



Georgetown ISD

2026-2027

SCHOOL YEAR

COMPENSATION PLAN

The Georgetown ISD Compensation Plan is adopted annually by the Board of Trustees and is administered jointly by the Office of Human Resources, the Chief Financial Officer, and the Superintendent of Schools.

Georgetown ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

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Georgetown ISD

2026-2027 Teacher Hiring Scale



26/27 Years Completed	26/27 BASE Non-TRA BACHELOR'S 187 Days	26/27 BACHELOR'S 187 Days (TRA Eligible)	26/27 MASTER'S 187 Days (\$1,000)	26/27 DOCTORATE 187 Days (\$1,500)
0 (Uncertified)*		\$56,500 *	\$57,500 *	\$58,000 *
0	\$56,000	\$57,000	\$58,000	\$58,500
1	\$56,500	\$57,500	\$58,500	\$59,000
2	\$56,650	\$57,650	\$58,650	\$59,150
3	\$56,850	\$59,350	\$60,350	\$60,850
4	\$57,150	\$59,650	\$60,650	\$61,150
5	\$57,450	\$62,450	\$63,450	\$63,950
6	\$57,750	\$62,750	\$63,750	\$64,250
7	\$58,050	\$63,050	\$64,050	\$64,550
8	\$58,350	\$63,350	\$64,350	\$64,850
9	\$58,750	\$63,750	\$64,750	\$65,250
10	\$59,250	\$64,250	\$65,250	\$65,750
11	\$59,750	\$64,750	\$65,750	\$66,250
12	\$60,250	\$65,250	\$66,250	\$66,750
13	\$60,650	\$65,650	\$66,650	\$67,150
14	\$61,050	\$66,050	\$67,050	\$67,550
15	\$61,450	\$66,450	\$67,450	\$67,950
16	\$61,850	\$66,850	\$67,850	\$68,350
17	\$62,300	\$67,300	\$68,300	\$68,800
18	\$62,750	\$67,750	\$68,750	\$69,250
19	\$63,150	\$68,150	\$69,150	\$69,650
20	\$63,550	\$68,550	\$69,550	\$70,050
21	\$64,050	\$69,050	\$70,050	\$70,550
22	\$64,675	\$69,675	\$70,675	\$71,175
23	\$65,000	\$70,000	\$71,000	\$71,500
24	\$65,300	\$70,300	\$71,300	\$71,800
25	\$65,600	\$70,600	\$71,600	\$72,100
26	\$65,900	\$70,900	\$71,900	\$72,400
27	\$66,200	\$71,200	\$72,200	\$72,700
28	\$66,500	\$71,500	\$72,500	\$73,000
29	\$66,800	\$71,800	\$72,800	\$73,300
30+	\$67,100	\$72,100	\$73,100	\$73,600

* Per TEA: Uncertified, zero year teachers are to receive less than a Certified, zero year teacher.

Based on HB2 Legislation for the Teacher Retention Allotment (TRA): Districts must maintain a Cumulative pay Structure, where the salary schedules for 2025-2026 (and by extension 2026-2027) are required to reflect a base salary for eligible teachers that is \$2,500/\$5,000 higher than what they received in 2024-2025.

TRA is available to teachers with 3 or more years of experience, teaching at least 50% and with a PEIMS code 087.

Some positions do not qualify for TRA, i.e., MS Athletic Trainer

**G.R.E.A.T.
Classroom Instructor**

\$40,000 annually

187 day calendar

June 2026

Teacher Salaries listed are based on (187 Day) 10-month employment for the 2026-2027 school year; and represent the current school year only and do not represent future salaries or for experience exceeding 30 years. Pay increases are based on the annual budget approved by the Board of Trustees.

Georgetown ISD is proud to offer a fully-approved Teacher Incentive Allotment (TIA) system, where teachers can earn distinctions at a recognized, exemplary and master level. Each of these distinctions comes with an associated monetary allotment for teachers who have earned the recognition.

Georgetown ISD

2026-2027 Administrative Exempt Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
101			Daily		\$312.48	\$372.00	\$431.52
	Asst Principal - ES	207	207	Days	64,683	77,004	89,325
102			Daily		\$331.23	\$394.32	\$457.41
	Asst Principal - MS	215	207	Days	68,565	81,624	94,684
	Asst Principal - RHS/GAP	215	215	Days	71,214	84,779	98,343
	Coordinator - Campus Assessment & 504	207	226	Days	74,858	89,116	103,375
	Coordinator - CTE	226					
	Coordinator - Curriculum	226					
	Coordinator - Early Childhood	226					
	Coordinator - Assessment	226					
	Coordinator - MTSS	226					
	Coordinator - Multilingual	226					
	Coordinator - Personalized & Prof Learning	226					
	Coordinator - Special Education	226					
	Coordinator - Strategic Staffing	226					
103			Daily		\$354.41	\$421.92	\$489.43
	Assistant Principal - HS	215	215	Days	76,198	90,713	105,227
104			Daily		\$386.31	\$459.89	\$533.47
	Administrator - Early Learning Center	220	220	Days	84,988	101,176	117,363
	Associate Principal - HS	226	226	Days	87,306	103,935	120,564
	Director - Custodial Services	235	235	Days	90,783	108,074	125,365
	Director - Maintenance	235					
	Director - Purchasing	226					
	Director - Technology Services	226					
	Director - Transportation	235					
	Principal - ES	226					
105			Daily		\$424.94	\$505.88	\$586.82
	Director - Construction & Development	235	220	Days	93,487	111,294	129,100
	Director - CTE	226	226	Days	96,036	114,329	132,621
	Director - Multilingual Services	226	235	Days	99,861	118,882	137,903
	Director - Feedback & Assessment	226					
	Director - Fine Arts	226					
	Director - Guidance & Wellness	226					
	Director - Health Services	226					
	Director - Information Systems	226					
	Director - Special Programs (State/Federal)	226					
	Principal - GAP	220					
	Principal - MS/S.T.E.P.	226					
	Principal - RHS	226					

Georgetown ISD

2026-2027 Administrative Exempt Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
106			Daily		\$501.43	\$596.94	\$692.45
	Director - Athletics	226	226	Days	113,323	134,908	156,494
	Director - Finance	226					
	Exec Director - Campus Leadership and Operations	226					
	Exec Director - Human Resources	226					
	Exec Director - Special Education	226					
	Exec Director - Support Services	235					
	Exec Director - Teaching & Learning	226					
	Exec Director - Technology Services	226					
	Principal - HS	226					
107			Daily		\$601.72	\$716.33	\$830.94
	Chief Academic Officer	226	226	Days	135,989	161,891	187,792
	Chief Financial Officer	226					
	Chief of Communications	226					
	Chief of Human Resources	226					
	Chief Operations Officer	226					
	Chief of Staff	226					
	Chief Technology Officer	226					

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2026-2027 Professional Exempt Pay Scales

Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
201			Daily		\$237.80	\$290.00	\$342.20
	Parent Liaison	207	207	Days	49,225	60,030	70,835
	Purchasing - Bond Buyer	226	226	Days	53,743	65,540	77,337
202			Daily		\$310.87	\$372.30	\$433.72
	Academic Advisor	187	187	Days	58,133	69,620	81,106
	Academic Dean	197	190	Days	59,065	70,737	82,407
	ARD Facilitator	190	194	Days	60,309	72,226	84,142
	Behavior Coach - General Education	194	197	Days	61,241	73,343	85,443
	Behavior Coach - Special Education	207	207	Days	64,350	77,066	89,780
	Facilitator - Campus Innovation Center	190	215	Days	66,837	80,045	93,250
	Instructional Coach	194	226	Days	70,257	84,140	98,021
	Instructional Coach - BIL/ESL/SPED	194					
	Librarian - ES/MS/HS	187					
	Specialist - Application Support	226					
	Specialist - Instructional Technology	226					
	Specialist - Teacher Incentive Allotment (TIA)	226					
	Speech Language Pathology - Asst	197					
203			Daily		\$320.52	\$390.92	\$461.32
	Accountant	226	187	Days	59,937	73,102	86,267
	Applications Administrator	226	197	Days	63,142	77,011	90,880
	Coordinator - Facilities Technology	226	207	Days	66,348	80,920	95,493
	Coordinator - HR Benefits and Leaves	226	226	Days	72,438	88,348	104,258
	Coordinator - HR Compensation	226					
	Coordinator - Payroll	226					
	Coordinator - Risk Management	226					
	Coordinator - Safety Coord/Lead Marshal	226					
	Coordinator - Student Engagement	197					
	Counselor - Special Education (District)	197					
	Counselor - ES	197					
	Counselor - MS	207					
	Counselor - Transitions (GAP)	197					
	Manager - Purchasing	226					
	Network Administrator	226					
	Nurse (RN) - District Lead	207					
	Nurse (RN) - ES, MS, HS	187					
	Nurse (RN) - Special Education	187					
	School Psychologist - Intern-Associate	197					
	School-Based Therapist-Associate	187					
	Special Ed VI Teacher	197					
	Specialist - Digital Communications	226					
	Specialist - District Communications	226					
	Systems Administrator	226					

Georgetown ISD

2026-2027 Professional Exempt Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
204			Daily		\$336.59	\$410.47	\$484.35
	Counselor - HS/RHS	207	187	Days	62,942	76,758	90,573
	Counselor - HS Lead	215	197	Days	66,308	80,863	95,417
	Diagnostician	197	207	Days	69,674	84,967	100,260
	Head Band Director - HS	220	215	Days	72,367	88,251	104,135
	Manager - PEIMS	226	220	Days	74,050	90,303	106,557
	Manager - Technology Projects	226	226	Days	76,069	92,766	109,463
	Manager - Technology Support	226	235	Days	79,099	96,460	113,822
	Occupational Therapist	197					
	Physical Therapist	197					
	School Psychologist	197					
	School Psychologist (Child Find)	207					
	School-Based Therapist	187					
	Specialist - College & Career - HS	187					
	Speech Pathologist	197					
205			Daily		\$353.41	\$430.99	\$508.57
	Coordinator - School Counseling	215	215	Days	75,983	92,663	109,343
	Manager - Systems and Network Operations	226	226	Days	79,871	97,404	114,937
206			Daily		\$392.29	\$478.40	\$564.51
	Coordinator - Athletic Head Football Coach	226	226	Days	88,658	108,118	127,579
JROTC Standardized Instructor Pay Scale (JSIPS)			Daily		\$326.55	\$336.75	\$346.96
	JROTC - Instructor (TRA Eligible 087)	226	226	Days	73,800	76,106	78,412

Georgetown ISD

2026-2027 Instructional Support Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
					Annualized pay based on 7.5/8 hr day		
302			Hourly		\$17.00	\$20.23	\$23.46
	Aide - Early Learning Center (8hr)	192	185	Days	23,588	28,069	32,551
	Instructional Aide - BIC/ISS	185	192	Days	26,112	31,073	36,035
	Instructional Aide - Bilingual	185					
	Instructional Aide - ESL Intervention	185					
	Instructional Aide - Gen Ed Behavior	185					
	Instructional Aide - Intervention	185					
	Instructional Aide - PE	185					
	Instructional Aide - Pre-K	185					
	Instructional Aide - Pre-K Bilingual	185					
	Instructional Aide - SPED Bilingual	185					
	Instructional Aide - SPED Content Mastery	185					
	Instructional Aide - SPED Inclusion	185					
	Instructional Aide - SPED Modified/Inclusion	185					
303			Hourly		\$18.50	\$22.02	\$25.54
	Assistant - Library	185	185	Days	25,669	30,553	35,437
	Instructional Aide - Literacy Intervention	185	192	Days	28,416	33,823	39,229
	Instructional Aide - Pre-K ECSE	185					
	Instructional Aide - SPED - Bridges 18+	185					
	Instructional Aide - SPED - Alternate Curriculum	185					
	Instructional Aide - SPED - Alt Curr/Behavior Sppt	185					
	Instructional Aide - SPED - Alt Curr/Med Fragile	185					
	Instructional Aide - SPED - APE	185					
	Instructional Aide - SPED - Behavior Support	185					
	Instructional Aide - SPED - ECSE	185					
	Instructional Aide - SPED - GAP	185					
	Instructional Aide - SPED - S.T.E.P.	185					
	Lead Instructor - Early Learning Center (8hr)	192					
304			Hourly		\$19.00	\$22.63	\$26.26
	Clinical Asst/Certified Nurse's Assistant	185	185	Days	26,363	31,399	36,436
305			Hourly		\$22.00	\$26.99	\$31.98
	Behavior Technician - Registered	185	185	Days	30,525	37,449	44,372
	Specialist - Childcare Licensing	207	192	Days	33,792	41,457	49,121
	Specialist - Colorguard (8hr)	197	197	Days	34,672	42,536	50,400
	Specialist - GAP	185	207	Days	36,432	44,695	52,959
	Specialist - S.T.E.P. (8hr)	192					
306			Hourly		\$31.00	\$36.90	\$42.80
	Occupational Therapist - Asst (8hr)	197	197	Days	48,856	58,154	67,453

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2026-2027 Office & Technical Support Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
Annualized pay based on 7.5/8 hr day							
401			Hourly		\$16.00	\$19.06	\$22.12
	Receptionist - MS	185	185	Days	22,200	26,446	30,692
	Receptionist - HS	185					
402			Hourly		\$17.00	\$20.24	\$23.48
	Clerk - Attendance/Substitute ES	185	185	Days	23,588	28,083	32,579
	Clerk - Attendance/Substitute MS	185	226	Days	28,815	34,307	39,799
	Clerk - Office/Instruction	185					
	Technology - Asset Technician	226					
403			Hourly		\$18.00	\$21.44	\$24.88
	Admin Assistant - Asst/Assoc Principal HS	207	197	Days	28,368	33,789	39,211
	Admin Assistant - Asst Principal/Counselor MS/HS	207	207	Days	27,945	33,286	38,626
	Admin Assistant - District Assessment & 504	207					
	Admin Assistant - ELC (8hr)	197					
	Clerk - Attendance HS	207					
	Clerk - Copy Center	207					
404			Hourly		\$19.00	\$22.63	\$26.26
	Clerk - Mail/Courier (7.5hr)	215	207	Days	31,464	37,475	43,487
	Clerk - Nutrition Services Compliance	215	215	Days	32,680	38,924	45,167
	Clerk - PEIMS/Registrar ES	207					
	Clerk - PEIMS/Registrar MS	207					
405			Hourly		\$20.00	\$23.82	\$27.64
	Admin Assistant - Campus SPED	197	197	Days	31,520	37,540	43,561
	Admin Assistant - Principal ES	215	207	Days	33,120	39,446	45,772
	Admin Assistant - Principal/Registrar GAP	207	215	Days	34,400	40,970	47,541
	Admin Assistant - Principal MS	226	226	Days	36,160	43,067	49,973
	Admin Assistant - Principal RHS	215					
	Admin Assistant - Principal/Registrar S.T.E.P.	215					
	District Receptionist/Communication Support	226					
406			Hourly		\$21.00	\$25.02	\$29.04
	Admin Assistant - Athletics	226	185	Days	31,080	37,030	42,979
	Admin Assistant - Custodial Services	239	197	Days	33,096	39,432	45,767
	Admin Assistant - District CTE	226	215	Days	36,120	43,034	49,949
	Admin Assistant - District SPED	226	226	Days	37,968	45,236	52,504
	Admin Assistant - Exec Director	226	239	Days	40,152	47,838	55,524
	Admin Assistant - Exec Director Support Services	239					
	Admin Assistant - Fine Arts	226					
	Admin Assistant - Nutrition Services	207					
	Admin Assistant - Principal HS	226					
	Bookkeeper HS	226					
	Clerk - District Scheduler	239					
	Registrar - EVHS/GHS	226					
	Registrar - RHS	215					
	Specialist - Parent Involvement/Fed Program	185					

Georgetown ISD

2026-2027 Office & Technical Support Pay Scales



Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
Annualized pay based on 7.5/8 hr day							
407			Hourly		\$24.25	\$28.87	\$33.49
	Admin Assistant - Chief Officer	226	185	Days	35,890	42,728	49,565
	Admin Assistant - District Campus & Student Services	226	226	Days	43,844	52,197	60,550
	Licensed Vocational Nurse	185					
	Specialist - Accounts Payable	226					
	Specialist - Construction	226					
	Specialist - District Athletics (Scheduler)	226					
	Specialist - District Federal Programs	226					
	Specialist - Human Resources	226					
	Specialist - Nutrition Services/Fed Program	226					
	Specialist - Payroll	226					
	Specialist - Purchasing-Bond	226					
	Specialist - Service Desk	226					
	Specialist - Technology	226					
	Specialist - Technology Assets	226					
	Specialist - Textbook/Fixed Assets	226					
408			Hourly		\$28.25	\$33.63	\$39.01
	School Marshal	185	185	Days	41,810	49,772	57,735
	Specialist - Bond & Special Revenues	226	226	Days	51,076	60,803	70,530
	Specialist - Budget & Treasury	226					
	Specialist - Substitute Coordinator	226					
	Specialist - Human Resources II	226					
	Specialist - Payroll II	226					
	Specialist - Public Information	226					
	Specialist - Technology II	226					
409			Hourly		\$31.00	\$36.90	\$42.80
	Admin Assistant - Superintendent	226	185	Days	45,880	54,612	63,344

Georgetown ISD

2026-2027 Operations Support / Exempt Pay Scales



Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
Annualized pay based on 6, 6.5, 7, or 8 hr/day						
501			Hourly	\$16.00	\$18.93	\$21.86
	Bus Monitor (6hr/8hr) *	180	176 Days	18,304	21,656	25,008
	Bus Monitor (8 hr - year round)	226	180 Days	17,280	20,444	23,609
	Cook/Cashier (6.5hr) *	176	226 Days	28,928	34,225	39,523
	Custodian Day Shift / Mid Shift ES/MS	244	244 Days	31,232	36,951	42,671
501.1			Hourly	\$16.50	\$19.53	\$22.56
	Custodian Mid Shift HS	244	244 Days	32,208	38,123	44,037
	Custodian Night Shift ES/MS	244				
501.2			Hourly	\$17.00	\$20.12	\$23.24
	Custodian Night Shift HS	244	244 Days	33,184	39,274	45,364
502			Hourly	\$17.75	\$21.00	\$24.25
	Cashier - Lead ES/FRC (6.5hr) *	178	173 Days	24,566	29,064	33,562
	Cashier - Lead MS/HS (7hr) *	178	178 Days	22,117	26,166	30,216
	Safety Monitor HS (8hr)	173				
503			Hourly	\$18.75	\$22.18	\$25.61
	Bus Driver - Non-CDL (6hr) *	180	180 Days	20,250	23,954	27,659
	Bus Driver - Trainee (6hr) *	180	239 Days	35,850	42,408	48,966
	Custodian - Day Lead HCLL	244	244 Days	36,600	43,295	49,991
	Custodian - Day Lead Secondary	244				
	Groundskeeper	239				
504			Hourly	\$19.75	\$23.37	\$26.99
	Grounds Crew - Lead	239	178 Days	28,124	33,279	38,434
	Grounds Crew - Stadium Lead	239	239 Days	37,762	44,683	51,605
	Manager - Cafeteria ES/FRC	178	244 Days	38,552	45,618	52,684
	Manager Asst - Cafeteria HS	178				
	Supervisor - Catering	178				
	Supervisor - Custodial Services	244				
505			Hourly	\$20.75	\$24.55	\$28.35
	HVAC Assistant	239	178 Days	29,548	34,959	40,370
	Manager - Cafeteria MS	178	239 Days	39,674	46,940	54,205
	Supervisor - Custodian MS/FRC	244	244 Days	40,504	47,922	55,339
	Technician - General Maintenance	239				
505B			Hourly	\$23.00	\$27.00	\$31.00
	Bus Driver - CDL (6hr/8hr) *	180	180 Days	24,840	29,160	33,480
	Bus Driver - CDL (8 Hr - year round)	226	226 Days	41,584	48,816	56,048
506			Hourly	\$23.25	\$27.51	\$31.77
	Clerk - Audio/Video/Discipline Support	207	178 Days	33,108	39,174	45,240
	Clerk - Parts	239	207 Days	38,502	45,557	52,611
	Manager - Cafeteria HS	178	226 Days	42,036	49,738	57,440
	Mechanic - Equipment Maintenance	239	239 Days	44,454	52,599	60,744
	Specialist - Transp (Smart Tag/Admin/Timekeeping)	226	244 Days	45,384	53,700	62,015
	Specialist - Transportation	239				
	Supervisor - Custodian HS	244				
	Technician - Custodial Equipment	244				

Georgetown ISD



2026-2027 Operations Support / Exempt Pay Scales

Pay Grade	Job Title	Days			Minimum	Midpoint	Maximum
Annualized pay based on 6, 6.5, 7, or 8 hr/day							
507	Technician - General Maintenance Lead	239					
	Transportation - District Travel Coord	226					
			Hourly		\$24.50	\$28.99	\$33.48
508	Carpenter/Painter	239	239	Days	46,844	55,429	64,014
	Pest Control Specialist	239					
			Hourly		\$25.75	\$30.47	\$35.19
509	Carpenter/Painter - Lead	239	207	Days	42,642	50,458	58,275
	Dispatcher/Bus Driver-CDL	207	239	Days	49,234	58,259	67,283
	Mechanic I - Transportation	239					
510	Plumber - Licensed	239					
	Technician - Electrician	239					
	Technician - HVAC	239					
511	Technician - Refrigeration/Kitchen Equipment	239					
			Hourly		\$27.50	\$31.87	\$36.90
	Electrician - Licensed	239	239	Days	52,580	60,935	70,553
510	Mechanic II - Transportation	239					
			Hourly		\$29.00	\$34.32	\$39.64
	Coordinator - Custodial (Night)	244	239	Days	55,448	65,620	75,792
511	Coordinator- Transportation	239	244	Days	56,608	66,993	77,377
	Electrician - Licensed Lead	239					
	Mechanic III - Transportation	239					
511	Plumber - Licensed Lead	239					
	Technician - HVAC Lead	239					
	Exempt		Daily		\$288.00	\$340.80	\$393.60
511			Hourly		\$36.00	\$42.60	\$49.20
	Supervisor - Custodial Operations	239	226	Days	65,088	77,021	88,954
	Supervisor - Fleet Operations	239	239	Days	68,832	81,451	94,070
511	Supervisor - Maintenance Operations	239					
	Supervisor - Nutrition Services	226					
	Supervisor - Transportation Operations	239					

* Noted positions are calculated at less than an 8 hour work day

Sub/Hrly	Operations Support - Sub Hourly Rates			
Substitute - Nutrition Services	\$16.00/hr	Substitute - Bus Driver CDL		\$23.00/hr
Substitute - Custodian/Crossing Guard	\$16.00/hr	Substitute - Bus Driver Non-CDL		\$18.75/hr
Summer Helper	\$15.00/hr	Substitute - Bus Monitor		\$16.00/hr



Georgetown ISD

2026-2027 Teacher/Professional/Paraprofessional

2026-2027 Auxiliary (Hourly)

Classroom Instructor and Substitute Pay Structure

Pay Grade	Job Title	Hourly/Daily/Annual Rates
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District Substitute (Teacher/Librarian/Paraprofessional)		Daily
Substitute	Full Day (Days 1 - 30)	Short-Term \$125.00
Substitute	Full Day (Day 31+)	Long-Term * \$150.00
Substitute	Half Day	Short-Term \$62.50
Substitute	Half Day	Long-Term * \$75.00

* Long-term pay rate will start on the 31st day; days do not have to be consecutive to qualify for long term rate.

District Substitute/Interim Professional		Daily
Substitute	Nurse	Daily \$225.00
Interim	Counselor	Daily (HR Approval Required) \$250.00
Interim	ES Assistant Principal	Daily (HR Approval Required) \$325.00
Interim	MS Assistant Principal	Daily (HR Approval Required) \$350.00
Interim	HS Assistant Principal	Daily (HR Approval Required) \$375.00
Interim	Administrator (Campus Principal and Above) *Rate may be set based on position and experience	Daily (HR Approval Required) \$400.00+

Auxilliary - Sub Hourly Rates		Hourly
Substitute	Nutrition Services	\$ 16.00/hr
Substitute	Custodial/Crossing Guard	\$ 16.00/hr
Substitute	Bus Driver (CDL)	\$ 23.00/hr
Substitute	Bus Monitor	\$ 16.00/hr
Summer Helper		\$ 15.00/hr



ATHLETIC STIPENDS

ATHLETICS	Annual \$		FOOTBALL	Annual \$		SOFTBALL	Annual \$
HS Athletic Coordinator	N/A		HS Head Coach	N/A		HS Head Coach	7,500
HS Asst Coordinator	3,500		HS Asst Head Coach	1,000		HS Asst Coach	4,000
HS Asst Coord/Facilitator	7,500		HS Varsity Asst Coach	6,500		SWIMMING	Annual \$
HS Off-Season Coordinator	1,500		HS 9th Grade Coach	5,000		HS Head Coach	6,250
MS Athletic Coordinator	3,000		HS Off/Def Coordinator	8,250		HS Asst Coach	3,000
HS Athletic Facility Mgr	3,000		HS Special Teams Coord	1,500		TENNIS	Annual \$
MS Athletic Facility Mgr	2,000		HS Video Coord	1,000		HS Head Coach	7,500
Stadium Manager	8,000		HS 7 on 7 Coord	1,000		HS Asst Coach	4,000
BASEBALL	Annual \$		MS Coach	3,000		MS Coach	3,000
HS Head Coach	7,500		GOLF	Annual \$		TRACK	Annual \$
HS Asst Coach	4,000		HS Head Coach	6,150		HS Head Coach	6,000
BASKETBALL	Annual \$		HS Asst Coach	3,000		HS Asst Coach	4,000
HS Head Coach	7,500		POWERLIFTING	Annual \$		MS Coach	2,000
HS Varsity Asst Coach	4,000		HS Head Coach	4,000		TRAINER	Annual \$
HS 9th Grade Coach	4,000		HS Asst Coach	3,000		HS Athletic Trainer	12,500
MS Coach	2,250		MS Coach	1,500		MS Athletic Trainer	10,000
CROSS COUNTRY	Annual \$		SOCCER	Annual \$		Ath Trainer Coord *	3,000
HS Coach (Boys/Girls)	6,500		HS Head Coach	6,500		VOLLEYBALL	Annual \$
HS Asst Coach	3,500		HS Asst Coach	4,000		HS Head Coach	7,500
MS Coach	1,500		MS Coach	2,000		MS Asst Coach	4,500
NOTES			MS Coach - Travel	500		MS Head Coach	2,500
Not all Stipends may be awarded each school year; they are based on budget, need, and assignment. All stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and coverage. These stipends are annualized and paid out over the school year; if the full employee work calendar is not completed, the stipend amount will be prorated based on actual days worked.						WRESTLING	Annual \$
						HS Head Coach	5,250
						HS Asst Coach	3,700



FINE ARTS STIPENDS

ART/MUSIC	Annual \$	CHEER/DANCE/ DRILL TEAM SPNR	Annual \$	CHOIR	Annual \$
HS Art Competition Coord *	500	HS Cheer Varsity	5,000	HS Choir Director	8,000
ES Lead Art *	1000	HS Cheer JV	3,000	HS Choir Asst Dir	5,000
ES Lead Music *	1000	HS Cheer Freshman	3,000	MS Choir Director	2,500
		MS Cheer	2,000	MS Choir Asst Dir	1,500
BAND	Annual \$	HS Dance Team JV Asst *	1,500	THEATER ARTS	Annual \$
HS Band Director	N/A	MS Dance Team *	1,000	HS Theater Arts - Director	3,000
HS Band Assoc Director	8,000	HS Drill Team Varsity	5,000	HS Theater Dir + OAP	2,000
HS Asst Band Director	6,000	HS Drill Team JV/Asst	3,000	HS Theater Asst Director	2,000
MS Band Director	6,000	ORCHESTRA	Annual \$	MS Theater Arts Dir + OAP	2,000
MS Asst Band Director	5,000	HS Orchestra Dir	5,000	MS Theater Arts Asst Dir+OAP	1,000
		MS Orchestra Dir	5,000	Tech Theater Dir (EVHS)	7,500
				Tech Theater Dir (GHS)	10,000
BILINGUAL / DUAL LANGUAGE STIPENDS					
ELEMENTARY TEACHER	BILINGUAL CLASSROOM TEACHER DUAL LANGUAGE/ESL TEACHER	7,000 2,000		NOTES	
SPECIAL EDUCATION STIPENDS				Not all Stipends may be awarded each school year; they are based on budget, need, and assignment. All stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and coverage. These stipends are annualized and paid out over the school year; if the full employee work calendar is not completed, the stipend amount will be prorated based on actual days worked. * Stipend is paid out either in one payment or split between two payments. (Feb-UIL, Nov and/or May are typical payout periods.)	
SPECIAL EDU LEADS	Annual \$	SPECIAL EDU TCHS	Annual \$		
Sped Dys/BIL Teacher (Multi-Cmp/Full Schedule)	7,000	Sped Teacher - Behavior, Alt Curr, ECSE, PreK/ECSE	5,000		
Sped - Lead ARD Facilitator	3,000	Sped Teacher - Modified/Inclusion	2,000		
Sped - Lead Assessment	3,000	Sped Teacher - APE	1,500		
Sped - Lead Related Svcs	3,000	Sped Teacher - Homebound	2,000		
Sped - Lead School Psy	3,000	Sped Teacher - VAC	3,000		
Sped - Lead SLP	3,000	Sped Teacher - VI	1,500		
Sped - Lead BIL SLP/Diag (Designated Positions)	5,000 to 7,000	Sped Teacher - 18+ Bridges Program	5,000		

Teacher Incentive Allotment

For any funds received by Georgetown ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, program administrative expenses, and professional development. If a designated teacher resigns / retires after the Class Roster Winter Submission and does not complete the school year / employment calendar in good standing, they will not receive their allotment per the TIA spending plan. For questions please go to the GISD TIA website for links to FAQs, the TIA Handbook, or email TIA@georgetownisd.org.

In addition to the regular compensation as outlined in this Plan, the Superintendent may recommend to the Board of Trustees that compensation be adjusted to include one or more of the following:

One-Time, Lump-Sum Payment

The Superintendent may recommend a one-time, lump-sum compensation payment to all eligible employees (based on the criteria below), at an amount to be set by the Board, if the issuance of the one-time, lump-sum compensation payment would not impair the district's other financial obligations or create a financial hardship for the District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District's financial status.

To be eligible to receive the one-time, lump-sum compensation payment, a district employee must satisfy all the following criteria:

- Employee is employed by the district in a permanent part- or full-time position at the time the payment is authorized by the Board of Trustees;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is issued;
- District employment must have begun with the district on or before specified date; and
- Employee has not prior to the issuance of the one-time, lump-sum compensation:
 - indicated an intent to resign or retire prior to the end of the employee's duty calendar year;
 - been terminated, or proposed for termination;
 - been non-renewed or proposed for nonrenewal; or
 - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty calendar year; and
- Employee is not, at the time any one-time, lump-sum compensation is authorized or issued:
 - A temporary employees (i.e. substitutes, contracted services, student workers, and extra help); or
 - under a pending investigation for alleged wrongdoing at the time the payment is authorized or issued; provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated prior to the compensation payment date, they will be entitled to the one-time, lump-sum compensation payment.

The one-time, lump-sum compensation payment is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.

The Board may, at the time any one-time, lump-sum compensation is authorized, establish additional eligibility criteria. Employees have no property right in the continuation of any one-time, lump-sum compensation payment in future years.

Retention Supplement

The Superintendent may recommend a retention supplement to all eligible employees in accordance with the parameters outlined below, at an amount set by the Board, if the issuance of the retention supplement would not impair the district's other financial obligations or create a financial hardship for the District. The purpose of any retention supplement is to retain competent and experienced persons to serve as employees of this District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District's financial status.

To be eligible to receive the retention supplement, a district employee must satisfy all of the following criteria:

- Employee must be actively employed as of the date the retention supplement is authorized, and remain actively employed, through the end of the employee's duty calendar year;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is authorized and when it is issued;
- Employee is not or has not prior to the issuance of the retention supplement:
 - indicated an intent to resign or retire prior to the end of the employee's duty days;
 - been terminated, or proposed for termination;
 - been non-renewed or proposed for nonrenewal; or
 - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty year; and
- Employee is not, at the time any retention supplement is authorized or issued:
 - temporary employees (i.e. substitutes, contract services, student workers, and extra help) are not eligible for the retention supplement; or
 - under a pending investigation for alleged wrongdoing at the time any retention supplement is authorized or issued provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated, they will be entitled to the retention supplement.

Any retention supplement shall be based on the following parameters:

- An employee who is employed as a 0.5 FTE or less will receive half of the supplement. Any employee who is employed as greater than 0.5 FTE will receive the full supplement. If an employee changes FTE during the 2026-2027 school year, their supplement will be based on his or her status as of the date the retention supplement is issued.
- The retention supplement is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.
- Any employee who receives the retention supplement will sign a document agreeing that the amount of the supplement will be withheld from one or more of the employee's paychecks if the employee leaves employment of Georgetown ISD prior to the end of the employee's duty calendar year.
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