Fort Worth
INDEPENDENT SCHOOL DISTRICT



2026-2027

COMPENSATION MANUAL

Fort Worth Independent School District

Division of Talent Management
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Fort Worth, TX 76116
(817) 814.2717
www.fwisd.org/talent

The Board of Education adopts a new compensation plan each year. Salary increases are not given automatically.

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

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

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

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with the Texas Association of School Boards (TASB); jobs that are added, altered, or retracted from the organization based on operational needs. Updates will also be made to correct any typographical errors.

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

NOTE: All policies and procedures are in accordance with FWISD Board of Education Policy and/or local regulations as of August 3, 2026. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

Discrimination

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

Title IX Coordinator:	ADA/Section 504 Coordinator:
Monica Corona-Hunter Title IX Coordinator 7060 Camp Bowie Blvd Fort Worth, TX 76116 817.814.1830	Carolyn Smythe Compliance Coordinator, Special Programs 215 N.E 14th St Fort Worth, TX 76164 817.814.2878

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Compensation Department Contact Information

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Compensation Analyst	**Compensation Coordinator**
Lanette Jones 817.814.2086	Brandon Lloyd 817.814.2082

Compensation Director
Jacob Daulong 817.814.2088

Section I: Compensation Guidelines

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

Compensation Philosophy

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

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

Pay Structures & Pay Grades

The pay system shall consist of salary structures of the major employee groups: teachers, librarians, counselors, executives, school leadership, campus professional support, instructional programs, business, technology, instructional support, administrative support, operations and safety and security.

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

Salary Advancement

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

Transfers between Employee Job Groups

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

1. Teacher assistant to secretary/clerk;
2. Secretary/clerk to teacher assistant;
3. Teacher assistant to teacher (see Credit for Prior Experience under Teachers for more information);
4. Teacher to teacher assistant (a certified teacher who transfers to a teacher assistant, for non-punitive reasons, receives salary consideration for all teacher experience as a teacher assistant);
5. Teachers, librarians, and counselors within each campus are subject to the step schedule structure. Experience in a prior step schedule position may not transfer to a pay grade position.

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

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

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

Compensation Glossary

Minimum of the Range

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

Midpoint of the Range

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

Salary Range Maximum

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

Pay Alignment

Pay alignment identifies and addresses employee compensation alignment between employees who are considered similarly situated and are performing similarly.

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

External Market Alignment

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

Position Change/Transition

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

Position Reassignment

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

Reinstatement

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

Salary Compression

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

Salary Proration

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

Supplemental Pay

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

Job Classification/Reclassification

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

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

Pay Determination Guidelines

Salary Ranges

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

Salary range placement guidelines include:

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

Evaluation of Experience from Other Entities

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

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

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

Creditable Years

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

Fort Worth Independent School District resident teachers may receive up to one (1) local year of service for step schedule placement.

Service Records

The employee is responsible for submitting original service records to Fort Worth ISD. The issuing school district and the employee are responsible for ensuring that service records are true, correct, and that all services recorded were performed. **Copies will not be accepted.**

- Employees must sign the original service record and submit it to Compensation. Employees submitting copies of an original service record must have all copies notarized by the previous district as the official document of record. Service records can also be electronically sent directly from the previous district to compensationdocs@fwisd.org.

- Employees who provide service records with verifiable, creditable experience may receive additional salary credit if service records are submitted to Compensation **no later than ninety (90) days after the employee's start date.** Service records received after this date that qualify for a salary adjustment will be processed at the beginning of the following school year.

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

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

To request your Fort Worth ISD service record, complete the form on the **Employee Records website.** If you need additional help, contact Employee Records at 817.814.2760.

College Transcripts

Certain positions may be eligible for additional compensation by earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be **submitted to Compensation no later than ninety (90) days after the employee's start date, or following the date the degree was conferred (for current employees).** Transcripts received after ninety (90) days, following your hired date for the current school year, will not qualify for/or receive back pay. College transcripts submitted from an accredited university or college must be provided to Talent Management at the time of employment. Employees submitting these records at a later date **must** request that the educational entity **e-script** the documents to **compensationdocs@fwisd.org** no later than ninety (90) days after the employee's official start date. Transcripts received after ninety (90) days, following the employee's official start date for the current school year, will not qualify for back pay.

Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to creditable years of experience.

- Experience earned at private schools, colleges, or universities outside the United States may be recognized for salary placement purposes if the institution is accredited or officially recognized by the appropriate governmental or accrediting authority in the country where the experience was earned. To be eligible, the experience must meet the requirements outlined in 19 Texas Administrative Code (TAC), Chapter 153, Subchapter CC, Commissioner's Rules Concerning Creditable Years of Service. All experience will be reviewed on a case-by-case basis. Applicants are responsible for providing complete, credible, and verifiable documentation from the appropriate educational authority or accrediting entity. Documentation submitted in a language other than English must be accompanied by an English translation.

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

- Career & Technology teachers may count up to two (2) years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians & Counselors

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

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

School Nurses, Nurse Specialists, and Health Associates

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

  Exception to Compensation Policy

  - Validated non-school-based nursing or direct patient services experience will be credited on a one-year for one-year basis as determined by the Compensation Department. The employee is responsible for providing the relevant service record to qualify for this exception. This is a local credit only (FWISD). As a local credit, this service credit may not be recognized by other Texas school districts (public or private).

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

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

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

- The Junior Reserve Officers Training Corp (JROTC) employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Department's Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The Junior Cadet Corp (JCC) instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.
- School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career & Technology Teachers.
- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. The ten (10)-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.

Other Permanent Employees Paid on Pay Grades

- Starting pay for an employee who is new to the District and is classified in a pay grade plan will be determined individually, based on each person's job-related experience and the current pay alignment with employees in the same position/pay grade with similar experience. The following guidelines shall be followed to calculate credit for prior job experience for the purpose of placing new hires in a pay grade.

- Salary credit for prior experience that is comparable or directly related to the job will be determined by the Compensation Department at the time of hire. Prior experience may be obtained from another school district or any approved entity as outlined in Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's rules on Creditable Years of Service. Salary credit may be given for non-school experience as determined by the Compensation Department for specialized jobs that are hard to fill.

- Employees may receive salary credit equal to one percent above the minimum of the pay grade for each full year of directly related job experience up to 18 years, subject to pay alignment considerations and the Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's rules on Creditable Years of Service. Starting pay may not exceed the midpoint of the pay grade without approval by the Superintendent or designee.

- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay grade. Executive and senior-level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.

- Additional exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

Prorated Salary for New Hires

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

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

Salary Proration Examples:

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

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

Salary Guidelines for Current Employees

Reassignment to a Higher Pay Grade

Employees reassigned to a higher pay grade may receive no less than a five (5) percent rate increase, based on the midpoint of the new pay grade, nor be paid any less than the minimum rate of the pay grade.

Adjustments to salary increases may be made to maintain pay alignment.

Example:

Current Position Pay Grade 201 – Midpoint $285.00	
Current Position Daily Rate	$274.581
Multiply by Position Workdays	187
Current Position Annual Rate	$51,346.46

Current Position Pay Grade 201 – Midpoint $285.00	
Current Position Daily Rate	$274.581
Add Increase **(5% of New Midpoint)**	$15.96
New Position Daily Rate	$290.54
Multiply by New Position Workdays	210
New Position Annual Rate	$61,013.40

Reassignment within the Same Pay Grade

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

Example with Change in Calendar:

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

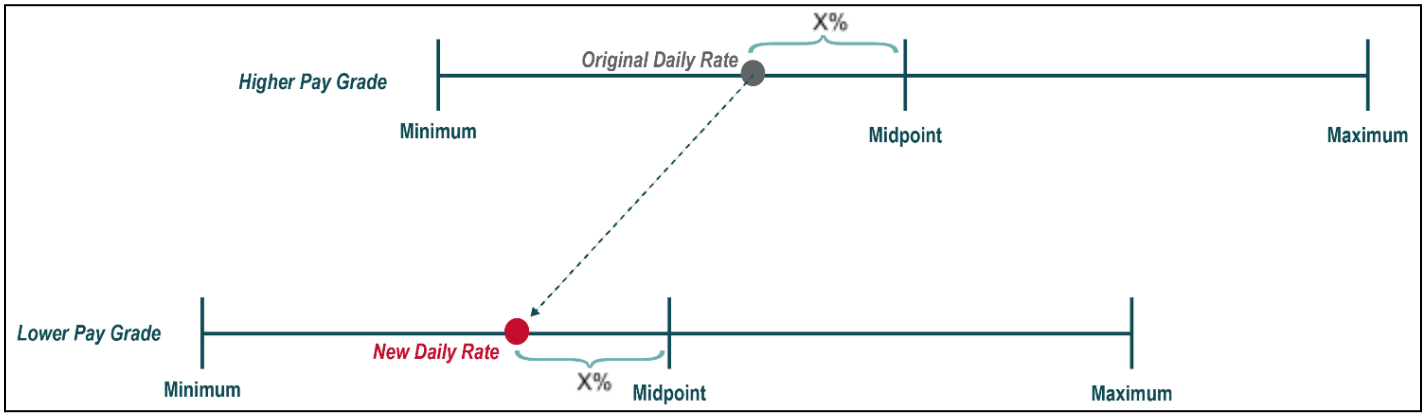
Current Position Pay Grade 201 – Midpoint $285.00	
New Position Daily Rate	$183.15
Multiply by Position Workdays	219
New Position Annual Rate	$40,109.85

Reassignment to a Lower Pay Grade

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

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

Reassignment to a Lower Pay Grade Illustration



Adjustments to salary decreases may be made to maintain pay alignment.

Prorated Salary for Position Change

Employee salary proration can occur when there is a transition to a new position after the start date for that specific work calendar.
When there is a change in pay and/or a change of workdays (shortened or lengthened calendar):

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

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

Prorated Salary Calculation Instructions:

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

When determining a prorated salary:

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

Pay Alignment Adjustments

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

Reinstatement Following Break-in-Service

- An employee who is rehired for the same position following a break-in-service of less than twelve (12) months may be reinstated at the same pay rate previously held prior to the break-in-service and/or is subject to salary placement based on peer equity. This only applies to the rate of pay and not any other benefits.
- If the employee earns a year of service* during the separation, the employee will be placed according to the procedures for placement of new hires.

  *Year of service must be earned from another school district or approved entity as stated in the *Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's Rules on Creditable Years of Service*.
- If rehired at a different pay grade level or rehired following a break-in-service that is greater than twelve (12) months, the employee will be placed according to the procedures for placement of new hires.

Job Classification/Reclassification

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

Salary Increase Eligibility

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

FWISD Designation System: Teacher Incentive Allotment (TIA)

- In compliance with HB3, 90% of the Teacher Incentive Allotment (TIA) must be spent on teacher compensation. Any funds received by Fort Worth ISD for a designated teacher under the TIA will be divided as follows: a percentage will be paid to the designated teacher and ten percent (10%) will go to the District. Any remaining percentages will be paid to the other teachers on the designated teacher's campus. The ten percent (10%) set aside for the District may be used for training and support of the system, expansion of the system, and administrative expenses as allowed by HB3. The interactive funding map is located on the TEA Teacher Incentive Allotment website.

- A TIA designated teacher must remain in continuous employment through the TIA payout in July. In the case that a TIA designated teacher has resigned or retired and separated from Fort Worth ISD **before** the July TIA payout, the TIA funding amount allocated to them based on the allotment approved by TEA will be equitably redistributed to the other 087-PEIMS-coded teachers on the designated teacher's campus.

- A non-designated, potentially eligible TIA teacher who has resigned or retired and separated **before** the July payout from Fort Worth ISD will not be eligible to receive any TIA funding.

Section II: Salary Schedules

Teacher Salary Schedules

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

***Per Texas Education Code Section 5.001**

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

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

2026-2027 Instructional Support Teacher Salary Schedule

2026-2027 Step	2026-2027 Base	2026-2027 Daily Rate
0	$65,940.10	$352.62
1	$66,440.10	$355.29
2	$66,740.10	$356.90
3	$67,740.10	$362.25
4	$68,240.10	$364.92
5	$71,240.10	$380.96
6	$71,640.10	$383.10
7	$72,197.10	$386.08
8	$72,613.10	$388.31
9	$73,030.10	$390.54
10	$73,445.10	$392.75
11	$73,861.10	$394.98
12	$74,426.10	$398.00
13	$74,790.10	$399.95
14	$75,164.10	$401.95
15	$75,597.10	$404.26
16	$76,194.10	$407.46
17	$76,765.10	$410.51
18	$77,265.10	$413.18
19	$77,761.10	$415.83
20	$78,288.10	$418.65
21	$78,923.10	$422.05
22	$79,265.10	$423.88
23	$79,651.10	$425.94
24	$80,036.10	$428.00
25	$80,419.10	$430.05
26	$80,813.10	$432.16
27	$81,239.10	$434.43
28	$81,641.10	$436.58
29	$82,283.10	$440.02
30	$83,251.10	$445.19

Instructional Support positions include specialized teaching assignments that provide direct instructional support but are not designated as the Teacher of Record in FOCUS.

Advanced Degree Stipends	
Master's Degree	$1,400
Additional Doctorate Degree	$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

2026-2027 Primary Instruction Teacher of Record Salary Schedule

2026-2027 Step	2026-2027 Base	2026-2027 Daily Rate
0	$ 67,725.00	$362.17
1	$ 68,250.00	$364.97
2	$ 68,565.00	$366.66
3	$ 69,615.00	$372.27
4	$ 70,140.00	$375.08
5	$ 73,290.00	$391.93
6	$ 73,710.00	$394.17
7	$ 74,294.85	$397.30
8	$ 74,731.65	$399.63
9	$ 75,169.50	$401.98
10	$ 75,605.25	$404.31
11	$ 76,042.05	$406.64
12	$ 76,365.30	$408.37
13	$ 77,017.50	$411.86
14	$ 77,410.20	$413.96
15	$ 77,864.85	$416.39
16	$ 78,491.70	$419.74
17	$ 79,091.25	$422.95
18	$ 79,616.25	$425.76
19	$ 80,137.05	$428.54
20	$ 80,690.40	$431.50
21	$ 81,357.15	$435.06
22	$ 81,716.25	$436.99
23	$ 82,121.55	$439.15
24	$ 82,525.80	$441.31
25	$ 82,927.95	$443.46
26	$ 83,341.65	$445.68
27	$ 83,788.95	$448.07
28	$ 84,211.05	$450.33
29	$ 84,885.15	$453.93
30	$ 85,901.55	$459.37

Primary Instruction positions are assigned to educators who serve as the primary instructor of record for students and are identified in the district's student information system as responsible for student instruction and academic outcomes.

Advanced Degree Stipends	
Master's Degree	$1,400
Additional Doctorate Degree	$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

2026-2027 School Counselor Salary Schedule

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
0	$69,116	$72,041	$76,795
1	$69,454	$72,393	$77,171
2	$69,946	$72,906	$77,717
3	$70,453	$73,435	$78,281
4	$71,237	$74,252	$79,152
5	$72,178	$75,233	$80,197
6	$72,898	$75,983	$80,997
7	$73,269	$76,370	$81,410
8	$73,637	$76,753	$81,818
9	$74,066	$77,201	$82,295
10	$74,776	$77,941	$83,084
11	$75,309	$78,496	$83,676
12	$75,682	$78,885	$84,091
13	$76,069	$79,288	$84,521
14	$76,477	$79,714	$84,974
15	$77,032	$80,292	$85,591
16	$77,398	$80,674	$85,997

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
17	$77,791	$81,083	$86,434
18	$78,187	$81,496	$86,874
19	$78,826	$82,162	$87,584
20	$79,465	$82,828	$88,294
21	$79,866	$83,246	$88,740
22	$80,254	$83,650	$89,171
23	$80,645	$84,058	$89,605
24	$81,030	$84,459	$90,033
25	$81,421	$84,867	$90,467
26	$81,941	$85,409	$91,045
27	$82,339	$85,824	$91,487
28	$83,347	$86,874	$92,607
29	$84,472	$88,047	$93,857
30+	$85,378	$88,991	$94,864

Advanced Degree Stipends	
Master's Degree	$1,400
Additional Doctorate Degree	$1,600

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

2026-2027 Librarian Salary Schedule

Year	Bachelor's
0	$66,912
1	$67,087
2	$67,412
3	$67,772
4	$68,644
5	$69,585
6	$70,637
7	$70,977
8	$71,290
9	$71,602
10	$71,988
11	$72,377
12	$72,810
13	$73,252
14	$73,670
15	$74,114
16	$74,501

Year	Bachelor's
17	$74,996
18	$75,389
19	$76,020
20	$76,654
21	$77,049
22	$77,434
23	$77,820
24	$78,202
25	$78,588
26	$79,102
27	$79,494
28	$80,116
29	$81,244
30+	$82,319

Advanced Degree Stipends	
Master's Degree	$1,400
Additional Doctorate Degree	$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

Section III: Career Pathway Pay Plans

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

2026-2027 Executive Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
101			**Daily**	**$836.82**	**$962.34**	**$1,087.87**
	Chief Financial Officer	239	**239 Days**	200,000	230,000	260,000
	Chief of Staff	239				
	Chief Talent Officer	239				
	Chief Technology Officer	239				
	General Counsel	239				
102			**Daily**	**$876.10**	**$1,055.54**	**$1,234.98**
	Deputy Superintendent Chief of Schools	239	**239 Days**	209,388	252,274	295,160
	Deputy Superintendent Curriculum & Instruction	239				
	Deputy Superintendent District Operations	239				

2026-2027 School Leadership Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1001			**Daily**	**$418.41**	**$481.17**	**$543.93**
	Director School Leadership	239	**239 Days**	100,000	115,000	130,000
	Director to the Deputy Superintendent	239				
	Regional Coordinator	239				
1002			**Daily**	**$669.46**	**$732.22**	**$794.98**
	Exec Director Academic Programs	239	**239 Days**	160,000	175,000	190,000
	Exec Director Analytics, Assessment Reporting & Accountability	239				
	Exec Director CCMR and Advanced Academics	239				
	Exec Director Counseling, Advising & Student Supports	239				
	Exec Director Early Learning	239				
	Exec Director Instructional Leadership	239				
	Exec Director Literacy and Bilingual Programs	239				
	Exec Director Math/Science	239				
	Exec Director School Operations	239				
	Exec Director Specialized Learning	239				
1003			**Daily**	**$753.14**	**$815.90**	**$878.66**
	Deputy Chief Financial Officer	239	**239 Days**	180,000	195,000	210,000
	Deputy Chief of Staff	239				
	Sr Exec Director Communications	239				
	Sr Exec Director Employee Services Office of Professional Standards	239				
	Sr Exec Director Leadership Development	239				
	Sr Exec Director Professional Learning	239				
	Sr Exec Director Safety and Security	239				
	Sr Exec Director School Operations	239				
	Sr Exec Director Student Services	239				
	Sr Exec Director Talent Management	239				
1004			**Daily**	**$836.82**	**$899.58**	**$962.34**
	Regional Chief	239	**239 Days**	200,000	215,000	230,000

2026-2027 Campus Professional Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
201			**Daily**	**$236.55**	**$285.00**	**$333.45**
	Specialist I Family Community Outreach	219	**187 Days**	44,235	53,295	62,355
	Specialist I College & Career Readiness	187	**210 Days**	49,676	59,850	70,025
	Specialist I Parent Outreach	210	**219 Days**	51,804	62,415	73,026
	Specialist I School Outreach	187				
202			**Daily**	**$264.94**	**$319.20**	**$373.46**
	Coord Home School Program	210	**187 Days**	49,544	59,690	69,837
	Coord Social Services	210	**210 Days**	55,637	67,032	78,427
	Social Worker I	239	**239 Days**	63,321	76,289	89,257
203			**Daily**	**$302.03**	**$363.89**	**$425.75**
	Academic Interventionist	187	**187 Days**	56,480	68,047	79,615
	ACE Learning Coach ES/MS	212	**192 Days**	57,990	69,867	81,744
	Music Therapist	187	**202 Days**	61,010	73,506	86,002
	Social Worker II	192,210,219	**210 Days**	63,426	76,417	89,408
	Specialist II Intervention	187	**212 Days**	64,030	77,145	90,259
	Specialist II Social Services	202,210,219	**219 Days**	66,145	79,692	93,239
	Specialist II Orientation/Mobility	202	**239 Days**	72,185	86,970	101,754
204			**Daily**	**$336.90**	**$405.90**	**$474.90**
	Assessment Coordinator	219	**187 Days**	63,000	75,903	88,806
	JROTC Staff	239	**202 Days**	68,054	81,992	95,930
	JROTC Instructor	219	**207 Days**	69,738	84,021	98,304
	School Nurse	187	**210 Days**	70,749	85,239	99,729
	Specialist III Art Education	207	**219 Days**	73,781	88,892	104,003
	Specialist III Choral	207	**239 Days**	80,519	97,010	113,501
	Specialist III Climate & Culture	210				
	Specialist III Deaf Education	219				
	Specialist III Dyslexia	219				
	Specialist III Health & Wellness	219				
	Specialist III Instrumental Music	207				
	Specialist III Language & Academic Development	210				
	Specialist III MTSS	202				
	Specialist III MTSS/RTI	219				
	Specialist III Physical Education Curriculum	219				
	Specialist III Reading Intervention	187				
	Specialist III Reading Intervention Bilingual/ESL	187				

Specialist III Student Support Services	219
Specialist III Visual Education	219
Teacher Manager	210

205	
Behavior Coach	210
Coordinator K-12 World Languages	210
Instructional Specialist	210
Transition Specialist	210
Instruct Coach Curriculum	210
Instructional Coach Early Learning	210
LAN Campus Data Leader	210

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

206	
Athletic Trainer	202
Audiologist	210
Board Certified Behavior Analyst	210
Diagnostician Evaluation Specialist	192,210,239
Occupational Therapist	202
Physical Therapist	202
School Psychologist	192,210,239
Specialist Special Education	219
Speech-Language Pathologist	187,202,210

Daily		$371.43	$447.51	$523.59
187	**Days**	69,457	83,684	97,911
192	**Days**	71,315	85,922	100,529
202	**Days**	75,029	90,397	105,765
210	**Days**	78,000	93,977	109,954
219	**Days**	81,343	98,005	114,666
239	**Days**	88,772	106,955	125,138

2026-2027 Instructional Programs Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			**Daily**	**$214.74**	**$258.72**	**$302.70**
	Coord I Bilingual/ESL	239	**219 Days**	47,028	56,660	66,291
	Coord I Migrant/EL Retention & Achievement	239	**239 Days**	51,323	61,834	72,345
	Coord I Project FWAS	219,239				
	Coord I Site ACE 21CCLC	219				
	Specialist I Admissions Advisor	239				
	Specialist I FES ACE 21CCLC	219				
	Specialist I Workforce Integration	239				
302			**Daily**	**$268.42**	**$323.40**	**$378.38**
	Coord II Career Path	239	**187 Days**	50,195	60,476	70,757
	Coord II Performance Quality	239	**214 Days**	57,442	69,208	80,973
	Coord II PD Instructional Spec	239	**219 Days**	58,784	70,825	82,865
	Coord II Project ACE 21CCLC	239	**239 Days**	64,152	77,293	90,433
	Coord II Student	214				
	Hearing Officer	214,219,239				
	Specialist II Attend Control Student Engagement	187				
	Specialist II Attendance Control	187,219				
	Specialist II Court Liaison	219				
	Specialist II Support	214				
303			**Daily**	**$336.90**	**$405.90**	**$474.90**
	Coord III Academics	239	**219 Days**	73,781	88,892	104,003
	Coord III Adolescent Health	239	**239 Days**	80,519	97,010	113,501
	Coord III Bilingual Programs and Support	219				
	Coord III Case Manager	219				
	Coord III ESL K-12	219				
	Coord III Emergent Bilingual Family, Parent & Community	239				
	Coord III Literacy Academics	239				
	Coord III Project HTYPE	219				
	Manager Family Community Partnerships	219				
	Nurse Specialist	239				

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

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

305	
Asst Principal MS	214,219
Coord IV Adaptive P.E. & Transition	239
Coord IV Area Schools	239
Coord IV Arts Center	219
Coord IV Attendance & Credit Recovery	239
Coord IV Advanced Academics and Gifted & Talented	239
Coord IV Career Pathway & Industry-Based Certifications	239
Coord IV Compliance and Records Management	239
Coord IV Compliance, IEP Platform, & 504	239
Coord IV Compliance, Related Services & SHARS	239
Coord IV Diagnosticians, Evaluations & Related Services	239
Coord IV Early College, Dual Credit, & TSI Readiness	239
Coord IV Evaluation, Child Find, Private/Home School & School Psychologists	239
Coord IV Early Childhood Special Education & Social Emotional Academic Support	239
Coord IV Early Learning	219
Coord IV Evaluations & Diagnosticians	239
Coord IV Family Action Center	219
Coord IV Fine Arts	239
Coord IV GT	239
Coord IV Guidance & Counseling	239
Coord IV High Mobile/At-Risk; Student & American Indian Education Programs	239
Coord IV Hospital/Homebound & Transportation	239
Coord IV Inclusion & Specialized Learning	239
Coord IV Instructional Technology	239
Coord IV Instrumental Music	239
Coord IV Multi – Tiered System of Support (MTSS)	239
Coord IV Parent Partnerships	239
Coord IV Reaching Independence through Structured Education, ESY & Cameras in the Classroom	239

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

Coord IV Regional Day School Programs for the Deaf, Deaf or Hard of Hearing & Visual Impairment	239
Coord IV Speech Language Pathologists, Evaluations, & Related Services	239
Coord IV Student Academic Support Initiatives	239
Coord IV Student Engagement	239
Coord IV Wraparound Services	239
Dean of Instruction	214

306	
Asst Director Athletics	239
Asst Principal HS	214,219,239
Athletic Coordinator	197,207,217
Coord ES Literacy Bilingual/ESL	226
Coord ES Literacy Regular Program	226
Coord ES Math Bilingual/ESL	226
Coord ES Math Regular Program	226
Coord Secondary Literacy Bilingual/ESL	226
Coord Secondary Literacy	226
Coord Secondary Math Bilingual/ESL	226
Coord Secondary Math	226
Coord Science K-12 Bilingual/ESL	226
Coord Science K-12	226
Coord Social Studies K-12 Bilingual/ESL	226
Coord Social Studies K-12	226

Daily		$396.23	$477.39	$558.55
197	**Days**	78,057	94,046	110,034
207	**Days**	82,020	98,820	115,620
214	**Days**	84,793	102,161	119,530
217	**Days**	85,982	103,594	121,205
219	**Days**	86,774	104,548	122,322
226	**Days**	89,548	107,890	126,232
239	**Days**	94,699	114,096	133,493

307	
Associate Principal HS	226
Director I Adult Education	239
Director I Athletics	239
Director I Curriculum & Instruction	239
Director I Family Action Center	239
Director I Family Resource Center	239
Director I Health Services	239
Director I Literacy First Program	210
Director I Parent Partnerships	239
Director I Student Wellbeing	239
Director I Vision Health Partnerships	239
Principal ES	226,239

Daily		$422.82	$509.42	$596.02
210	**Days**	88,792	106,978	125,164
219	**Days**	92,598	111,563	130,528
226	**Days**	95,557	115,129	134,701
239	**Days**	101,054	121,751	142,449
244	**Days**	103,168	124,298	145,429

308	
Director II FWAS	239
Director II Student Support Programs	239
Executive Principal	239
Principal MS/Alt Special Assignment	226,239
Principal HS/Alt	226
Principal Virtual Learning Academy	226

Daily		$459.01	$553.03	$647.05
219	Days	100,523	121,114	141,704
226	Days	103,736	124,985	146,233
239	Days	109,703	132,174	154,645

309	
Director Advanced Academics & GT	239
Director Bilingual Programs and Support	239
Director Career Pathway & Industry-Based Certifications	239
Director Compliance, Evaluation & Related Services	239
Director Dyslexia	239
Director Early College, Dual Credit & TSI Readiness	239
Director Elementary Counseling & Student Wellbeing	239
Director Health & Physical Education	239
Director Inclusion and Specialized Instructional Programs	239
Director JROTC	239
Director Library Media Services	239
Director Literacy	239
Director Math	239
Director Multi-Tiered System of Support	239
Director Restorative & Responsive Settings	239
Director Science	239
Director Secondary Student Engagement	239
Director Social Studies	239
Director Student Placement Center	239
Director Visual & Performing Arts	239
Director World Languages	239
Principal HS Small (<1000 students)	226
Principal Program Administrator	239

Daily		$495.73	$597.27	$698.81
226	Days	112,035	134,983	157,931
239	Days	118,479	142,748	167,016

310	
Principal HS Large (>1000 students)	226

Daily		$510.00	$612.27	$736.81
226	Days	115,260	138,373	166,519

311	
Exec Director Athletics	239
Exec Director Student & Family Experience	239

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

2026-2027 Business Career Pathway

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

Specialist II Family Communications	239
Specialist II Grants	239
Specialist II Information Systems	239
Specialist II Onboarding	239
Specialist II Parent Partnerships	219,239
Specialist II Records	239
Specialist II Safety & Security	192,239
Specialist II Substitute Services and Strategic Staffing & Partnership	239
Supervisor II Child Nutrition Services	219
Supervisor II Custodial Services	244

403	
Analyst III GIS	239
Analyst III Travel	239
CIP Sr Internal Auditor	239
Coord III Advanced Academics	239
Coord III Benefits	239
Coord III Board Services	239
Coord III Capital Improvement Program	239
Coord III Chief Financial Officer	239
Coord III Chief Student Support Services	239
Coord III CNS Compliance	239
Coord III Communications	239
Coord III Communications Writer & Editor	239
Coord III Compensation	239
Coord III Curriculum & Instruction Budgets	239
Coord III Curriculum & Instruction Operations & Planning	239
Coord III Engagement, Substitutes, Resignations & Strategic Partners	239
Coord III Payroll	239
Coord III Records	239
Coord III Regional Talent	239
Coord III School Leadership	239
Coord III Social Media	239
Coord III Staffing, Recruiting & Certifications	239
Coord III Information Systems	239
Coord III Transportation Staffing	239
Foreperson Electrical	244
Foreperson Fire Alarms and Locksmiths	244
Foreperson Grounds	244
Foreperson HVAC Services	244

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

Foreperson Plumbing	244
Investigator	239
Manager I Kitchen Equipment	244
Manager I Operations Business Services	239
Manager I Routing	239
Manager I SHARS/MAC	239
Manager I Special Education Budget Grants	239
Manager I Transportation	239
Paralegal	239
Specialist III Daily Attendance	239
Specialist III Development	239
Specialist III Equity & Excellence	239
Specialist III Environmental	239
Specialist III Financial Services	239
Specialist III Prof Learning & Innovation	239
Specialist III Project Development	239
Sr Accountant	239
Sr Buyer	239
Sr Compliance Analyst	239
Sr Grants Specialist	239
Sr Internal Auditor	239
Supervisor III Accounts Payable	239

404	
Coord IV Analytics & Reporting	239
Coord IV Assessment Development	239
Coord IV Bil/ESL Talent Development Pipeline	239
Coord IV CCMR & Strategic Initiatives	239
Coord IV Communications	239
Coord IV Compliance	239
Coord IV Data Literacy & Continuous Improvement	239
Coord IV Employee Relations/Title IX	239
Coord IV Employee Services	239
Coord IV Enhanced TIA, Teacher, Principal, & Counselor Evaluation Systems	239
Coord IV Financial Analyst-Accounting	239
Coord IV Financial Services	239
Coord IV Innovative Programs	239
Coord IV Institutional Research & Program Integration	239
Coord IV Payroll & Benefits	239
Coord IV Performance Management	239

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

Coord IV State & Local Assessment Compliance	239
Coord IV Talent Management	239
Director I Policy & Governance	239
Manager Accounts Payable	239
Manager Board Services	239
Manager Events & Community Engagement	239
Manager Onboarding, Fingerprinting & Certifications	239
Manager Substitute and Strategic Staffing & Partnerships	239
Manager Superintendent Office	239

405	
Assistant Comptroller	239
Director II Administrative Services	239
Director II Area Maintenance	239
Director II Capital Improvement Program	239
Director II Communications	239
Director II Creative Communications	239
Director II Digital Content and Marketing	239
Director II District Operations	239
Director II Employee Services	239
Director II Environmental	239
Director II Innovative Programs	239
Director II Office of Professional Standards	239
Director II Strategic Communications	239
Director II Strategic Engagement	239
Director II Strategic Enrollment	239
Director II Transportation	239
Manager II Budget Management	239
Manager II Capital Improvement Project	239
Manager II Internal Audit	239
Manager II Procurement	239
Manager II Safety and Construction	239
Staff Attorney I	239
Treasurer	239

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

406		
Director III Accounting	239	
Director III Budget	239	
Director III Compensation	239	
Director III Data Analytics & Reporting	239	
Director III Data Literacy, Assessment Strategy & Continuous Improvement	239	
Director III Employee Benefits & Leaves Management	239	
Director III Grants	239	
Director III Operations Business Services	239	
Director III Payroll	239	
Director III Performance Management & Enhanced TIA	239	
Director III Procurement	239	
Director III Program Integration & Institutional Research	239	
Director III State & Local Assessment Compliance	239	
Director III Strategic Staffing and Partnership	239	
Director III Strategic Transformation	239	
Director III Systems and Records	239	
Director III Treasury	239	
Regional Director III Talent Management	239	
Regional Director III Finance	239	
Special Assistant to the Superintendent	239	

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

407		
Chief Internal Auditor	239	
Comptroller	239	
Exec Director Child Nutrition Services	239	
Exec Director Custodial Services	239	
Exec Director Employee Services	239	
Exec Director Employee Standards & Compliance	239	
Exec Director Facility Planning	239	
Exec Director Grant Development & Management	239	
Exec Director Maintenance Services	239	
Exec Director Transportation	239	
Staff Attorney II	239	

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

408				
Exec Director Budget Management	239	**Daily**	**$543.65**	**$655.00**	**$766.35**
Exec Director Payroll & Benefits	239	**239 Days**	129,932	156,545	183,158
Exec Director Procurement Services	239				
Exec Director Regional Talent	239				
Exec Director Risk Management	239				
Exec Director Talent Systems & Strategic Operations	239				
Senior Officer Operations	239				

2026-2027 Technology Career Pathway

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

IT Systems Administrator Business Intelligence	239
IT Telecom Engineer	239
Network Engineer	239

506		Daily	$362.65	$436.93	$511.21
Cyber Security Engineer	239	239 Days	86,673	104,426	122,179
IT Manager II Asset Management	239				
IT Manager II Help Desk	239				
IT Manager II Pyramid Support	239				
IT Manager II Training	239				
IT Product Manager	239				
IT Project Manager	239				
Sr App Developer	239				
Sr Database Developer	239				
Sr Network Engineer	239				
Systems Administrator	239				

507		Daily	$388.11	$467.60	$547.09
Enterprise Architect	239	239 Days	92,758	111,756	130,755
IT Manager III Application Development	239				
IT Manager III Core Engineering	239				
IT Manager III Database Development	239				
IT Manager III Operations Analytics	239				
IT Manager III Server Engineering	239				
IT Manager III SIS Support	239				
IT Manager III Student Records & PEIMS	239				

508		Daily	$438.56	$528.39	$618.22
IT Director Campus Security Systems	239	239 Days	104,816	126,285	147,755
IT Director Demand Management	239				
IT Director School Support	239				

509		Daily	$502.99	$606.01	$709.03
Exec Director Business Intelligence	239	239 Days	120,215	144,836	169,458
Exec Director IT Infrastructure	239				
Exec Director IT Platform	239				
Exec Director IT Support	239				

510		Daily	$543.65	$655.00	$766.35
Senior Officer Information Security	239	239 Days	129,932	156,545	183,158

2026-2027 Instructional Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
601			**Hourly**	**$15.25**	**$18.37**	**$21.49**
	Teacher Assistant I	183,185,212	**Daily**	**$122.00**	**$146.96**	**$171.92**
	Teacher Assistant I Bilingual	183,185,212	**183 Days**	22,326	26,894	31,461
	Teacher Assistant I PreK	183,185,212	**185 Days**	22,570	27,188	31,805
	Teacher Assistant I PreK3	183,185,212	**212 Days**	25,864	31,156	36,447
	Teacher Assistant I Resource Title I	183,185,212				
	Teacher Assistant I Title I	183,185,212				
602			**Hourly**	**$16.00**	**$19.28**	**$22.56**
	Teacher Assistant II Sp Ed Resource	183,185,212	**Daily**	**$128.00**	**$154.24**	**$180.48**
			183 Days	23,424	28,226	33,028
			185 Days	23,680	28,534	33,389
			212 Days	27,136	32,699	38,262
603			**Hourly**	**$17.00**	**$20.48**	**$23.96**
	Health Associate	183	**Daily**	**$136.00**	**$163.84**	**$191.68**
	Library Clerk	183,187	**183 Days**	24,888	29,983	35,077
	Specialist Family Engagement	197	**185 Days**	25,160	30,310	35,461
	Specialist Family Enrollment	197,219,239	**187 Days**	25,432	30,638	35,844
	Teacher Assistant III CAI	183,212	**197 Days**	26,792	32,276	37,761
	Teacher Assistant III CAI Title I	183,212	**212 Days**	28,832	34,734	40,636
	Teacher Assistant III Deaf Ed	183,212	**219 Days**	29,784	35,881	41,978
	Teacher Assistant III ECSE	183,185,212	**239 Days**	32,504	39,158	45,812
	Teacher Assistant III In-House	183,212				
	Teacher Assistant III Literacy First	183,212				
	Teacher Assistant III PPCD	183,212				
	Teacher Assistant III RISE	183,185,187,212				
	Teacher Assistant III Science Lab	187,197,212				
	Teacher Assistant III SEAS	183,185,212				
	Teacher Assistant III Severe Needs	183,212				
	Teacher Assistant III Transition	183,212				
604			**Hourly**	**$18.50**	**$22.28**	**$26.06**
	Lead Parent Educator	219	**Daily**	**$148.00**	**$178.24**	**$208.48**
	Liaison for American Indian Education	239	**183 Days**	27,084	32,618	38,152
	Specialist Family Communication	219	**219 Days**	32,412	39,035	45,657
	Teacher Assistant IV Literacy First	183	**239 Days**	35,372	42,599	49,827

605	
Deaf Education Transcriber	183
Deaf Interpreter	183
Liaison for Homeless Education	239
Piano Technician	239
Program Assistant	183,185
Reach Associate	183,185

Hourly	$23.00	$27.71	$32.42
Daily	$184.00	$221.68	259.36
183 Days	33,672	40,567	47,463
185 Days	34,040	41,011	47,982
239 Days	43,976	52,982	61,987

2026-2027 Administrative Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
701			**Hourly**	**$15.25**	**$18.37**	**$21.49**
	Office Assistant	210,212,239	**Daily**	**$122.00**	**$146.96**	**$171.92**
	Office Assistant Alt	189,212	**183 Days**	22,326	26,894	31,461
	Office Assistant ES (Enrollment >700)	189,212	**189 Days**	23,058	27,775	32,493
	Office Assistant HS	183,239	**210 Days**	25,620	30,862	36,103
	Office Assistant MS	183,189,212	**212 Days**	25,864	31,156	36,447
	Storekeeper	219	**219 Days**	26,718	32,184	37,650
			239 Days	29,158	35,123	41,089
702			**Hourly**	**$16.50**	**$19.88**	**$23.26**
	Administrative Assistant I	183,187,189,210,212,219,239	**Daily**	**$132.00**	**$159.04**	**$186.08**
	Assistant Office Manager ES	219	**183 Days**	24,156	29,104	34,053
	Bilingual Tester	239	**187 Days**	24,684	29,740	34,797
	Elementary Clerk	197	**189 Days**	24,948	30,059	35,169
			197 Days	26,004	31,331	36,658
			210 Days	27,720	33,398	39,077
			212 Days	27,984	33,716	39,449
			219 Days	28,908	34,830	40,752
			239 Days	31,548	38,011	44,473
703			**Hourly**	**$18.75**	**$22.60**	**$26.45**
	Administrative Assistant II	197,210,214,219,239	**Daily**	**$150.00**	**$180.80**	**$211.60**
	Assistant Office Manager MS	219	**183 Days**	27,450	33,086	38,723
	Attendance Clerk HS	187	**187 Days**	28,050	33,810	39,569
	Attendance Clerk MS	187	**197 Days**	29,550	35,618	41,685
	Cash Management Assistant	239	**210 Days**	31,500	37,968	44,436
	Office Manager ES	214,219	**214 Days**	32,100	38,691	45,282
	Technician I Adult Education	239	**219 Days**	32,850	39,595	46,340
	Technician I Procurement Services	239	**239 Days**	35,850	43,211	50,572

704	
Accounts Payable Clerk	239
Administrative Assistant III	192,214,226,239
Data Clerk Alt/Sp	214,219
Data Clerk HS	214
Data Clerk MS/Sped	197
Dispatch Clerk	244
Office Manager MS	214,219
Registrar HS	226
Technician II Benefits	239
Technician II Employee Attendance	239
Technician II FWAS Teacher Support	239
Technician II Medicaid & SHARS	239
Technician II OPS	239

Hourly		$20.75	$25.00	$29.25
Daily		$166.00	$200.00	$234.00
192	Days	31,872	38,400	44,928
197	Days	32,702	39,400	46,098
214	Days	35,524	42,800	50,076
219	Days	36,354	43,800	51,246
226	Days	37,516	45,200	52,884
239	Days	39,674	47,800	55,926
244	Days	40,504	48,800	57,096

705	
Admin Assistant IV	239
Executive Assistant Learning & Leading	239
Specialist Accounting	239
Specialist Communications	239
Specialist Dispatch	239
Specialist Learning & Leading	239
Specialist Payroll	239
Specialist Payroll CNS	239
Specialist Procurement	239
Specialist SHARS/MAC	239

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

706	
Analyst Instructional Materials Inventory	239
Analyst Operations Management	239
Executive Assistant Chief/Deputy Superintendent	239
Specialist Accounts Payable	239
Specialist Sr Accounting	239
Specialist Sr Budget	239
Specialist Sr Operations Budget & Procurement	239
Specialist Sr Legal Support	239
Specialist Sr Payroll	239
Specialist Sr Risk Management	239
Specialist Sr Transportation	244

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

707	
Executive Assistant Sr Superintendent	239
Executive Assistant Sr Board Services	239

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

2026-2027 Operations Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
801			**Hourly**	**$16.00**	**$19.27**	**$22.54**
	Custodian	244	**Daily**	**$128.00**	**$154.16**	**$180.32**
	Firewalker	187	**187 Days**	23,936	28,828	33,720
			244 Days	31,232	37,615	43,998
802			**Hourly**	**$17.00**	**$20.48**	**$23.96**
	Apprentice Electrician	244	**Daily**	**$136.00**	**$163.84**	**$191.68**
	Apprentice Fire Alarms	244	**244 Days**	**33,184**	**39,977**	**46,770**
	Apprentice HVAC	244				
	Apprentice Mechanic	244				
	Apprentice Plumber	244				
	Grounds Worker	244				
	Head Custodian I	244				
	Painter I	244				
	Technician I Irrigation	244				
	Technician I Preventive Maintenance	244				
803			**Hourly**	**$18.50**	**$22.28**	**$26.06**
	Café Manager I ES	189,212	**Daily**	**$148.00**	**$178.24**	**$208.48**
	Environmental Worker I	244	**189 Days**	27,972	33,687	39,403
	General Maintenance Technician I	244	**239 Days**	35,372	42,599	49,827
	General Maintenance Worker	244	**244 Days**	36,112	43,491	50,869
	Head Custodian II	244				
	Inventory Control Clerk	244				
	Locker Repairperson	244				
	Painter II	244				
	Playground Maintenance	244				
	Warehouseperson II	239,244				
804			**Hourly**	**$21.00**	**$25.30**	**$29.60**
	Café Manager II HS	189	**Daily**	**$168.00**	**$202.40**	**$236.80**
	Café Manager II MS	189,212	**189 Days**	31,752	38,254	44,755
	Dispatcher	239,244	**239 Days**	40,152	48,374	56,595
	General Maintenance Technician II	244	**244 Days**	40,992	49,386	57,779
	Head Custodian III	244				
	Head Custodian Administration Building	244				
	Router I	244				
	Specialist I Central Warehouse	244				

Specialist I CNS Free Lunch	239
Technician II Appliance Repair	244

805	
Building Manager Warehouse	244
Bus Lot Supervisor	244
Exterminator	244
General Maintenance Technician III	244
Glazier	244
Locksmith	244
Mechanic Small Equipment	244
Mechanic Transportation	244
Plasterer	244
Router & Scheduler	244
Router & Scheduler, Field Trips	244
Specialist II Safety & Training	244
Technician III Fire Alarm	244
Technician III Irrigation	244
Technician III Playground	244
Technician III Refrigeration	244
Technician III Sewer	244
Welder	244

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

806	
Advanced Environmental Maintenance	244
Electrician Journeyman	244
HVAC Journeyman	244
Mechanic White Fleet	244
Plumber Journeyman	244
Technician HVAC Services	244

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

807	
Master Electrician	244
Master HVAC	244
Master Plumber	244

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

808	
Asst Foreperson Electrical	244
Asst Foreperson Grounds & Landscape	244
Asst Foreperson HVAC Services	244
Asst Foreperson Plumbing	244
Asst Foreperson Small Equipment	244

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

2026-2027 Safety & Security Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
901			**Daily**	**$128.00**	**$154.16**	**$180.32**
	Campus Monitor	187	**187 Days**	23,936	28,828	33,720
902			**Daily**	**$136.00**	**$163.84**	**$191.68**
	Security Monitor	244	**244 Days**	33,184	39,977	46,770
903			**Daily**	**$148.00**	**$178.24**	**$208.48**
	Safety Officer	244	**244 Days**	36,112	43,491	50,869
904			**Daily**	**$184.00**	**$221.68**	**$259.36**
	Specialist Dispatch	244	**244 Days**	44,896	54,090	63,284
905			**Daily**	**$266.02**	**$320.50**	**$374.99**
	Coord II Safety & Security	239	**192 Days**	51,076	61,536	71,998
	Specialist II Safety & Security	192,239	**239 Days**	63,579	76,600	89,623
	Supervisor Campus Safety	239				
906			**Daily**	**$312.70**	**$376.75**	**$440.80**
	Coord III Safety & Security	239	**239 Days**	74,735	90,043	105,351
907			**Daily**	**$359.39**	**$433.00**	**$506.61**
	Director I Campus Safety	239	**239 Days**	85,894	103,487	121,081
	Director I Safety & Security	239				
908			**Daily**	**$408.24**	**$491.85**	**$575.46**
	Director II Safety & Security	239	**239 Days**	97,569	117,552	137,535
909			**Daily**	**$489.88**	**$590.22**	**$690.56**
	Exec Director Safety & Security	239	**239 Days**	117,081	141,063	165,044

2026-2027 Operations Auxiliary Hourly Career Pathway

Transportation

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

Nutrition Services

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CW			Hourly	$15.25	$18.37	$21.49
	Cafeteria Worker	183,208				
CWL			Hourly	$16.00	$19.27	$22.54
	Nutrition Service Worker Lead	183				

Section IV: Accelerating Campus Excellence (ACE)

Position	Annual Amt.
ACE Assistant Principal Elementary School	$105,000.00
ACE Assistant Principal Middle School	$115,000.00
ACE Principal Elementary School	$130,000.00
ACE Principal Middle School	$145,000.00
ACE Instructional Staff Category I (STAAR Tested)	$100,000.00
ACE Instructional Staff Category II (Non-STAAR Tested; Core Subjects)	$100,000.00
ACE Instructional Staff Category III (Non-Tested; Non-Core Subjects) Electives & Fine Arts, RISE, ECSE	$91,000.00
ACE Instructional Staff Category IV (Student Support) Inclusion SPED, SEAS Inclusion SPED, Dyslexia	$88,000.00

*$10,000 additional stipend eligible for ACE Assistant Principals, Counselors, Librarians and Licensed Health Professionals.

Section V: Elevate Campus

Position	Annual Amt.
Elevate Assistant Principal Elementary School	$105,000.00
Elevate Assistant Principal Middle School	$115,000.00
Elevate Principal Elementary School	$130,000.00
Elevate Principal Middle School	$145,000.00
Elevate Instructional Staff Category I (STAAR Tested)	$100,000.00
Elevate Instructional Staff Category II (Non-STAAR Tested; Core Subjects)	$100,000.00
Elevate Instructional Staff Category III (Non-Tested; Non-Core Subjects) Electives & Fine Arts	$91,000.00
Elevate Instructional Staff Category IV (Student Support) SPED, Dyslexia	$88,000.00
District Support Teacher ES/MS School	$68,000.00

Position		Annual Amt.
English Language Development Teacher ES/MS	0-2 Years Experience	$75,000.00
	3-4 Years Experience	$79,000.00
	5+ Years Experience	$81,000.00

Position		Annual Amt.
Learning Facilitator ES	0-2 Years Experience	$53,000.00
	3-4 Years Experience	$56,000.00
	5+ Years Experience	$58,000.00

Position		Annual Amt.
Learning Facilitator MS	0-2 Years Experience	$55,000.00
	3-4 Years Experience	$58,000.00
	5+ Years Experience	$60,000.00

*$10,000 additional stipend eligible for ELEVATE Counselors and Librarians.

Section VI: Supplemental Pay (Stipends)

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

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

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

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

Stipend Information (A-Z)

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

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

Academic Coaches

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

Additionally:

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

Stipend	Annual Amt.
Coordinator, Academic	$2,000.00
Coordinator, UIL Campus High School	$1,600.00
Coordinator, UIL Campus Middle School	$900.00
UIL Cross Examination Debate Coach	$2,200.00
UIL Lincoln Douglas Debate Coach	$2,200.00
UIL Non-athletic Event Coach/High School (excluding One-Act Play, LD Cross-X Debate)	$600.00
Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for details	$800.00 max.
Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for details	$750.00/each
Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for details	$750.00 max.
Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for details	$650.00/each

Athletic Coaches

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

1. All middle and high school coaches will attend in-service (coaches') activities as scheduled.
2. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.
3. Coaches that drive a full-size yellow school bus will be paid a flat rate of $100.00 per full trip (drop off and return to campus). $50.00 for a half trip.

Athletic stipends are paid on a semi-monthly basis, August through July.

Athletic Stipend (Other)	Annual Rate
Athletic Trainer	$6,500.00
Defensive Coordinator – Football (one stipend only)	$9,000.00
Offensive Coordinator – Football (one stipend only)	$9,000.00

Head Coach for High School	Annual Rate
Head Baseball	$9,800.00
Head Basketball	$9,800.00
Head Cross Country	$8,500.00
Head Football	$14,465.00
Head Golf	$8,500.00
Head Golf – Spring	$4,250.00
Head Powerlifting (Campus-Based Activity)	$8,500.00
Head Soccer	$9,800.00
Head Softball	$9,800.00

Head Swimming	$8,500.00
Head Tennis	$8,500.00
Head Tennis – Semester	$4,250.00
Head Track	$8,500.00
Head Volleyball	$9,800.00
Head Wrestling	$8,500.00
Head Flag Football	$5,000.00

Assistant Coach for High School	Annual Rate
Assistant Baseball	$6,000.00
Assistant Basketball	$6,000.00
Assistant Cross Country	$5,000.00
Assistant Football	$7,000.00
Assistant Golf	$5,000.00
Assistant Powerlifting (Campus-Based Activity)	$5,000.00
Assistant Soccer	$6,000.00
Assistant Softball	$6,000.00
Assistant Swimming	$5,000.00
Assistant Tennis	$5,000.00
Assistant Track	$5,000.00
Assistant Volleyball	$6,000.00

Assistant Wrestling	$5,000.00
Assistant Flag Football	$3,000.00

Coach for Middle School	Annual Rate
Basketball	$3,650.00
Cross Country	$2,800.00
Football	$4,550.00
Soccer	$3,650.00
Track	$2,800.00
Volleyball	$3,650.00

Cheerleading / Drill Team	Annual Rate
Assistant Cheerleading	$3,400.00
Head Cheerleading	$7,000.00
MS Cheerleading Sponsor	$2,125.00
Head Drill Team	$7,000.00

Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive one-twenty-fourth (1/24) of the annual allowance paid on a semi-monthly basis.

Position	Annual Rate
Superintendent	per contract
Assistant Director – Athletics / Facilities Manager	$2,160.00
Director – Operations Business Services / After School Programs / Athletics	$2,160.00
Director – Communications / Transformation / Adult Education / Capital Improvement Prog.	$2,160.00
Manager – Student Records	$2,160.00
Manager – Safety Construction	$2,160.00
Senior Officer	$3,510.00
Executive Director, Asst. General Counsel	$3,510.00
Executive Career Pathway (Chiefs, Deputy Superintendent, General Counsel, Regional Chiefs)	$4,500.00
Campus Instructional Support (50+ campuses)	$2,500.00
Auto Stipend (Mobile Campus Monitors)	$1,370.00

Bilingual Stipends for Secretary / Clerk

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

Position	Annual Rate
Secretary / Clerk, Bilingual (must pass proficiency exam)	$450.00

Bilingual / ESL Education Stipends

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

Position	Annual Rate
Bilingual Campus Administrator (Principal/Assistant Principal)	$4,000.00
Bilingual Counselor or Librarian	$4,000.00
Teacher, Elementary DLI - Bilingual	$5,000.00
Teacher, Elementary DLI - ESL	$1,000.00
Teacher, Elementary ESL / Transition ESL (Secondary)	$1,000.00

Cell Phone Allowance

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

Position	Annual Rate
All Managerial Staff / Principals	$480.00
Coordinator to Chief, Associate Superintendent	$480.00
Executive Director	$600.00
Executive Career Pathway (Senior Officers, Associate Superintendent, General Counsel)	$720.00
Mobile Campus Monitors/Operations	$400.00

Career & Technical Education (CTE)

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

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

These CTE stipends are contingent upon fulfillment of department requirements.

Position	Annual Rate
CTE Campus Liaison	$1,350.00
CTE Agriculture Teachers	$5,000.00

Deaf Education Transcription & Interpretation

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

Position	Annual Rate
Deaf Education Transcriber	$450.00
Interpreter for the Deaf – Not Yet Certified	$450.00
Interpreter for the Deaf – Level 1 Basic Certification	$1,500.00
Interpreter for the Deaf – Level 2 Advanced Certification	$2,500.00
Interpreter for the Deaf – Level 3 Master Certification	$3,500.00

Enrollment Stipend

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

Enrollment Count	Elementary	Middle	High
1801 or more	X	X	$1,800.00
1200 – 1800	X	X	$900.00
901 or more	$2,700.00	$2,700.00	X
701 – 900	$1,800.00	$1,800.00	X
350 – 700	$900.00	$900.00	X

Internal Finance Mentoring Program (IF Mentoring) Stipend

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

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

JROTC / JCC

This stipend is designed to compensate middle school JCC teachers for extracurricular duties, community service events and service-learning projects.

Position	Annual Rate
Teacher, Junior Cadet Corp (JCC) Middle School	$2,880.00

Leadership Academy Network

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

Position	Annual Rate
Academic Content Specialist	$7,000.00
Administrative Associate	$1,000.00
Assistant Principal	$8,000.00
Attendance Clerk	$600.00
Campus Monitor	$600.00
Counselor	$5,000.00
Custodian	$600.00
Campus Data Leader	$5,000.00
Data Clerk	$600.00
Dean of Instruction	$8,000.00
Intervention Specialist, Support Specialist	$5,000.00
Librarian	$5,000.00
Nurse	$5,000.00
Nurse Assistant	$600.00
Family Engagement Specialist	$600.00
Principal	$8,000.00

Teacher	$5,000.00
Teacher Assistant	$1,000.00

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

Language Proficiency Assessment Committee (LPAC)

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

Maintenance Department Night Stipend

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

Position	Frequency	Amount
Hourly Employee – Night Shift (Custodians)	Per Year	$420.00

Mileage Reimbursement

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

Miscellaneous

These rates are paid in 24 semi-monthly payments from August through July of each year.

Position	Annual Rate
Counselor, Lead	$2,250.00

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

Position	Annual Rate
Coordinator, AVID	$1,800.00
Teacher, Bridge (Elementary Schools)	$675.00
New Teacher Mentor (rate per employee mentored)	$500.00

Performing Arts

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

Position	Annual Rate
High School Assistant Band Director	$6,500.00
High School Assistant Dance Director	$3,000.00
High School Assistant Mariachi Director	$4,500.00
High School Assistant Theatre Director	$3,800.00
High School Assistant Choral	$4,000.00
High School Choral Director	$7,000.00
High School Dance Director	$7,000.00
High School Head Band Director	$10,000.00
High School Jazz Band Director	$6,000.00
High School Mariachi Director	$7,000.00
High School Orchestra Director	$5,900.00
High School Theatre Director	$6,500.00
Middle School Assistant Band Director	$4,300.00
Middle School Assistant Choir Director	$2,250.00
Middle School Assistant Dance Director	$2,500.00
Middle School Assistant Mariachi Director	$2,500.00
Middle School Choral Director	$3,500.00

Middle School Dance Director	$3,000.00
Middle School Head Band Director	$6,500.00
Middle School Orchestra Director	$4,000.00
Middle School Mariachi Director	$4,000.00
Middle School Theatre Director	$2,500.00
Middle School/High School Choir Director	$7,000.00
Middle School/High School Orchestra School Director (conducts both MS & HS)	$5,000.00
Secondary Assistant Band/Orchestra Director	$4,500.00
Secondary Assistant Mariachi/Orchestra Director	$4,300.00
Secondary Head Band/Orchestra Director	$7,000.00
Secondary Head Mariachi/Orchestra Director	$6,500.00

Special Education

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

Position	Annual Rate
Special Education Teacher on Special Assignment (Program Manager)	$2,700.00
Teacher, Special Education Inclusion/Resource	$3,000.00
Teacher, Special Education Intensive Programs	$5,000.00
Bilingual Special Education Evaluation Services	$4,000.00
Special Olympics Head of Delegation	$6,000.00
Special Olympics Assistant Head of Delegation	$3,000.00
Blended Teacher ESCE Pre-K 4	$2,000.00
Blended Teacher ESCE Pre-K 3	$2,000.00

Yearbook Sponsor

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

Position	Annual Rate
Middle School Yearbook Sponsor	$1,000.00
High School Yearbook Sponsor – 125 or fewer pages	$1,500.00
High School Yearbook Sponsor – 126-225 pages	$2,000.00
High School Yearbook Sponsor – 226 or more pages	$3,000.00

Section VII: Supplemental Pay (Substitute, Hourly, Summer)

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

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

Substitute Pay

For information about becoming a substitute, please see the Substitute Services website.

Substitute Daily Rates

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

Substitute Librarian	Bachelor's degree & certified	$140.00
Substitute Nurse	Bachelor's degree & RN license	$210.00
Substitute Administrator	Bachelor's degree & any other required licensure	$210.00

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

Substitute Stipends

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

Position	Daily Rate
Substitute Teacher – Long-term Sub Rate (after 31st day in same job)	$10.00
Substitute Teacher /Teacher Assistant – Special Ed Intensive assignments SEAS, LINC, TAP, Day Treatment, Deaf Ed, ECSE	$5.00
Substitute Teacher – Leadership Academy Network extended school day (Applies for Leadership Academies at Como, Forest Oak, John T. White, Leonard MS, Maude Logan, & Mitchell Blvd.) This rate is subject to change without notice.	$10.00

Teacher Residency

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

*Principal Fellow will align with the Teacher Salary Schedule

Continuous Assignments

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

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

Substitutes are **not eligible** to be compensated for tutoring or extra duty pay.

FWISD Administrator Substitute Rates after Retirement

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

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

Hourly Pay

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

Athletics Facility Workers

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

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

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

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

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

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

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

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

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

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

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

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

Bilingual Translation & Interpretation Services

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

Campus Safety & Security

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

Child Nutrition Services

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

Position	Frequency	Rate
Nutrition Services Emergency Gasoline Allowance	Per Round Trip	$2.25
Nutrition Services Substitute Manager (current employee)	Per Hour	$0.75
HS and ES Dinner Shift	3:30PM – 4:30PM	$1 + Base Pay
MS Dinner Shift	4:00PM – 6:00PM	$1 + Base Pay

FICA Alternative

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

Fort Worth After School (FWAS) Program

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

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

Part-Time & Other Hourly

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

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

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

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

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

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

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

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

Substitutes are **not eligible** to be compensated for tutoring or extra duty pay.

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

Summer Pay

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

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

Position	Hourly Rate	Stipend Amount
Campus Monitors	$19.00	-
EOC Test Proctors	$35.00	-
EOC Tutorials Teachers	$35.00	-
Nurses	$35.00	-
Security Area Advisors	$35.00	-
Teachers	$35.00	-
Administrative Assistants	$20.00	-
Administrators	-	$5,000.00
High School Counselors	-	$3,000.00
High School Data Clerks	$21.00	-

Summer School

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

Summer Enrichment

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

Section VIII: Retire/Rehire Salary Information

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

You may call:	1-800-223-8778
You may also write:	TRS 1000 Red River Street Austin, TX 78701
Or visit the website at:	www.trs.state.tx.us/



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

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

NOTICE - In accordance with Texas House Bill 2 and TRS surcharge requirements, beginning August 1, 2026, all TRS-related surcharges will be the responsibility of the employee. The District will continue to cover a portion of these surcharges only for employees serving in designated high-need classroom teaching positions.
(Posted February 10, 2026)

Retiree Information

FWISD Program for Terminal Pay

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

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

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

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

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

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

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

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

Calculation

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

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

Program Phase-Out

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

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

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

Alternative Qualification

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

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

Employees Who Retire and Return as FWISD Employees

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

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

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

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

Section IX: Employee Benefits Information

Employee Insurance & Fringe Benefits

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

Medical	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided $15,000 in life insurance. Supplemental insurance up to $250,000 and dependent insurance up to $15,000 for each child, and $50,000 spousal coverage is available to employees at group rates.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].
Leaves of Absence	SEE BOARD POLICY, SECTION DEC (LOCAL)
Bereavement Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)

Family Emergency/Illness Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)
Local Personal & Local Sick Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with untaxed income.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Payroll Deductions	1. Credit Union/Bank Deposits 2. FWISD Education Foundation 3. Dues 4. Annuities 5. Insurance 6. MACE, UNCF, and United Way Contributions
Vacation	Effective SY 2019-20, New Hires and existing employees do not earn or accrue Vacation days. See the section Local Personal & Local Sick Leave, under Board Policy, Section DEC (Local).

For additional information, contact benefits@fwisd.org.