 238 DAY | | | |
| | ENGINEER NETWORK | 238 DAY | | | |
| | SECRETARY CHIEF | 238 DAY | | | |
| | SECRETARY CHIEF OPERATIONS OFFICER | 238 DAY | | | |
| | SECRETARY DEPUTY SUPERINTENDENT | 238 DAY | | | |
| | SPEC AI TRAINING AND DOCUMENTATION | 238 DAY | | | |
| | SPEC BUDGET AND TREASURY | 238 DAY | | | |
| | SPEC POLICE SERVICES | 238 DAY | | | |
| | SPEC SR COMPENSATION | 238 DAY | | | |
| | SUPPORT CENTER REPRESENTATIVE LEAD | 238 DAY | | | |
| **AS08** | | | **$34.41** | **$40.75** | **$47.09** |
| | BUYER II | 238 DAY | | | |
| | BUYER II FOOD SERVICE | 238 DAY | | | |
| | DESKTOP SERVICE LEAD | 261 DAY | | | |
| | HEAD PARALEGAL | 238 DAY | | | |
| | LEGAL ASSISTANT/ELECTIONS COORDINATOR | 238 DAY | | | |
| | SECRETARY BOARD SERVICES | 238 DAY | | | |
| | SECRETARY SUPERINTENDENT | 238 DAY | | | |
| | SPEC STUDENT DATA LEAD | 238 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT

## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - HOURLY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **IS02** | | | **$15.12** | **$17.90** | **$20.68** |
| | AIDE 504 | 187 DAY | | | |
| | AIDE INSTRUCTIONAL | 187 DAY | | | |
| | AIDE INSTRUCTIONALOAC | 187 DAY | | | |
| | AIDE INSTRUCTIONAL RAINES ACADEMY | 187 DAY | | | |
| | AIDE PHYSICAL EDUCATION | 187 DAY | | | |
| | CLERK LIBRARY | 197 DAY | | | |
| **IS03** | | | **$16.87** | **$19.98** | **$23.09** |
| | AIDE BEHAVIOR SUPPORT CAMPUS | 187 DAY | | | |
| | AIDE BILINGUAL | 187 DAY | | | |
| | AIDE BILINGUAL PRE-K ESL | 187 DAY | | | |
| | AIDE CLINIC | 187 DAY | | | |
| | AIDE CLINIC FLOATING | 187 DAY | | | |
| | AIDE ESL | 187 DAY | | | |
| | AIDE INSTRUCTIONAL AUTOMOTIVE SHOP | 187 DAY | | | |
| | AIDE INSTRUCTIONAL CULINARY | 187 DAY | | | |
| | AIDE ISS/AEP | 187 DAY | | | |
| | AIDE PRE-K ESL | 187 DAY | | | |
| | AIDE SPED DEAF AND HARD OF HEARING | 187 DAY | | | |
| | AIDE SPED ICS/RESOURCE | 187 DAY | | | |
| | AIDE SPED RISE | 187 DAY | | | |
| **IS04** | | | **$17.70** | **$20.96** | **$24.22** |
| | AIDE SPED ADAPTIVE BEHAVIOR | 187 DAY | | | |
| | AIDE SPED ASIP | 187 DAY | | | |
| | AIDE SPED ECAP | 187 DAY | | | |
| | AIDE SPED ECSE | 187 DAY | | | |
| | AIDE SPED DEAF ED COMMUNICATION FACILITATOR | 187 DAY | | | |
| | AIDE SPED VISUALLY IMPAIRED | 187 DAY | | | |
| | AIDE SPED HCAP | 187 DAY | | | |
| | AIDE SPED HCAP KATY PLUS | 187 DAY | | | |
| | AIDE SPED JCAP | 187 DAY | | | |
| | AIDE SPED LIFESKILLS | 187 DAY | | | |
| | AIDE SPED LIFESKILLS ASL | 187 DAY | | | |
| | AIDE SPED TIP | 187 DAY | | | |
| | AIDE SPED WORK BASED LEARNING | 187 DAY | | | |
| | AIDE SPED YCAP | 187 DAY | | | |
| | SIGN LANGUAGE INTERPRETER INTERN | 187 DAY | | | |
| **IS05** | | | **$19.47** | **$23.06** | **$26.65** |
| | AIDE SPED STUDENT SUPPORT INTERVENTION | 187 DAY | | | |
| | AIDE SPED BEHAVIOR INTERVENTION | 187 DAY | | | |
| | AIDE SPED BTP ON SITE CAP | 187 DAY | | | |
| | BRAILLIST | 187 DAY | | | |
| | DEAFBLIND INTERVENER | 187 DAY | | | |
| **IS06** | | | **$22.97** | **$27.21** | **$31.45** |
| | LVN | 190 DAY | | | |
| **IS07** | | | **$26.01** | **$31.83** | **$37.65** |
| | COTA ASSISTIVE TECHNOLOGY | 197 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **B01** | | | **$231.99** | **$274.70** | **$317.41** |
| | ANALYST BENEFIT | 238 DAY | | | |
| | COORD CASUALTY | 238 DAY | | | |
| | COORD INSURANCE | 238 DAY | | | |
| | COORD SR EVENT LMC | 261 DAY | | | |
| | SPEC COMMUNICATIONS SERVICES | 238 DAY | | | |
| | SPEC PARTNERS IN EDUCATION | 238 DAY | | | |
| **B02** | | | **$271.42** | **$321.40** | **$371.38** |
| | ADMINISTRATOR SR SYSTEMS | 238 DAY | | | |
| | ANALYST ACCOUNTING | 238 DAY | | | |
| | ANALYST BUSINESS SYSTEMS | 238 DAY | | | |
| | COORD EVENTS AND SPECIAL PROJECTS | 238 DAY | | | |
| | COORD FINANCIAL CLERK | 238 DAY | | | |
| | MGR EDUCATOR PREPARATION PROGRAM COMPLIANCE | 238 DAY | | | |
| | MGR SAFE SCHOOL PROGRAM | 238 DAY | | | |
| | MGR SAFETY AND SECURITY SYSTEMS INTEGRATION | 238 DAY | | | |
| **B03** | | | **$298.57** | **$353.54** | **$408.51** |
| | ACCOUNTANT | 238 DAY | | | |
| | ACCOUNTANT REVENUE | 238 DAY | | | |
| | ACCOUNTANT SPECIAL REVENUE | 238 DAY | | | |
| | ANALYST DEVELOPER DATA | 238 DAY | | | |
| | ANALYST PEIMS | 238 DAY | | | |
| | CISCO VOIP ADMIN | 238 DAY | | | |
| | COORD CATERING AND CONCESSIONS FS | 238 DAY | | | |
| | COORD ELECTIONS | 238 DAY | | | |
| | COORD ENERGY | 238 DAY | | | |
| | COORD FACILITY RENTALS | 251 DAY | | | |
| | COORD FACILITY LIAISON FS | 238 DAY | | | |
| | COORD MAINTENANCE AND OPERATIONS | 238 DAY | | | |
| | COORD NUTRITION FOOD SERVICE | 238 DAY | | | |
| | COORD NUTRITION FOOD SERVICE 221 | 221 DAY | | | |
| | COORD PROCUREMENT COMPLIANCE | 238 DAY | | | |
| | COORD PURCHASING | 238 DAY | | | |
| | COORD SR IT PROJECT | 238 DAY | | | |
| | ENGINEER PHYSICAL SECURITY | 238 DAY | | | |
| | MGR TRANSPORTATION ROUTING | 238 DAY | | | |
| | SPEC CONTRACT MANAGEMENT | 238 DAY | | | |
| | SPEC PURCHASING CARD | 238 DAY | | | |
| | VIDEOGRAPHER AND PROJECT COORDINATOR | 238 DAY | | | |
| **B04** | | | **$325.44** | **$385.36** | **$445.28** |
| | ACCOUNTANT CONSTRUCTION | 238 DAY | | | |
| | ANALYST DEVELOPER AI | 238 DAY | | | |
| | ANALYST RESEARCH AND ASSESSMENT DATA | 238 DAY | | | |
| | ANALYST SR COMPENSATION | 238 DAY | | | |
| | ANALYST SR PAYROLL | 238 DAY | | | |
| | DIETICIAN REGISTERED | 238 DAY | | | |
| | MGR FIXED ASSETS | 238 DAY | | | |
| | MGR ADVERTISING AND MARKETING DEVELOPMENT | 238 DAY | | | |
| | MGR WEB | 238 DAY | | | |
| | QUALITY ASSURANCE TESTER | 238 DAY | | | |
| **B05** | | | **$371.00** | **$439.31** | **$507.62** |
| | A/DIR EMERGENCY MANAGEMENT | 238 DAY | | | |
| | A/DIR FLEET SERVICES | 238 DAY | | | |
| | A/DIR FS EMPLOYEE SERVICES | 238 DAY | | | |
| | A/DIR MAINTENANCE | 261 DAY | | | |
| | A/DIR OPERATIONS | 261 DAY | | | |
| | A/DIR TRANSPORTATION | 238 DAY | | | |
| | A/GENERAL MANAGER FACILITIES | 261 DAY | | | |
| | ANALYST BUSINESS SYSTEMS PROGRAMMER | 238 DAY | | | |
| | ANALYST PROGRAMMER | 238 DAY | | | |
| | ANALYST PROGRAMMER STUDENT DATA WAREHOUSE | 238 DAY | | | |
| | ANALYST SR RESEARCH DATA | 238 DAY | | | |
| | COORD BUILDING AUTOMATION SYSTEMS | 261 DAY | | | |
| | COORD PARTNERS IN EDUCATION SISTER SCHOOLS AND EDUCATION FOUNDATION | 238 DAY | | | |
| | COORD PARTNERS IN EDUCATION MARKETING AND BUSINESS PARTNERSHIPS | 238 DAY | | | |
| | COORD PARTNERS IN EDUCATION KEYS MENTORING/VOLUNTEER IN PUBLIC SCHOOLS | 238 DAY | | | |
| | ENGINEER CLOUD | 238 DAY | | | |
| | ENGINEER CYBER SECURITY | 238 DAY | | | |
| | ENGINEER NETWORK II | 238 DAY | | | |
| | ENGINEER SYSTEMS | 238 DAY | | | |
| | ENGINEER SYSTEMS FS | 238 DAY | | | |
| | ENGINEER WIRELESS NETWORK | 238 DAY | | | |
| | MGR ASSOC MECHANICAL ELECTRICAL PLUMBING | 261 DAY | | | |
| | MGR ASSOC PROJECT | 261 DAY | | | |
| | MGR FACILITY RENTALS | 251 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **B06** | | | **$393.26** | **$465.67** | **$538.08** |
| | ACCOUNTANT SR SPECIAL PROGRAMS | 238 DAY | | | |
| | ADMINISTRATOR DATABASE | 238 DAY | | | |
| | ANALYST CYBER SECURITY | 238 DAY | | | |
| | ANALYST SR BUSINESS SYSTEMS | 238 DAY | | | |
| | ANALYST SR PROGRAMMER | 238 DAY | | | |
| | ANALYST SR STUDENT SYSTEMS | 238 DAY | | | |
| | ASSOC/DIR EMPLOYEE SERVICES TRANSPORTATION | 238 DAY | | | |
| | ATTORNEY STAFF | 238 DAY | | | |
| | COORD NETWORK/SR ENGINEER | 238 DAY | | | |
| | COORD SCHOOL LEADERSHIP TECHNOLOGY SUPPORT | 238 DAY | | | |
| | COORD TELEPHONY/SR ENGINEER | 238 DAY | | | |
| | EMPLOYEE RELATIONS OFFICER | 238 DAY | | | |
| | EMPLOYEE RELATIONS OFFICER COMPLIANCE AND INVESTIGATIONS | 238 DAY | | | |
| | ENGINEER SR CLOUD | 238 DAY | | | |
| | ENGINEER SR SYSTEMS | 238 DAY | | | |
| | MGR MEDIA RELATIONS | 238 DAY | | | |
| | MGR MULTIMEDIA AND COMMUNICATIONS | 238 DAY | | | |
| | GIS DEVELOPER SR | 238 DAY | | | |
| | MGR ACCOUNTING | 238 DAY | | | |
| | MGR ACCOUNTS PAYABLE | 238 DAY | | | |
| | MGR COMPENSATION | 238 DAY | | | |
| | MGR PURCHASING | 238 DAY | | | |
| | MGR PAYROLL | 238 DAY | | | |
| | MGR TECHNOLOGY RETROFIT & CONSTRUCTION PROJECTS | 238 DAY | | | |
| **B07** | | | **$416.86** | **$493.61** | **$570.36** |
| | COORD AREA CAMPUS AND DEPARTMENT PERSONNEL | 238 DAY | | | |
| | COORD FACILITY ROBERT SHAW CENTER STEAM | 238 DAY | | | |
| | COORD SUBSTITUTE AND STUDENT TEACHING OFFICE | 238 DAY | | | |
| | COORD TEACHER INCENTIVE ALLOTMENT | 238 DAY | | | |
| | MGR ATHLETIC GROUNDS | 261 DAY | | | |
| | MGR ENERGY AND COMMISSIONING | 238 DAY | | | |
| | MGR ENTERPRISE SYSTEM | 238 DAY | | | |
| | MGR DISTRICT PEIMS | 238 DAY | | | |
| | MGR STUDENT SYSTEM | 238 DAY | | | |
| | POLICE CAPTAIN | 238 DAY | | | |
| **B08** | | | **$451.42** | **$523.22** | **$595.02** |
| | MGR ANALYTICS DATA WAREHOUSE | 238 DAY | | | |
| | MGR BUSINESS SYSTEMS | 238 DAY | | | |
| | MGR CONSTRUCTION PROJECT | 238 DAY | | | |
| | MGR CYBER SECURITY | 238 DAY | | | |
| | MGR DESKTOP SERVICES | 238 DAY | | | |
| | MGR DEVELOPMENT AND INTEGRATION | 238 DAY | | | |
| | MGR ENGINEER NETWORK | 238 DAY | | | |
| | MGR ENGINEER SYSTEM | 238 DAY | | | |
| | MGR PHYSICAL SECURITY TECHNOLOGY | 238 DAY | | | |
| | MGR TECHNOLOGY CUSTOMER SERVICES PRINT SERVICES | 238 DAY | | | |
| | MGR TECHNOLOGY CUSTOMER SERVICES SUPPORT | 238 DAY | | | |
| **B09** | | | **$478.50** | **$554.61** | **$630.72** |
| | DIR ACCOUNTING | 238 DAY | | | |
| | DIR BUDGET AND TREASURY | 238 DAY | | | |
| | DIR BUILDING AUTOMATION AND COMMISSIONING | 238 DAY | | | |
| | DIR BUSINESS INTELLIGENCE | 238 DAY | | | |
| | DIR COMPENSATION | 238 DAY | | | |
| | DIR DISCIPLINE SHARS | 238 DAY | | | |
| | DIR DISTRIBUTION SERVICES | 238 DAY | | | |
| | DIR EMERGENCY MANAGEMENT | 238 DAY | | | |
| | DIR EMPLOYEE RELATIONS | 238 DAY | | | |
| | DIR EPP AND RECRUITING | 238 DAY | | | |
| | DIR FS EMPLOYEE SERVICES | 238 DAY | | | |
| | DIR FS FINANCIAL INTEGRITY AND TECHNOLOGY | 238 DAY | | | |
| | DIR FS OPERATIONS AND MENU DEVELOPMENT | 238 DAY | | | |
| | DIR INTERNAL COMMUNICATIONS AND MARKETING | 238 DAY | | | |
| | DIR MAINTENANCE | 238 DAY | | | |
| | DIR OPERATIONS | 238 DAY | | | |
| | DIR PAYROLL | 238 DAY | | | |
| | DIR PROJECT MANAGEMENT | 238 DAY | | | |
| | DIR PURCHASING | 238 DAY | | | |
| | DIR RISK MANAGEMENT | 238 DAY | | | |
| | DIR SPECIAL PROJECTS | 238 DAY | | | |
| | DIR STUDENT AFFAIRS | 238 DAY | | | |
| | DIR SUPPORT SERVICES M&O | 238 DAY | | | |
| | DIR TECHNOLOGY CUSTOMER SERVICE | 238 DAY | | | |
| | DIR TRANSPORTATION OPERATIONS | 238 DAY | | | |
| **B10** | | | **$511.99** | **$593.42** | **$674.85** |
| | POLICE ASST CHIEF | 238 DAY | | | |
| | E/DIR BUDGET AND TREASURY | 238 DAY | | | |
| | E/DIR COMMUNICATIONS | 238 DAY | | | |
| | E/DIR COMMUNITY PARTNERSHIP | 238 DAY | | | |
| | E/DIR ENTERPRISE SYSTEMS | 238 DAY | | | |
| | E/DIR FACILITIES PLANNING AND CONSTRUCITON | 238 DAY | | | |
| | E/DIR NUTRITION AND FOOD SERVICE | 238 DAY | | | |
| | E/DIR TECHNICAL OPERATIONS | 238 DAY | | | |
| | E/DIR TRANSPORTATION | 238 DAY | | | |
| | MGR GENERAL FACILITIES | 261 DAY | | | |
| **B11** | | | **$650.00** | **$757.50** | **$865.00** |
| | POLICE CHIEF | 238 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **I00** | | | **$353.90** | **$414.30** | **$470.72** |
| | ATHLETICS HEAD TRAINER | 221 DAY | | | |
| | COORD INSTRUCTIONAL ELEM | 187 DAY | | | |
| | COORD INSTRUCTIONAL SECONDARY | 187 DAY | | | |
| | DYSLEXIA EVALUATOR | 197 DAY | | | |
| | ECI PROJECT TYKE TEAM LEAD | 221 DAY | | | |
| | FACILITATOR ARD | 187 DAY | | | |
| | FACILITATOR ARD DEAF EDUCATION | 187 DAY | | | |
| | FACILITATOR ARD IDEA B | 187 DAY | | | |
| | INSTRUCTIONAL COACH | 192 DAY | | | |
| | INSTRUCTIONAL COACH TITLE I | 192 DAY | | | |
| | INTERVENTIONIST BEHAVIOR CAMPUS | 197 DAY | | | |
| | INTERVENTIONIST STUDENT SUPPORT | 197 DAY | | | |
| | INTERVENTIONIST BEHAVIOR LEAD | 197 DAY | | | |
| | LEAD NURSE | 201 DAY | | | |
| | LEAD TEACHER HOMEBOUND SERVICES | 197 DAY | | | |
| | LEAD TEACHER MATH INTERVENTION | 197 DAY | | | |
| | LEAD TEACHER READING INTERVENTION | 197 DAY | | | |
| | LEAD TEACHER AT RISK | 197 DAY | | | |
| | LEAD TEACHER AUTISM IDEA B | 197 DAY | | | |
| | LEAD TEACHER BILINGUAL | 197 DAY | | | |
| | LEAD TEACHER EARLY CHILDHOOD SPECIAL EDUCATION | 197 DAY | | | |
| | LEAD TEACHER EARLY CHILDHOOD SPECIAL EDUCATION BILINGUAL | 197 DAY | | | |
| | LEAD TEACHER GIFTED AND TALENTED ELEM | 197 DAY | | | |
| | LEAD TEACHER RISE | 197 DAY | | | |
| | LEAD TEACHER SPED DYSLEXIA | 197 DAY | | | |
| | LEAD TEACHER SPED LIFESKILLS | 197 DAY | | | |
| | LEAD TEACHER SPED WBL KATY PLUS TRANSITION | 197 DAY | | | |
| | NJROTC INSTRUCTOR | 221 DAY | | | |
| | NURSE ELEM, JH, HS | 190 DAY | | | |
| | NURSE FLOATING | 201 DAY | | | |
| | NURSE RAINES ACADEMY | 238 DAY | | | |
| | NURSE SPED TIP RN | 190 DAY | | | |
| | SCHOOL PSYCHOLOGIST INTERN | 197 DAY | | | |
| | SIGN LANGUAGE INTERPRETER CERTIFIED | 187 DAY | | | |
| | SPEECH LANGUAGE PATHOLOGIST ASSISTANT | 197 DAY | | | |
| | SPEC CAMPUS EB | 192 DAY | | | |
| | SPEC CAMPUS EB BILINGUAL | 192 DAY | | | |
| | SPEC EARLY INTERVENTION | 187 DAY | | | |
| | SPEC INSTRUCTIONAL TECHNOLOGY | 192 Day | | | |
| | SPEC LIBRARY MEDIA | 197 DAY | | | |
| | SPEC LIBRARY MEDIA RAINES ACADEMY | 238 DAY | | | |
| | SPEC ORIENTATION AND MOBILITY | 187 DAY | | | |
| | TEACHER | 187 DAY | | | |
| **I01** | | | **$360.72** | **$425.79** | **$490.86** |
| | ASSISTIVE TECHNOLOGY TEAM LEADER | 197 DAY | | | |
| | COUNSELOR ELEM | 197 DAY | | | |
| | COUNSELOR HS | 201 DAY | | | |
| | COUNSELOR HS AT RISK | 201 DAY | | | |
| | COUNSELOR JH | 199 DAY | | | |
| | COUNSELOR OAC DRUG AND ALCOHOL | 201 DAY | | | |
| | COUNSELOR SPED BTP (OAC) | 201 DAY | | | |
| | COUNSELOR RAINES ACADEMY | 238 DAY | | | |
| | FACILITATOR ADVANCED ACADEMICS TESTING | 197 DAY | | | |
| | FACILITATOR COLLEGE AND CAREER | 201 DAY | | | |
| | FACILITATOR COLLEGE AND CAREER RAINES ACADEMY | 238 DAY | | | |
| | FACILITATOR DROPOUT PREVENTION AND RECOVERY | 201 DAY | | | |
| | FACILITATOR EL DISTRICT TESTING CENTER AND PARENT LIAISON | 228 DAY | | | |
| | FACILITATOR GT SECONDARY | 187 DAY | | | |
| | FACILITATOR INSTRUCTIONAL COACH SECONDARY | 221 DAY | | | |
| | FACILITATOR INSTRUCTIONAL COACH ELEMENTARY | 221 DAY | | | |
| | FACILITATOR I PROGRAM ELEMENTARY ESL | 197 DAY | | | |
| | FACILITATOR I PROGRAM SECONDARY ESL | 197 DAY | | | |
| | FACILITATOR RESTORATIVE DISCIPLINE | 187 DAY | | | |
| | FACILITATOR TESTING | 199 DAY | | | |
| | FACILITATOR TESTING RAINES ACADEMY | 238 DAY | | | |
| | FACILITATOR TITLE I | 221 DAY | | | |
| | FACILITATOR II PROGRAM EMERGENT BILINGUAL | 228 DAY | | | |
| | LEAD COUNSELOR | 211 DAY | | | |
| | LEAD SPEECH LANGUAGE PATHOLOGIST | 197 DAY | | | |
| | PROFESSIONAL REGISTRAR HS | 238 DAY | | | |
| | READING ACADEMY COHORT LEADER | 197 DAY | | | |
| | SCHOOL PSYCHOLOGIST | 197 DAY | | | |
| | SOCIAL WORKER | 201 DAY | | | |
| | SOCIAL WORKER DISTRICT LEAD | 238 DAY | | | |
| | SPEC DIAGNOSTIC | 197 DAY | | | |
| | SPEECH LANGUAGE PATHOLOGIST | 197 DAY | | | |
| | SPEECH LANGUAGE PATHOLOGIST ECI | 187 DAY | | | |
| | SPEECH LANGUAGE PATHOLOGIST ASSISTIVE TECHNOLOGY | 197 DAY | | | |
| | THERAPIST OCCUPATIONAL | 187 DAY | | | |
| | THERAPIST PHYSICAL | 187 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **I02** | | | **$381.15** | **$451.33** | **$521.51** |
| | ADMINISTRATOR STUDENT SUPPORT ELEM | 208 DAY | | | |
| | ASST PRINCIPAL ELEM | 208 DAY | | | |
| | AUDIOLOGIST | 187 DAY | | | |
| | COORD AQUATICS | 238 DAY | | | |
| | COORD DISTRICT ATHLETIC | 238 DAY | | | |
| | COORD PARENT CENTER AND DISTRICT ELL TEST CENTER | 238 DAY | | | |
| | SPEC ADAPTIVE BEHAVIOR SPECIAL EDUCATION | 228 DAY | | | |
| | SPEC AI SYSTEM SUPPORT | 238 DAY | | | |
| | SPEC APPRAISAL | 228 DAY | | | |
| | SPEC ASSESSMENT AND ACCOUNTABILITY | 228 DAY | | | |
| | SPEC AUTISM BEHAVIOR | 228 DAY | | | |
| | SPEC COMPLIANCE MULTILINGUAL LEARNERS | 228 DAY | | | |
| | SPEC CRISIS PREVENTION AND INTERVENTION | 228 DAY | | | |
| | SPEC DISTRICT READING | 228 DAY | | | |
| | SPEC DROPOUT PREVENTION, INTERVENTION & RECOVERY | 238 DAY | | | |
| | SPEC ELEMENTARY CURRICULUM & INSTRUCTION | 238 DAY | | | |
| | SPEC ELEMENTARY COUNSELING | 228 DAY | | | |
| | SPEC INNOVATIVE PATHWAYS | 238 DAY | | | |
| | SPEC INSTRUCTIONAL ROBERT SHAW CENTER STEAM | 228 DAY | | | |
| | SPEC LOCAL ASSESSMENT | 228 DAY | | | |
| | SPEC ONLINE LEARNING | 238 DAY | | | |
| | SPEC OUTDOOR LEARNING | 238 DAY | | | |
| | SPEC PROFESSIONAL DEVELOPMENT MULTILINGUAL LEARNERS | 228 DAY | | | |
| | SPEC PROFESSIONAL REGISTRAR | 238 DAY | | | |
| | SPEC PROGRAM AUTISM | 228 DAY | | | |
| | SPEC PROGRAM BEHAVIOR | 228 DAY | | | |
| | SPEC PROGRAM BILINGUAL EDUCATION | 228 DAY | | | |
| | SPEC PROGRAM COMPLIANCE | 228 DAY | | | |
| | SPEC PROGRAM DYSLEXIA | 228 DAY | | | |
| | SPEC PROGRAM EARLY CHILDHOOD SPECIAL EDUCATION | 228 DAY | | | |
| | SPEC PROGRAM ELEMENTARY BEHAVIOR | 228 DAY | | | |
| | SPEC PROGRAM ELEMENTARY CURRICULUM AND INSTRUCTION | 228 DAY | | | |
| | SPEC PROGRAM KATY PLUS TRANSITION | 228 DAY | | | |
| | SPEC PROGRAM BEHAVIOR MANAGEMENT AND DISCIPLINE SUPPORT | 228 DAY | | | |
| | SPEC PROGRAM DEAF AND HARD OF HEARING | 228 DAY | | | |
| | SPEC PROGRAM LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY | 228 DAY | | | |
| | SPEC PROGRAM SECONDARY CURRICULUM AND INSTRUCTION | 228 DAY | | | |
| | SPEC PROGRAM SPED ELEMENTARY LIFESKILLS | 228 DAY | | | |
| | SPEC PROGRAM SPED LANGUAGE ARTS | 228 DAY | | | |
| | SPEC PROGRAM SPED MATH | 228 DAY | | | |
| | SPEC PROGRAM SPED SECONDARY LIFESKILLS | 228 DAY | | | |
| | SPEC SAFE & SUPPORTIVE SCHOOLS PROGRAM | 228 DAY | | | |
| | SPEC SECONDARY CURRICULUM & INSTRUCTION | 238 DAY | | | |
| | SPEC SECONDARY COUNSELING | 228 DAY | | | |
| | SPEC SPEECH LANGUAGE PATHOLOGY | 228 DAY | | | |
| | SPEC STUDENT ACHIEVEMENT | 228 DAY | | | |
| | SPEC STUDENT SUPPORT BEHAVIOR | 211 DAY | | | |
| | SPEC STUDENT SUPPORT I | 201 DAY | | | |
| | SPEC TITLE I | 228 DAY | | | |
| | SPEC VIRTUAL CONTENT | 238 DAY | | | |
| | SUPERVISOR TEACH ACP CURRICULUM, TRAINING AND FIELD | 238 DAY | | | |
| **I03** | | | **$404.02** | **$478.41** | **$552.80** |
| | ADMINISTRATOR STUDENT SUPPORT JH | 208 DAY | | | |
| | ASST PRINCIPAL JH | 208 DAY | | | |
| | I/O BILINGUAL EDUCATION | 238 DAY | | | |
| | I/O CAREER AND TECHNICAL EDUCATION | 238 DAY | | | |
| | I/O ELEMENTARY ESL | 238 DAY | | | |
| | I/O ELEMENTARY MATH INTERVENTION | 238 DAY | | | |
| | I/O ELEMENTARY READING INTERVENTION | 238 DAY | | | |
| | I/O GIFTED TALENTED | 238 DAY | | | |
| | I/O LOTE | 238 DAY | | | |
| | I/O PREKINDERGARTEN | 238 DAY | | | |
| | I/O PREKINDERGARTEN CURRICULUM AND PROGRAM IMPLEMENTATION | 238 DAY | | | |
| | I/O PROFESSIONAL DEVELOPMENT MULTILINGUAL LEARNERS | 238 DAY | | | |
| | I/O PROFESSIONAL LEARNING | 238 DAY | | | |
| | I/O SECONDARY CURRICULUM AND INSTRUCTION | 238 DAY | | | |
| | I/O SECONDARY ESL | 238 DAY | | | |
| | I/O SECONDARY MATH INTERVENTION | 238 DAY | | | |
| | I/O SECONDARY READING INTERVENTION | 238 DAY | | | |
| | I/O VIRTUAL LEARNING | 238 DAY | | | |
| | SPEC STUDENT SUPPORT III | 226 DAY | | | |
| | SUPERVISOR CURRICULUM TRAINING AND FIELD EPP LEAD | 238 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **I04** | | | **$428.26** | **$507.12** | **$585.98** |
| | A/DIR FINE ARTS | 238 DAY | | | |
| | A/DIR INTERVENTION PROGRAMS | 238 DAY | | | |
| | ADMINISTRATOR STUDENT SUPPORT HS | 208 DAY | | | |
| | ASSOC PRINCIPAL HS | 228 DAY | | | |
| | ASSOC PRINCIPAL HS MCTC | 238 DAY | | | |
| | ASSOC PRINCIPAL HS RAINES ACADEMY | 238 DAY | | | |
| | ASSOC PRINCIPAL INNOVATIVE PATHWAYS | 238 DAY | | | |
| | ASST PRINCIPAL HS | 208 DAY | | | |
| | ASST PRINCIPAL MCTC | 208 DAY | | | |
| | ASST PRINCIPAL OAC 216 DAY | 216 DAY | | | |
| | ASST PRINCIPAL RAINES ACADEMY | 238 DAY | | | |
| | COORD ACCOUNTABILITY AND SCHOOL IMPROVEMENT | 238 DAY | | | |
| | COORD ALTERNATIVE CURRICULUM AND RELATED INSTRUCTIONAL PROGRAMS | 238 DAY | | | |
| | COORD ASSESSMENT AND COMPLIANCE | 238 DAY | | | |
| | COORD AUTISM AND BEHAVIOR PROGRAMS | 238 DAY | | | |
| | COORD CAMPUS ADMIN SUPPORT | 238 DAY | | | |
| | COORD COLLEGE, CAREER & MILITARY READINESS | 238 DAY | | | |
| | COORD EARLY INTERVENTION SERVICES | 238 DAY | | | |
| | COORD CURRICULUM | 238 DAY | | | |
| | COORD CURRICULUM SECONDARY SCIENCE 6-12 | 238 DAY | | | |
| | COORD DEAF AND HARD OF HEARING, VISION SERVICES AND ASSISTIVE TECHNOLOGY | 238 DAY | | | |
| | COORD DYSLEXIA AND RELATED SERVICES | 238 DAY | | | |
| | COORD COMPLIANCE ESL AND BILINGUAL PROGRAMS | 238 DAY | | | |
| | COORD GRANT COMPLIANCE | 238 DAY | | | |
| | COORD GRANT COMPLIANCE TITLE I | 238 DAY | | | |
| | COORD HOMEBOUND AND RELATED SERVICES | 238 DAY | | | |
| | COORD INNOVATIVE PATHWAYS STUDENT SUPPORT | 238 DAY | | | |
| | COORD INNOVATIVE PATHWAYS OPERATIONS SUPPORT | 238 DAY | | | |
| | COORD INSTRUCTIONAL ELEMENTARY CURRICULUM & INSTRUCTION | 238 DAY | | | |
| | COORD INSTRUCTIONAL SUPPORT AND INCLUSIVE PRACTICES | 238 DAY | | | |
| | COORD INSTRUCTIONAL TECHNOLOGY | 238 DAY | | | |
| | COORD KATY PLUS BTP | 208 DAY | | | |
| | COORD LIBRARY PROGRAM | 238 DAY | | | |
| | COORD LIBRARY SYSTEMS | 238 DAY | | | |
| | COORD MCKINNEY VENTO SERVICES | 238 DAY | | | |
| | COORD PHYSICAL EDUCATION HEALTH AND OUTDOOR LEARNING | 238 DAY | | | |
| | COORD PROGRAM PROJECT TYKE | 238 DAY | | | |
| | COORD PSYCHOLOGICAL SERVICES | 238 DAY | | | |
| | COORD SPEECH AND LANGUAGE THERAPY SERVICES | 238 DAY | | | |
| | COORD STUDENT TITLE IX | 238 DAY | | | |
| | COORD TRANSITION PROGRAMS | 238 DAY | | | |
| | MGR AI DESIGN AND ENGINEERING | 238 DAY | | | |
| | MGR SYSTEM INTEGRATION AND PROVISIONING | 238 DAY | | | |
| **I05** | | | **$453.96** | **$537.55** | **$621.14** |
| | A/DIR ATHLETICS | 238 DAY | | | |
| | COORD HIGH SCHOOL ATHLETICS AND HEAD FOOTBALL | 238 DAY | | | |
| | DIR ACCOUNTABLITY AND SCHOOL IMPROVEMENT | 238 DAY | | | |
| | DIR CAMPUS SUPPORT | 238 DAY | | | |
| | DIR CAREER TECHNICAL EDUCATION | 238 DAY | | | |
| | DIR COMPLIANCE AND ACCOUNTABILITY | 238 DAY | | | |
| | DIR COUNSELING | 238 DAY | | | |
| | DIR ELEMENTARY CURRICULUM AND INSTRUCTION | 238 DAY | | | |
| | DIR ESL AND BILINGUAL PROGRAMS | 238 DAY | | | |
| | DIR GIFTED AND ADVANCED ACADEMIC STUDIES | 238 DAY | | | |
| | DIR HEALTH SERVICES | 238 DAY | | | |
| | DIR INNOVATIVE PATHWAYS | 238 DAY | | | |
| | DIR INTERVENTIONS | 238 DAY | | | |
| | DIR PROFESSIONAL LEARNING | 238 DAY | | | |
| | DIR SECONDARY CURRICULUM AND INSTRUCTION | 238 DAY | | | |
| | DIR SECTION 504 AND ADA | 238 DAY | | | |
| | DIR SPECIALIZED PROGRAMS | 238 DAY | | | |
| | DIR SPED INSTRUCTIONAL SUPPORTS SERVICES | 238 DAY | | | |
| | DIR STATE AND NATIONAL ASSESSMENT | 238 DAY | | | |
| | PRINCIPAL ELEMENTARY | 238 DAY | | | |
| **I06** | | | **$491.61** | **$569.80** | **$647.99** |
| | DIR AI INTEGRATION SERVICES | 238 DAY | | | |
| | PRINCIPAL JUNIOR HIGH | 238 DAY | | | |
| **I07** | | | **$578.63** | **$670.66** | **$762.69** |
| | E/DIR ATHLETICS | 238 DAY | | | |
| | E/DIR FEDERAL PROGRAMS AND EXTERNAL FUNDING | 238 DAY | | | |
| | E/DIR FINE ARTS | 238 DAY | | | |
| | E/DIR SCHOOL IMPROVEMENT | 238 DAY | | | |
| | PRINCIPAL HIGH SCHOOL | 238 DAY | | | |
| | PRINCIPAL INNOVATIVE PATHWAYS | 238 DAY | | | |

# KATY INDEPENDENT SCHOOL DISTRICT
## 2026-2027 JOB CLASSIFICATIONS

| PAY GRADE | POSITION TITLE | DUTY DAYS | PAY RANGES - DAILY RATE | | |
|---|---|---|---|---|---|
| | | | Minimum | Midpoint | Maximum |
| **I08** | | | **$691.46** | **$801.44** | **$911.42** |
| | A/SUPT BUSINESS SERVICES | 238 DAY | | | |
| | A/SUPT FINANCE | 238 DAY | | | |
| | A/SUPT HUMAN RESOURCES | 238 DAY | | | |
| | A/SUPT SCHOOL LEADERSHIP AND SUPPORT | 238 DAY | | | |
| | A/SUPT SCHOOL LEADERSHIP AND SUPPORT ELEMENTARY | 238 DAY | | | |
| | A/SUPT SCHOOL LEADERSHIP AND SUPPORT SECONDARY | 238 DAY | | | |
| | A/SUPT SPECIAL EDUCATION | 238 DAY | | | |
| | A/SUPT TEACHING AND LEARNING | 238 DAY | | | |
| | DEPUTY GENERAL COUNSEL | 238 DAY | | | |
| | SR E/DIR OPERATIONS | 238 DAY | | | |
| **I09** | | | **$760.60** | **$881.58** | **$1,002.56** |
| | CHIEF ACADEMIC OFFICER | 238 DAY | | | |
| | CHIEF COMMUNICATIONS OFFICER | 238 DAY | | | |
| | CHIEF FINANCIAL OFFICER | 238 DAY | | | |
| | CHIEF HUMAN RESOURCE OFFICER | 238 DAY | | | |
| | CHIEF INFORMATION OFFICER | 238 DAY | | | |
| | CHIEF OPERATIONS OFFICER | 238 DAY | | | |
| | GENERAL COUNSEL | 238 DAY | | | |
| **I10** | | | **$844.28** | **$978.56** | **$1,112.84** |
| | DPTY SUPERINTENDENT | 238 DAY | | | |

# One-Time Lump Sum Payment

If the Katy Independent School District Board of Trustees should decide to award a one-time lump sum payment to employees in the 2026-2027 school year, the payment will be made only to employees of the district who are employed as of the date determined by the Board. The amount of the award and the date of the payment is determined by Board action.

A one-time lump sum payment is not considered an increase in base pay and should not be considered an ongoing compensation program. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board. The payment is taxable and may be taxed at a higher rate.

One-time lump sum payments are not creditable compensation under the Teachers Retirement System of Texas (TRS).

# Teacher Incentive Allotment

## National Board Certified Teachers

Katy ISD teachers who have a National Board Certification (NBCT) are eligible to have a "Recognized" designation through the Texas Education Agency's Teacher Incentive Allotment. A teacher must ensure that their information is correct in the NBCT directory.

## Teachers with Existing Designations

Katy ISD will recognize a teacher's designation from another district's "Local Designation System".

A teacher who accepts a teaching position with Katy ISD and has an active designation from another district will receive the appropriate allotment as determined by the Texas Education Agency.

The designation must be on the teacher's teaching certificate.

## Allotment Payment

Teacher's that are confirmed by the Texas Education Agency to have an active designation will receive 90% of the determined allotment. This payment will be made directly to each teacher that holds the designation. This payment will be made by August 31st of every year following the school year in which the designation was earned.

# Salary Supplements

# 2026-2027 Stipend List

## Katy Independent School District

| Elementary | Code | 26-27 | Days |
|---|---|---|---|
| Campus Webmaster | 683 | $ 1,000 | 187 |
| Destination Imagination Sponsor | 687 | $ 600 | 187 |
| Elementary Team Leaders Grades K-5 | 456 | $ 2,000 | 187 |
| Special Education Team leader | 458 | $ 2,000 | 187 |
| Specials Team Leader | 455 | $ 1,000 | 187 |
| Support Team Leader (Comp Ed, ESL, etc - 1 only) | 457 | $ 1,500 | 187 |
| Pre-Kinder Team Leader (3 Teachers or more) | 459 | $ 2,000 | 187 |
| TAC Teacher (Teacher Access Center) | 724 | $ 500 | 187 |
| **Junior High Non-Athletic** | **Code** | **26-27** | **Days** |
| Band Director | 477 | $ 8,000 | 187 |
| Band Director Assistant | 478 | $ 5,500 | 187 |
| Campus Webmaster | 683 | $ 1,000 | 187 |
| Cheerleader Sponsor w/only 1 squad (12 members) | 479 | $ 4,000 | 187 |
| Cheerleader Sponsors where 2 squads exist, each receives $4,000 | 480 | $ 4,000 | 187 |
| Choir Director | 481 | $ 4,500 | 187 |
| Choir Director Assistant | 482 | $ 3,050 | 187 |
| Dance Director | 483 | $ 2,000 | 187 |
| Department Chairperson (Core Subjects) *(No Conference)* | 484 | $ 2,000 | 187 |
| Department Chairperson (Electives) *(No Conference)* | 485 | $ 2,000 | 187 |
| Special Education Department Chairperson *(No Conference)* | 486 | $ 2,133 | 187 |
| National Honor Society | 488 | $ 1,100 | 187 |
| Orchestra Director | 491 | $ 5,400 | 187 |
| Orchestra Director Assistant | 492 | $ 4,000 | 187 |
| Academic Competitions: Destination Imagination, Science Olympiad, and similar competitions - max $750 for 1 person; if 4 coaches, $375 each. $1,500 max per campus. | 493 | $ 1,500 | 187 |
| Pep Squad | 494 | $ 525 | 187 |
| Pep Squad Assistant - 125 or more students to qualify | 495 | $ 250 | 187 |
| Student Council - if have 125+ students, principal may elect to have 2 coaches - each receive $510. | 497 | $ 1,020 | 187 |
| TAC Teacher (Teacher Access Center) | 724 | $ 500 | 187 |
| Theater Arts | 499 | $ 4,500 | 187 |
| Theatre Arts Assistant | 501 | $ 2,250 | 187 |
| Yearbook | 500 | $ 1,000 | 187 |
| **High School Non-Athletic** | **Code** | **26-27** | **Days** |
| Academic Decathlon Coach *(max 2)* | 528 | $ 3,000 | 187 |
| HS Color Guard | 529 | $ 4,500 | 187 |
| Band Director | 530 | $ 15,000 | 187 |
| Band Director Assistant | 531 | $ 8,750 | 187 |
| Campus Webmaster | 681 | $ 1,300 | 187 |
| Cheerleader Sponsor | 532 | $ 9,000 | 187 |
| Cheerleader Sponsor Jr. Varsity | 533 | $ 6,000 | 187 |
| Cheer Squad 9th Grade | 563 | $ 4,000 | 187 |
| Choir Director | 534 | $ 7,000 | 187 |
| Choir Director Assistant | 535 | $ 5,000 | 187 |
| Dance Team Assistant Director | 537 | $ 6,000 | 187 |
| Career & Technical Student Organization Advisor (FBLA, FCCLA, HOSA, Skills USA, TAFE, TSA). If 51+ students-2 advisors, if 101+ students-3 advisors ($3000 Max - 3 advisors) | 550 | $ 1,000 | 187 |
| Dance/Drill Team Director | 538 | $ 10,000 | 187 |
| Fine Arts Department Chairperson | 539 | $ 2,750 | 187 |
| Department Chairperson | 540 | $ 2,400 | 187 |
| Theater Teacher | 541 | $ 7,000 | 187 |
| FFA Regular | 560 | $ 12,000 | 187 |
| National Honor Society | 544 | $ 1,100 | 187 |
| Newspaper Sponsor | 546 | $ 1,469 | 187 |
| Orchestra Director Assistant | 548 | $ 4,500 | 187 |
| Orchestra Director | 549 | $ 7,000 | 187 |
| Performing Arts Center Manager | 551 | $ 2,000 | 187 |
| Special Education Department Chairperson | 552 | $ 3,000 | 187 |
| Speech and Debate[1] | 553 | $ 5,270 | 187 |
| Speech and Debate Assistant[1] (75 or more students entering tournament) | 554 | $ 2,450 | 187 |
| Student Council Sponsor - if 125+ students, principal may elect to have 2 coaches - each receive $665. | 555 | $ 1,330 | 187 |
| TAC Teacher (Teacher Access Center) | 724 | $ 500 | 187 |
| Theater Teacher Assistant *(If 2, then split)* | 557 | $ 5,000 | 187 |
| UIL Academic Coordinator | 558 | $ 970 | 187 |
| Yearbook Sponsor | 559 | $ 1,770 | 187 |
| Academic Competitions: $500 max each for FBLA, Robotics, Destination Imagination, Octathlon, Academic Challenge (Quiz Bowl), and Science Olympiad. $3,000 max per campus. | 561 | $ 500 | 187 |
| Academic UIL Competitions: $510 max each for Accounting, Calculator Applications, Computer Applications, Computer Science, Social Studies (includes Current Issues & Events), Number Sense, Mathematics, Ready Writing, Science, and Literary Criticism. $5,100 max per campus. | 562 | $ 510 | 187 |

[1] Must participate in 9 tournaments.

# 2026-2027 Stipend List

## Katy Independent School District

| Junior High Athletics | Code | 26-27 | Days |
|---|---|---|---|
| Athletic Coordinator | 601 | $ 3,500 | 187 |
| Assistant Athletic Coordinator | 602 | $ 2,500 | 187 |
| Football | 660 | $ 4,000 | 187 |
| Coach - Volleyball | 734 | $ 2,870 | 187 |
| Coach - Basketball | 735 | $ 2,870 | 187 |
| Coach - Soccer | 736 | $ 2,500 | 187 |
| Coach - Track | 737 | $ 2,500 | 187 |
| Coach - Tennis | 738 | $ 2,500 | 187 |
| Coach - Cross Country | 743 | $ 2,500 | 187 |
| **High School Athletics** | Code | **26-27** | **Days** |
| Assistant Athletic Coordinator | 606 | $ 7,500 | 187 |
| Assistant Trainer | 607 | $ 10,500 | 187 |
| Baseball Varsity Assistant Boys | 608 | $ 4,000 | 187 |
| Baseball Head Varsity Boys | 609 | $ 6,775 | 187 |
| Baseball Field Maintenance | 661 | $ 1,000 | 187 |
| Baseball JV Assistant | 610 | $ 4,000 | 187 |
| Basketball Assistant Boys | 611 | $ 4,000 | 187 |
| Basketball Assistant Girls | 612 | $ 4,000 | 187 |
| Basketball Head Varsity Boys | 613 | $ 9,100 | 187 |
| Basketball Head Varsity Girls | 614 | $ 9,100 | 187 |
| Basketball Varsity Assistant Boys | 615 | $ 5,200 | 187 |
| Basketball Varsity Assistant Girls | 616 | $ 5,200 | 187 |
| Cross Country Assistant Boys[2] | 617 | $ 2,335 | 187 |
| Cross Country Assistant Girls[2] | 618 | $ 2,335 | 187 |
| Cross Country Head Boys[2] | 619 | $ 4,685 | 187 |
| Cross Country Head Girls[2] | 620 | $ 4,685 | 187 |
| Diving | 621 | $ 6,200 | 187 |
| Football Freshman Head | 623 | $ 6,900 | 187 |
| Football Varsity 1st Assistant | 624 | $ 11,000 | 187 |
| Football Varsity Assistant | 625 | $ 8,500 | 187 |
| Freshman Football Assistant | 627 | $ 6,600 | 187 |
| General Assistant Coach | 628 | $ 4,000 | 187 |
| Golf Assistant Boys | 629 | $ 2,500 | 187 |
| Golf Assistant Girls | 630 | $ 2,500 | 187 |
| Golf Head Boys | 631 | $ 4,200 | 187 |
| Golf Head Girls | 632 | $ 4,200 | 187 |
| Gym Coordinator | 633 | $ 3,200 | 187 |
| Soccer Assistant Boys | 635 | $ 4,000 | 187 |
| Soccer Assistant Girls | 636 | $ 4,000 | 187 |
| Soccer Head Varsity Boys | 637 | $ 6,700 | 187 |
| Soccer Head Varsity Girls | 638 | $ 6,700 | 187 |
| Softball Assistant Girls | 639 | $ 4,000 | 187 |
| Softball Head Varsity Girls | 640 | $ 6,775 | 187 |
| Softball Field Maintenance | 662 | $ 1,000 | 187 |
| Swimming Assistant Boys | 641 | $ 2,045 | 187 |
| Swimming Assistant Girls | 642 | $ 2,045 | 187 |
| Swimming Head Boys | 643 | $ 3,505 | 187 |
| Swimming Head Girls | 644 | $ 3,505 | 187 |
| Tennis Assistant Boys | 645 | $ 2,500 | 187 |
| Tennis Assistant Girls | 646 | $ 2,500 | 187 |
| Tennis Head Girls | 647 | $ 4,200 | 187 |
| Tennis Head Boys | 648 | $ 4,200 | 187 |
| Track Head Girls | 649 | $ 5,890 | 187 |
| Track Head Boys | 650 | $ 5,890 | 187 |
| Track Assistant Boys | 651 | $ 4,000 | 187 |
| Track Assistant Girls | 652 | $ 4,000 | 187 |
| Head Trainer | 653 | $ 12,700 | 187 |
| Volleyball Assistant Girls | 654 | $ 5,000 | 187 |
| Volleyball Head Varsity | 655 | $ 7,800 | 187 |
| Wrestling Assistant Boys | 656 | $ 2,000 | 187 |
| Wrestling Assistant Girls | 657 | $ 2,000 | 187 |
| Wrestling Head Boys | 658 | $ 3,450 | 187 |
| Wrestling Head Girls | 659 | $ 3,450 | 187 |

[2] Cross Country: Each Campus is allotted $9,370 per year. If same coach for Head Boys & Head Girls, then coach receives $2,342 for Boys and $2,342 for Girls and can have two asst. coaches each receiving $1,171 for boys and $1,171 for girls. If separate coaches for Head Boys/Head Girls, then each coach receives $4,685 but cannot have any asst. coaches.

# 2026-2027 Stipend List

## Katy Independent School District

| Special Duty Stipends | Code | 26-27 | Days |
|---|---|---|---|
| AP Coordinator - 0-1000=$1000, 1001-2000=$1500, 2001-3000=$2000, 3001-4000=$2500, 4001+=$3000 | 753 | # exams | 187 |
| AP Coordinator Assistant - 0-1000=$500, 1001-2000=$750, 2001-3000=$1000, 3001-4000=$1250, 4001+=$1500 | 754 | # exams | 187 |
| ARD Facilitator - Lead | 747 | $ 2,140 | 187 |
| At-Risk Specialist | 714 | $ 3,000 | 221 |
| Automotive Technology Instructor (NATEF Certification)* | 677 | $ 4,500 | 187 |
| Bilingual Diagnosticians | 678 | $ 3,670 | 197 |
| Bilingual Program Facilitator[4] | 679 | $ 3,500 | 197 |
| Bilingual Program Facilitator[4] | 696 | $ 3,500 | 221 |
| Bilingual Speech/Language Pathologist | 680 | $ 4,000 | 187 |
| Bilingual Teachers (Certified) Includes SpEd, Bilingual Academic Suppt, & Bilingual Dyslexia** | 682 | $ 4,500 | 187 |
| DHH and VI Teacher | 757 | $ 4,000 | 187 |
| Diagnostician | 758 | $ 1,000 | 197 |
| Lead Diagnosticians (5) | 704 | $ 2,140 | 197 |
| PDI Case Manager | 766 | $ 1,000 | 187 |
| District Lead Counselor - Elem | 688 | $ 500 | 207 |
| District Lead Counselor - HS | 690 | $ 500 | 211 |
| District Lead Counselor - JH | 689 | $ 500 | 209 |
| Dyslexia - Lead | 762 | $ 2,140 | 197 |
| ECI Team Leader (TYKE) | 693 | $ 2,000 | 187 |
| EB Specialist at Non-Bilingual Campuses (Elem, JH, & HS) | 745 | $ 2,500 | 192 |
| EB Specialist at Bilingual Campuses (Elem only) | 746 | $ 4,500 | 192 |
| ESL Elementary Program Facilitator[4] | 695 | $ 3,500 | 197 |
| ESL Elementary Program Facilitator[4] | 721 | $ 3,500 | 221 |
| ESL Secondary Program Facilitator[4] | 698 | $ 3,500 | 221 |
| ESL Secondary Program Facilitator[4] | 697 | $ 3,500 | 197 |
| Exempt Employee w/ CDL (Driving a Regular Bus Route) | 752 | $ 6,000 | 187 |
| Extra Class Period (prorated for less than full year). Requires HR approval | 733 | $ 4,425 | 187 |
| Field Training Officer - Police Department | 765 | $ 1,500 | 238 |
| HS Restorative Discipline Facilitator | 726 | $ 2,000 | 187 |
| ICS/Resource Teacher | 756 | $ 1,000 | 187 |
| Immigrant Students Program Facilitator[4] | 699 | $ 3,500 | 197 |
| Instructional Specialist | 700 | $ 3,000 | 221 |
| Lead Special Education AB, LS, Autism, WBL Teacher (Dept) | 711 | $ 2,000 | 197 |
| Lead SPED Bilingual Teacher | 759 | $ 2,100 | 187 |
| Learning Support Teacher | 761 | $ 500 | 187 |
| School Psychologist - Bilingual (Evaluation teams and campus School Psychologist) | 740 | $ 3,670 | 197 |
| School Psychologist - Lead | 741 | $ 2,140 | 197 |
| School Psychologist | 744 | $ 3,000 | 197 |
| School Psychologist Intern Supervisor - 10 positions (per semester) | 749 | $ 3,000 | 197 |
| OAC Teachers | 707 | $ 1,000 | 187 |
| Raines HS Teachers | 708 | $ 1,000 | 187 |
| SLP - Lead | 739 | $ 2,140 | 197 |
| SLP CF Intern/Supervisor - 8 positions (per semester) | 760 | $ 1,500 | 187 |
| SPED Campus Behavior Class AB, RISE, ASIP Teacher | 675 | $ 2,500 | 187 |
| SPED Campus Specialized Program Life Skills, ECAP, YCAP, JCAP, HCAP, ECSE, 18+ Teacher | 705 | $ 3,000 | 187 |
| Special Education Behavior Transition Program - BTP/HCAP or BTP/ICS RES | 729 | $ 5,000 | 187 |
| BTP 3 certifications | 730 | $ 250 | 187 |
| BTP 5 certifications | 731 | $ 300 | 187 |
| BTP 7+ certifications | 732 | $ 500 | 187 |
| Special Education Inclusion Specialist | 712 | $ 2,000 | 197 |
| Speech Language Pathologist (SLP) | 727 | $ 2,500 | 197 |
| SLP 3 C's (certified clinical competence) | 728 | $ 1,000 | 197 |
| Speech Pathologist Assistant Supervisor | 709 | $ 3,000 | 197 |
| TAC Teacher (Teacher Access Center) | 724 | $ 500 | 187 |
| Team Leader - VI Teacher | 748 | $ 2,000 | 187 |
| Title 1 Facilitator | 713 | $ 2,500 | 221 |
| UHV JagsTeach Mentor | 764 | $1,500/Sem | 187 |
| Virtual School Stipend (Academic Cources) | 723 | $100/Per Stu. | 238 |
| Virtual School Stipend (KAP and AP Cources) | 723 | $150 Per Stu. | 187 |
| *Teacher must be ASE certified in brakes, steering & suspension, maintenance & light repair, and electrical/electronic systems. Must keep program NATEF certified. | | | |
| **If teaching English or Spanish in a TWI Program, teacher must be Bilingual Certified. ESL Certified does not qualify for the stipend | | | |
| [4] Not applicable if grant funds are not available | | | |

# 2026-2027 Stipend List

## Katy Independent School District

| MCTC CO-OP/Programs | Code | 26-27 | Days |
|---|---|---|---|
| Career Prep/PACE* | 716 | $ 4,500 | 187 |
| Culinary Arts**[5] | 718 | $ 4,500 | 187 |
| *Multi-occupational internship program for HS students. Tchr assists with student placement, travels to intern sites to monitor student progress, manages paperwork related to internships. Stipend includes mileage. | | | |
| **Culinary Arts-Tchr works extra hours to operate Old Towne Bistro; includes catering events. Links the Culinary program to a restaurant setting. | | | |
| [5] Only refers to assignments at MCTC | | | |

| ESC Stipends | Code | 26-27 | Days |
|---|---|---|---|
| Automobile-Voc Ag, Directors, Supervisor ACP Training | 401 | $ 3,600 | 238 |
| Automobile-Directors and Exec Directors, Gen Mgr | 401 | $ 4,200 | 238 |
| Automobile-Director ESL/BIL Programs | 401 | $ 4,800 | 238 |
| Automobile-Construction mgmt, Athletics mgmt, Exec Dirs, Asst Supts, Chiefs, Dpty Supt | 401 | $ 5,400 | 238 |
| Cell - Media and Comm, Atty, Coords, Mgrs, Asst Dirs, Dirs, Exec Dirs, Asst Supts, Gen Counsel, Chiefs, Asst/Assoc Prins, Prins, Dpty Supt, Supt. This stipend is authorized by the department Chief. | 408 | $ 1,200 | 238 |

# POSITIONS with SPECIAL HANDLING RULES

- **Nurses (LVNs and RNs)** – Hospital nursing experience shall be acceptable provided the person held a registered nurse position with a recognized accredited university-operated hospital. Therefore, nursing experience with the Peace Corps as a registered nurse, and with a university-operated hospital accredited by a recognized accrediting entity in the United States, shall be recognized for salary increment purposes provided the minimum requirements specified in Subsection (f) are met. Subsection (f) is a minimum requirement table which indicates the minimum number of days required to earn and receive credit for a year of experience.

NOTE: All LVNs will start at the *midpoint* of the IS06 pay range and then receive credit for each additional year of experience. As LVN positions are vacated, the resulting vacancies will be replaced with registered nurses (RNs).

- **Occupational/Physical Therapists** – School district *and* clinical experience shall be recognized for salary increment purposes.
- **LSSPs** – School district *and* clinical experience shall be recognized for salary increment purposes.
- **Speech Language Pathologists** – School district *and* clinical experience shall be recognized for salary increment purposes.

- **Vocational/Career and Technology Teachers** – Effective with the 1982-1983 school year, certified career and technology education teachers employed for at least 50% of the time in an approved career and technology position may count up to two years of work experience for salary increment purposes if the work experience was required for career and technology certification. Employee must have a valid vocational certification that requires prior work experience and must be placed in a position that requires a vocational certification to qualify for two years of credit. Once credit for work experience has been granted, the credit shall be continued regardless of the position held. For personnel granted credit under this section whose employment is split between career and technology and non-career and technology positions, the years granted shall apply to both the career and technology and the non-career and technology positions.
- **Teacher Aides** – Beginning with the 2004-2005 contractual year, a certified teacher aide who subsequently attains initial classroom teacher certification may count up to two years of full-time equivalency of direct student instruction for salary increment purposes. Such experience must be verified on the teacher service record form or a similar form containing the same information. A teacher aide who received a teaching certificate or was placed under a permit prior to the 2004-2005 contractual year will not qualify for the additional years of service on the minimum salary schedule.
- **Clinic Aides** – Employees in this classification will receive an additional $10.00 per day if they have one of the following certifications:

  Nurse Aide
  EMT
  Medical Assistant

- **JROTC Instructor-Initial Salary Placement -** Candidate will receive a base pay that is the higher of the Teacher Salary Schedule or the Military Instructor Pay (MIP). Candidate receives an additional payment of 15% of KISD's share of the MIP. This amount is calculated at the time of hire and is a *fixed*, *ongoing payment paid annually* over the 24 pay periods.

- **Mechanics –** Mechanics and Senior Mechanics can receive up to .50 cents more per hour if they are ASE Certified:
  $.25 for 1st half
  $ .25 for 2nd half

**POLICE EXPERIENCE CREDIT**:
Employees in positions requiring Peace Officer Basic Certification will start at the *minimum* of the pay range for the position and receive credit for each additional year of school district and/or non-school district *job-related* experience. Non-school district job-related experience is credited on a one-for-one basis; the maximum number of years eligible for credit is 15. Position must have required a Peace Officer license. Military Police experience is considered.

**POLICE TCOLE CERTIFICATION**:
Employees in positions requiring Peace Officer Basic Certification will receive the following compensation for additional certifications (the maximum TCOLE annual payment is $5,000):

- Intermediate Cert - $2,000/year
- Advanced Cert - $3,000/year
- Master Cert - $5,000/year

**POLICE TELECOMMUNICATOR CERTIFICATION:**
Employees in positions requiring Police Telecommunicator Basic Certification will receive compensation for additional certifications in the amounts listed above.

**POLICE DEPARTMENT SHIFT DIFFERENTIAL:**
Police Officers that are assigned to the evening shift will receive a shift differential of $1.05 per hour worked.

**INTERIM PAY**
An employee working in a higher graded position for an extended period of time performing 100 percent of the duties for that position may be eligible for Interim Pay. The request for Interim Pay will be submitted by a department head who has the authority to approve additional expenditures. The Chief Human Resources Officer has final approval.

Interim Pay is calculated using the promotional amount for the higher graded position. This amount is multiplied by the number of days worked in the interim assignment, and is paid after the interim assignment is completed. Interim pay calculations are applied to base pay, premium pay, and overtime pay.

Teachers performing stipend-eligible duties on an interim basis are also eligible for interim pay equal to the daily rate of the stipend.

Employees performing less than 100 percent of the interim duties will receive one-half of the interim pay.

**NEW-HIRE SALARY PLACEMENT**
New-hires will receive experience credit for prior experience directly related to the position for which they are being hired. New-hire salaries will be capped at the pay range midpoint unless otherwise approved by the Chief Human Resources Officer.

# Substitute Pay

# Katy ISD Substitute Pay Scale
# 2026-2027

| Short Term Assignments | Rates | |
|---|---|---|
| **Certified** | $120.00 | |
| **Degreed** | $115.00 | |
| **Non-Degreed Teacher/Para** | $105.00 | |
| **Para** | $105.00 | |
| **Nurses** | RN only $130.00 | |
| **Sub Bus Drivers** | Yrs KISD Driver Exp | Hourly Rate 25-26 |
| | 0-5 | $20.18 |
| | 6-10 | $21.30 |
| | 11-15 | $22.47 |
| | 16+ | $24.78 |

| Long Term Assignments | Rates |
|---|---|
| **Certified** | 20 day minimum<br>$195/Day |
| **Degreed** | 20 day minimum<br>$170/Day |
| **Non-Degreed Teacher** | Can only sub in long term para positions at $110/Day after 20 days |
| **Para** | 20 day minimum $110/Day |
| **Nurses** | 20 day minimum<br>RN only<br>$195/Day |

- **Substitute – Teacher**
  - Three types:
    Certified – This position requires an active Texas Educator Certificate
    Degreed – This position requires a conferred Bachelor's Degree
    Non-Degreed – This position requires 60+ semester hours from an accredited college or university

- Substitute – Paraprofessional (requires a high school diploma)

- Substitute – Nurse (requires a current nursing license)

# 2026-2027
# Special Substitute Rates

| Position | Current Rate |
|---|---|
| Principal | $400.00 |
| Assistant Principals | $300.00 |
| Counselors | $190 |
| Director Level Fine Arts Sub-HS | $215.00 |
| Tutors: uncertified teacher sub | $125.00 |
| Tutors: certified teacher sub | $135.00 |
| Parent Outreach Liaison | $10.00 hr |
| Homebound Sub Teachers | $190.00 |
| Foreign Lang Tutors- Elementary | $25.00 hr (after school) |
| Foreign Lang Tutors- High School | $25.00 hr (after school) |
| Project TYKE EIS Teacher | $155.00 |
| LSSP | $262.00 |
| LSSP Intern | $125.00 |
| SSP Trainee | $237.00 |
| Curr/Prof Learn/Consu | $223.21 |
| Speech Path: directly from Sped | $240.00 daily rate 32.00hr |
| Elem ESY | $25.00 hr |
| Lang Arts Coordinator | $240.00 |
| Interviewer | $240.00 |
| Comp Ed Gen clerk | $12.00 hr |
| PIE Para/clerical | $12.46 hr |
| KARE | $100.00 |
| District Mentor | $15.33/day;  max/$270.00  wk |
| Parent Center | varies |
| TYKE billing | $13.89 hr |
| TYKE clerical/translator | $16.54 hr |
| TYKE OT/PT/Speech Path | $262.50 |
| Police Officer | $144.00 |
| Police Officer III | $148.00 |
| Dyslexia Evaluator | $20.00/hr |
| AP Proctor | $80 per test |
| AP Lead Proctor | $95 lead |
| Proctor | $20.00/hr |
| Summer HR Intern (non degreed) | $85.00 |
| Parent Center Babysitter | $8.71/hr |

# Benefits

DISTRICT CONTRIBUTION

The Board annually shall determine the District's contribution to employee health insurance premiums as part of the budget development and adoption process.

CONTINUATION COVERAGE

The District shall continue its contribution toward the cost of the employee's group health insurance coverage while the employee is on paid leave or, if applicable, while the employee is on family and medical leave. [See DEC]

The District shall not otherwise expend public funds for group health insurance coverage of an employee who is not on paid leave status. However, an employee who is not on paid leave status or FMLA leave shall be allowed to continue group health insurance coverage, at his or her own expense, for the period specified in the District's group health insurance plan.

**Vacation Days**

Eligible employees in positions normally requiring 238 days of service annually shall receive paid vacation days in accordance with administrative regulations that address the following:

1. Eligibility criteria;
2. Accrual rates and availability;
3. Request and approval processes;
4. Accumulation and carryover limits; and
5. Treatment of vacation days upon separation from service.

**Holidays**

Eligible employees in positions normally requiring 12 months of service annually shall receive paid holidays in accordance with the employee's duty schedule and administrative regulations.

[See DEAB for overtime pay provisions.]

**Leave Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

**Definitions**

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Daily Rate of Pay

The "daily rate" of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee's annual salary by the number of duty days in the employee's contract year.

Catastrophic Illness or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions

relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

***Note:*** For District contribution to employee insurance during leave, see CRD(LOCAL).

**Availability**

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

**State Leave Proration**

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

**Medical Certification**

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

**State Personal Leave**

Each full-time employee shall receive the statutory maximum of five leave days annually. State personal leave may accumulate without limit and shall be transferable from district to district. A full-time professional, paraprofessional, or technical employee shall be an individual assigned on a cumulative 100 percent basis to one or more authorized positions. A full-time auxiliary employee shall be an individual assigned to work at least 30 hours per week in one or more authorized positions.

For employees working less than full-time, but on a basis of at least half of a full-time duty schedule, personal leave shall be earned at the rate of one-half leave day for each 36 workdays of employment.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

*Request for Leave*

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes. Discretionary use of state personal leave shall be granted on a first-come, first-served basis on each campus or within each department.

**Local Leave**

Each employee shall earn paid local leave days per school year in accordance with the information below:

1. Positions requiring 202 or fewer days of service — five leave days.
2. Positions requiring 203-225 days of service — six leave days.
3. Positions requiring 226 or more days of service — seven leave days.

Local leave shall accumulate without limit and shall be taken with no loss of pay.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

**Sick Leave Bank**

The District shall establish a sick leave bank that employees may join through contribution of local leave.

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.

The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:

1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the sick leave bank;
3. The maximum number of days per school year a member employee may receive from the sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

**Mental Health Leave**

A District peace officer or a full-time District telecommunicator, as defined by law, who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

**Quarantine Leave**

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

**Line of Duty Illness or Injury Leave of Absence**

Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with law, the police officer may use accumulated leave.

**Family and Medical Leave**

The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.

Concurrent Use of Paid Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, except as provided below.

*Exception*

A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured forward from the date an individual employee's first FMLA leave begins.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

**Temporary Disability Leave**

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers' Compensation**

***Note:*** Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

**Jury Duty**

An employee shall be granted leave with pay and without loss of paid leave for jury duty. The employee shall be required to present documentation of the service and shall be allowed to retain any compensation for the service.

**Other Court Appearances**

An employee shall be granted leave with pay and without loss of paid leave for absences due to compliance with a valid subpoena in the following circumstances:

1. The employee, who is not a party to the litigation, is ordered to appear in a legal proceeding pursuant to a lawfully issued subpoena, in accordance with law. [See DEC(LEGAL)]
2. The employee is a defendant in a lawsuit based on actions taken in the course and scope of his or her employment, and the employee is requested by the District's legal counsel to participate in activities and proceedings related to the defense of the lawsuit.

3. The employee is not a party to a lawsuit involving the District but is otherwise requested by the District's legal counsel to provide information, assistance, or testimony in connection with litigation involving the District.

An employee who is a party to non-District litigation or legal proceedings and who is absent due to activities and/or proceedings related to the litigation or legal proceedings must use available state personal leave, state sick leave, and/or additional leave provided by the District, such as earned vacation days or earned compensatory time, for the absence.

Absences for court appearances related to an employee's personal business shall be deducted from the employee's personal leave or shall be taken by the employee as leave without pay.

**Payment for Accumulated Leave Upon Retirement**

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee retires under the Teacher Retirement System (TRS).
2. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
3. The employee provides advance written notice of intent to retire.
4. The employee has at least five years or more of continuous service with the District.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 90 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

An employee who ceases to be employed by the District without qualifying for the retirement reimbursement shall surrender all the accumulated local leave, even if reemployed by the District at a later date. An exception shall be made for an employee who leaves the District for the purpose of military service and returns to the District within the time period stated in Uniformed Services Employment and Reemployment Rights Act (USERRA) regulations.

**Neutral Absence Control**

The District shall provide the employee written notice at the last known home address regarding the expiration of his or her leave. At that time, the employee must provide appropriate medical release that he or she is able to return to duty and to perform the essential functions of the job. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered if requested and appropriate medical documentation is provided.

If an employee fails to provide appropriate medical release and/or documentation within allotted timelines as stated in the notification and, therefore, does not return to work after exhausting all available paid and unpaid leave, the District shall automatically pursue termination, regardless of the reason for the absence. [See DF series] If terminated, the employee may apply for reemployment with the District.

## Health, Dental, and Life Insurance

*Policy CRD*

Group health insurance coverage is available to those employees as defined by TRS and the Affordable Care Act. The District's contribution to employee insurance premiums is determined annually by the Board of Trustees. Detailed descriptions of insurance coverage, prices, and eligibility requirements are provided to all employees in a separate booklet entitled Katy Benefits Guide and may also be viewed online via the Risk Management website.

The health insurance plan year is from 01-01-2026 through 12-31-2026. New employees who are eligible, as defined by the plan, must provide documentation of eligibility and complete enrollment forms immediately upon employment. Current employees can make changes in their insurance coverage during annual enrollment and when they experience a qualifying life event (e.g., marriage, divorce, birth). Employees should contact Risk Management or Benefits Outlook for more information.

## Supplemental Insurance Benefits

*Policy CRD*

At their own expense, employees may enroll in supplemental insurance programs for disability, dental, vision and life during annual enrollment. Premiums for these programs can be paid by payroll deduction. Employees should contact Risk Management or visit the Risk Management website for more information.

**Eligibility**. All new TRS-Eligible employees who have provided evidence of eligibility are eligible for benefits on the first day of the month following the first day worked, or the date they become eligible for benefits. At no time will this date be before the first day worked by the employee. If an employee does not enroll within thirty-one days of the eligibility date, that employee will be eligible to receive Basic Life benefits only.

For information or to enroll, please call Benefits Outlook at 1-866-222-KISD (5473) weekdays, except holidays, from 7:00 AM to 7:00 PM Central Time, or access Benefits Outlook on the internet at www.katybenefits.org.

**Life Insurance Benefits**. Katy ISD also provides group life and accidental death and dismemberment coverage for all eligible employees.

**Medical Benefits.** Katy ISD offers medical coverage to all eligible employees. The medical coverage plan(s) is (are) approved annually by the Board of Trustees. Typically, the District contributes a significant portion of the employee-only cost for those employees who elect coverage. The actual amount of District contribution to the medical plan(s) is approved on an annual basis by the Board of Trustees. The details concerning all aspects of the health coverage provided are explained during the open enrollment period, and can be accessed at any time on Benefits Outlook, www.katybenefits.org.

**Payroll Deduction Benefits.** The following plans are available to eligible Katy ISD employees through regular payroll deduction:

- Medical Insurance
- Dependent Medical Insurance
- Dental Insurance
- Vision Plan
- Supplemental Life Insurance
- Dependent Life Insurance
- Long Term and Short-Term Disability
- Accident Insurance
- Hospital Indemnity
- Critical Illness
- Identity Theft
- Emergency Transport
- Personal Legal Plan
- Flexible Spending Accounts and Health Savings Accounts (Section 125 Cafeteria Plans)

Refer to the Benefits Outlook Enrollment Guide or internet site, www.katybenefits.org for all plan summaries and rates.

**Health Insurance Portability & Accountability Act (HIPAA).** The Health Insurance Portability and Accountability Act of 1996, HIPAA, established rules for protecting individual Personal Health Information, PHI. HIPAA provides individuals certain rights regarding their PHI and requires employers and other individuals to adhere to restrictions on how PHI is disclosed. Every employee should respect the rights of others and only disclose PHI about themselves and others to those with a need to know. Disclosure of PHI without the written approval of the individual is a violation of Federal Law. Complete HIPAA regulations can be found on Benefits Outlook, www.katybenefits.org.

## Cafeteria Plan Benefits (Section 125)

Employees may be eligible to participate in the Cafeteria Plan (Section 125) and, under IRS regulations, must either accept or reject this benefit. This plan enables eligible employees to pay certain insurance premiums on a pretax basis (i.e., disability, accidental death and dismemberment, cancer and dread disease, dental, and additional term life insurance). A third-party administrator handles employee claims made on these accounts.

New employees must accept or reject this benefit during their first month of employment. All employees must accept or reject this benefit on an annual basis and during the specified time-period.

## Workers Compensation Insurance

*Policy CRE*

The District, in accordance with state law, provides workers compensation benefits to employees who sustain a work-related illness or are injured on the job while in the course and scope of employment.

Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific benefits are prescribed by as determined by the Texas Workers Compensation Act.

All work-related accidents or injuries should be reported immediately to the supervisor of the employee and complete a First Report of Injury. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers Compensation Benefits,* for information on use of paid leave for such absences.

Contact Risk Management with any questions.

## Unemployment Compensation Insurance

*Policy CRF*

Employees who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Employees are not eligible to collect unemployment benefits during regularly scheduled breaks in the school year or the summer months if they have employment contracts or reasonable assurance of returning to service. Employees with questions about unemployment benefits should contact Texas Workforce Commission.

## Teacher Retirement

All personnel employed on a regular basis for at least four and one-half months are members of the Teacher Retirement System of Texas (TRS). Substitutes not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits

Employees who plan to retire under TRS should notify TRS, his/her supervisor and Human Resources as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web (www.trs.texas.gov). See Employment after Retirement section of this handbook for information on restrictions of employment of retirees in Texas public schools.

# Retirement

**Deferred Compensation—Section 457**

A district, either alone or by contract with other political subdivisions, may create and administer for its employees a deferred compensation plan, the federal income tax treatment of which is governed by Section 457 of the Internal Revenue Code of 1986, and its subsequent amendments, and may assess a fee on each participating employee for administering the plan. *Gov't Code 609.001(11), .102, .112*

Such a deferred compensation plan shall be established and administered in accordance with Government Code Chapter 609, Subchapter B. *Gov't Code Ch. 609*

A district may contract with an employee for the deferment of any part of the employee's compensation.

Except as provided by Government Code 609.5025, to participate in a deferred compensation plan, an employee must consent in the contract to automatic payroll deductions in an amount equal to the deferred amount.

*Gov't Code 609.007(a), (c)*

Plan Administrator

A district that creates a deferred compensation plan shall designate a plan administrator for the plan. Districts that create a single plan shall designate jointly a plan administrator for the plan. A plan administrator may be an employee, a nonprofit corporation, an individual, a trustee, a private entity, another political subdivision, or an association of political subdivisions. *Gov't Code 609.103*

"Plan administrator" means the person responsible for administering a deferred compensation plan. *Gov't Code 609.001(5)*

*Duties Regarding Qualified Vendors*

A plan administrator shall:

1. Develop and implement criteria and procedures for evaluating a vendor's application to become a qualified vendor. *Gov't Code 609.113(a)*
2. Determine the minimum and maximum number of vendors that may be qualified vendors at any given time. *Gov't Code 609.114*
3. Develop and implement requirements for qualified vendors and their employees concerning disclosure, reporting, standards of conduct, solicitation, advertising, relationships with participating employees, the nature and quality of services provided to those employees, and other matters. *Gov't Code 609.116*

Qualified Investment Product

To be classified as a qualified investment product for a deferred compensation plan, an investment product must be approved by the plan administrator to receive investments under the plan. The approval of an investment product for a 457 plan must be in writing. A qualified investment product may be offered only by a qualified vendor of the deferred compensation plan. *Gov't Code 609.003*

Roth Contribution Programs

A district may, if authorized by federal law, establish a program in accordance with the applicable federal law under which an employee may designate all or a portion of the employee's contribution under a 457 plan as a Roth contribution at the time the contribution is made or convert all or a portion of the employee's previous contribution under the plan to a Roth contribution. *Gov't Code 609.1025*

**Annuities—Section 403(b)**

A district may enter into a salary reduction agreement only if the qualified investment product is an eligible qualified investment. *Art. 6228a-5, Sec. 5(a), Tex. Rev. Civ. Stat.*

Definitions

"Eligible qualified investment product" means a qualified investment product offered by a company that is eligible to offer the product under Texas Revised Civil Statutes Article 6228-5, Section 6. *Art. 6228a-5, Sec. 4(2), Tex. Rev. Civ. Stat.*

"Qualified investment product" means an annuity or investment that:

1. Meets the requirements of Section 403(b), Internal Revenue Code of 1986, and its subsequent amendments;
2. Complies with applicable federal insurance and securities laws and regulations; and
3. Complies with applicable state insurance and securities laws and rules.

*Art. 6228a-5, Sec. 4(4), Tex. Rev. Civ. Stat.*

"Salary reduction agreement" means an agreement between a district and an employee to reduce the employee's salary for the purpose of making direct contributions to or purchases of a qualified investment product. *Art. 6228a-5, Sec. 4(5), Tex. Rev. Civ. Stat.*

Eligible Company

An insurance company is eligible to offer qualified investment products to the employees of districts under these provisions if the company satisfies the following criteria:

1. The company is licensed by the Texas Department of Insurance and is in compliance with minimum capital and surplus

requirements, including applicable risk-based capital and surplus requirements prescribed by rules adopted by the department; and

2. The company has experience in providing qualified investment products and has a specialized department dedicated to the service of qualified investment products, as determined by the district.

A company that offers qualified investment products other than annuity contracts, including a company that offers custodial accounts under Section 403(b)(7), Internal Revenue Code of 1986, is eligible to offer qualified investment products to employees of educational institutions under these provisions.

*Art. 6228a-5, Sec. 6(a), (b), Tex. Rev. Civ. Stat.*

Payroll Deduction

To the greatest degree possible, districts that enter into a salary reduction agreement with employees shall require that contributions to eligible qualified investments be made by automatic payroll deduction and deposited directly in the investment accounts. *Art. 6228a-5, Sec. 5(f), Tex. Rev. Civ. Stat.*

Prohibitions

A district may not:

1. Refuse to enter into a salary reduction agreement with an employee if the qualified investment product that is the subject of the salary reduction is an eligible qualified investment, except as provided below at item 8 and Exceptions;

2. Require or coerce an employee's attendance at any meeting at which qualified investment products are marketed;

3. Limit the ability of an employee to initiate, change, or terminate a qualified investment product at any time the employee chooses;

4. Grant exclusive access to an employee by discriminating against or imposing barriers to any agent, broker, or company that provides qualified investment products;

5. Grant exclusive access to information about an employee's financial information, including information about an employee's qualified investment products, to a company or agent or affiliate of a company offering qualified investment products unless the employee consents in writing to the access;

6. Accept any benefit from a company or from an agent or affiliate of a company that offers qualified investment products;

7. Use public funds to recommend a qualified investment product offered by a company or an agent or affiliate of a company that offers a qualified investment product; or

8. Enter into or continue a salary reduction agreement with an employee if the qualified investment product that is the subject of the salary reduction agreement is not an eligible qualified investment without first providing the employee with notice in writing that:

    a. Indicates the reason the subject of the salary reduction agreement is no longer an eligible qualified investment; and

    b. Clearly states that by signing the notice the employee is agreeing to enter into or continue the salary reduction agreement.

*Exceptions*

A district may refuse to enter into a salary reduction agreement with an employee if:

1. The eligible qualified investment product that is the subject of the salary reduction agreement is offered by a company that does not comply with the district's administrative requirements;

2. The district imposes the administrative requirements uniformly on all companies that offer eligible qualified investment products; and

3. The administrative requirements are necessary to comply with employer responsibilities imposed by:

    a. Section 403(b), Internal Revenue Code of 1986, and its subsequent amendments;

    b. Any other provision of the Internal Revenue Code of 1986 that applies to Section 403(b);

    c. Any regulation adopted in relation to a law described by item (a) or (b) that is effective after December 31, 2007; or

    d. Any change to Texas Revised Civil Statutes Article 6228a-5 that becomes effective after January 1, 2007.

*Art. 6228a-5, Sec. 9, Tex. Rev. Civ. Stat.*