

**2019 - 2020**  
**COMPENSATION**  
**MANUAL**

**Fort Worth Independent School District**  
**Business and Finance Division**  
**100 N. University Drive**  
**Fort Worth, TX 76107**  
**(817) 871-2000**  
[www.fwisd.org](http://www.fwisd.org)

AN EQUAL OPPORTUNITY EMPLOYER

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 2019 - 2020 school year may be obtained from the information in this manual.*

The Compensation and/or Payroll departments 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 District may increase employee compensation to utilize funds available under House Bill 3 from the 86th Legislature.*

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

For further clarification or information, please contact the Compensation Department at (817) 814-2080, or the Payroll Department at (817) 814-2180.



## Compensation Department

The Compensation Department is committed to excellence when providing salary information, relative to pay, to employees of the Fort Worth Independent School District. This information should not be construed as a remedy to correct pay disparities on a retroactive basis.

### Contact Information

#### Mailing Address

Fort Worth ISD  
Compensation Department  
100 North University Drive, Ste. 130-F  
Fort Worth, TX 76107

#### Compensation Office Hours

8:00am – 5:00pm  
Monday - Friday  
Except holidays, Spring/Winter breaks

### Compensation Staff

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Data Entry, Audits, Salary Adjustments

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### Notice of Non-Discrimination

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

**Title IX Coordinator**  
**Kevin Greene**  
Director, Title IX  
100 N. University Drive  
Fort Worth, TX 76107  
(817) 814-2790

**ADA/Section 504 Coordinator**  
**Patricia Sutton**  
Director, Special Programs  
100 N. University Drive  
Fort Worth, TX 76107  
(817) 814-2458

**Title VII Coordinator**  
**Cynthia Rincon**  
Chief, Human Capital Management  
100 N. University Drive  
Fort Worth, TX 76107  
(817) 814-2721



# BOARD OF TRUSTEES



**Jacinto Ramos, Jr.**  
**Board President**  
District 1

**Tobi Jackson**  
**1<sup>st</sup> Vice President**  
District 2

**Quinton 'Q' Phillips**  
**Board Secretary**  
District 3

**Vacant**  
District 4

**Carin Evans**  
District 5

**Anne Darr**  
District 6

**Norman Robbins**  
District 7

**Anael Luebanos**  
**2<sup>nd</sup> Vice President**  
District 8

**Ashley Paz**  
District 9

From their founding in 1882, the public schools were operated by the Fort Worth city government. In 1925, however, the Texas Legislature removed the city's authority and created the Fort Worth Independent School District, as we know it today, to manage and operate the schools.

The Fort Worth Independent School District is controlled locally through a Board of Education Trustees elected by voters within each district. Nine Trustees serve as single-member district representatives. All Trustees serve four-year terms without pay. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Regular board meetings are open to the public. Meetings are televised live on Spectrum Cable Channel 192, AT&T U-Verse 99, and via live streaming video on the District website's Board Meeting Videos <https://www.fwisd.org/Page/441>. Minutes may be reviewed in the Superintendent's office in the administration building, 100 N. University Drive. For additional information, please contact the Office of the Board of Education, (817) 814-1920.

# SUPERINTENDENT'S LEADERSHIP TEAM



**Kent P. Scribner, Ph.D.**  
Superintendent

**Sherry Breed**  
Chief of Equity & Excellence

**Vicki Burris**  
Chief of Capital Improvement Program

**Art Cavazos**  
Chief of District Operations

**Barbara Griffith**  
Sr. Communications Officer

**Karen Molinar**  
Chief of Staff

**Jerry Moore**  
Interim Chief Academic Officer

**Raul Pena**  
Chief of Elementary Schools

**Cynthia Rincon**  
Chief of Human Capital Management

**Elsie Schiro**  
Chief Financial Officer

**Cherie Washington**  
Chief of Secondary Schools

**Vacant**  
Senior Counsel

**Section I**

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**Compensation Guidelines**

## **Compensation Philosophy**

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 shall be designed to provide appropriate pay for the assessed worth of individual jobs. 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;
- Reward continued length of service to the District;
- Remain fiscally controlled and cost effective;
- Comply with all federal, state, and local laws, and Board of Education policies;
- Encourage outstanding individual and team performance.

### **Pay Structures & Pay Ranges**

The pay system shall consist of salary structures of the major employee groups: teacher, librarian, nurse, counselor, campus professional support, campus administrator, instructional programs (exempt), business and operations (exempt), technology, executive, instructional support (non-exempt), administrative support (non-exempt), and operations (non-exempt).

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 the daily or hourly rates within the ranges as established for their assigned position. Pay rates outside the established range requires the Superintendent or designee's approval.

### **Salary Advancement**

Pay ranges 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 page 9 under Teachers for more information);
4. Teacher to teacher assistant (certified teacher who transfers to a teacher assistant non-punitive receives salary consideration for all teacher experience as a teacher assistant);
5. Teacher, nurse, librarian, counselor within each campus support professional pay structure.

Also, a professional employee who subsequently becomes a certified teacher, receives credit for all professional years as long as the employee possessed a bachelor's degree and the percent of time and minimum required days were met (i.e., accountant, MBA with 17 years to certified teacher, receives master's level pay and 17 years of experience on the teacher salary structure).

# 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 degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country 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. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

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.**

- Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115), or a similar form containing the same information.
- Career and Technology teachers may count up to two 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 degree level and 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 foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country 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. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

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.**

- Effective with the 1998-99 school year, a librarian or counselor may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

### **School Nurses**

- Nurses are placed on the appropriate step of the nurse's salary schedule according to degree level and creditable years of experience.

A bachelor's degree and registered nurse's license (RN) are required for employment as a school nurse.

- 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 experience will be credited on a one-for-one year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA or a private college or university accredited by a TEA recognized regional accrediting agency.
- Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met.

The rule also applies to out-of-state substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service. A valid emergency or local permit also meets the certification requirement.

### **Speech-Language Pathologists, OT'S, PT'S, O&M Specialists, Audiologists, LSSP'S**

- FWISD grants one (1) year of experience for each 12-months of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, and teaching hospitals.
- Up to ten (10) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children or youth may be credited toward advanced salary placement.
- The limit on the number of non-education related creditable years accepted is 10. This is a local credit only (FWISD). As a local credit this service credit may/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 Departments 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 and 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 10-year credit is applicable only to the position of JCC instructor** and is not transferable to other positions.

### **Other Permanent Employees Paid on Salary Ranges**

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

- Salary credit for prior experience that is 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 TEA approved entity. Salary credit may be given for non-school experience based on market demand as determined by the Compensation Department.
- Employees may receive salary credit equal to one percent above the minimum of the pay range for each full year of directly related job experience up to 18 years, subject to peer equity considerations. Starting pay may not exceed the midpoint of the pay range.
- Starting pay for a new hire may not exceed the pay of a District employee in the same job title who has equal or more experience in the job.
- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay range. Executive and high level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.
- Exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

### **All Employees**

- It is the responsibility of the employee to submit original service records and official transcripts. Copies will not be accepted.
- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Compensation **no later than 5:00 pm on June 30th, following your hire date of the current school year**. Service records received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. Service records received after June 30th of the school year hired will not qualify for or receive back pay.
- Certain positions (teachers, librarians, counselors, and nurses only) may be eligible for additional compensation for earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be submitted to **Compensation no later than 5:00 pm on June 30th, following your hire date of the current school year (for new employees) or following the date the degree was conferred (for current employees)**. Transcripts received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. Transcripts received after June 30th will not qualify for or receive back pay.

### **Promotions**

Promotions shall be defined as movement from a position in a lower classification to a *different position* in a higher classification.

A promotion increase is applied to the employee's current base salary less any stipends paid for supplemental duties.

Salary placement for a promotion should follow the same guidelines as placement for a new hire. Employees who are promoted internally should not be paid less than a new hire would be paid with

the same experience. In any event, an employee who is promoted to a higher pay grade should receive no less than a three percent rate increase (applied to the midpoint of the new pay range) nor be paid any less than the minimum rate of the pay range. Adjustments to promotion increases will be made as necessary to maintain pay equity among peer employees with equal or greater experience.

**Lateral Transfer (Placements)**

A lateral transfer is defined as movement to another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the daily rate of pay remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable. There may be peer equity adjustments given for lateral transfers where the normal salary of peer employees exceeds the salary of the new employee in that department. This type adjustment must be approved by the appropriate Leadership Team member and the Senior Officer of Compensation and Employee Records.

**Demotions- Pay Adjustments for Reassignment to a Lower Pay Grade**

A reduction in pay may occur when an employee is reassigned to a different job in a pay range with a daily/hourly rate midpoint that is less than the daily/hourly rate midpoint of the previous job’s pay range. Any reduction in pay is subject to approval by the Superintendent or designee.

**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 work days 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 work days 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.

**Noncontract employees** - A reduction in pay as a result of a **voluntary** reassignment for a noncontract employee will be effective with the date of reassignment to the lower pay grade.

For an **involuntary** reassignment, a noncontract employee will retain their existing daily/hourly rate and number of work days through the end of the current school year. At the beginning of the following school year, the salary and days will be commensurate with the new position.

**Reduction calculation** - When the reassignment is from one pay range structure to another pay range structure, 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 range.

Example of calculating a pay reduction for reassignment to a lower pay grade:

| <u>Higher Pay Grade</u> |           | <u>Lower Pay Grade</u> |              |
|-------------------------|-----------|------------------------|--------------|
| Employee Rate           | \$14.50   | Midpoint Rate          | \$13.60      |
| Midpoint Rate           | ÷ \$15.87 | Percent of Midpoint    | <u>x .91</u> |
| Percent of Midpoint     | .91       | Employee New Rate      | \$12.38      |

In the case of reassignment from a pay range structure to an experience/degree-based placement scale (teacher, librarian, counselor, or nurse), salary placement will be made according to years of creditable experience and highest degree earned.

**In any case, the new salary may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee. Other exceptions also require the Superintendent's approval.**

### **Pay Equity Adjustments**

Subject to District policy restrictions on mid-year pay increases (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 following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service if rehired for the same position.

If rehired at a different pay grade level or rehired following a break in service that is greater than 12 months, the employee will be placed according to the procedures for placement of new hires.

### **Supplemental Pay**

Supplemental pay (stipends and extra duty pay) represents remuneration 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 which otherwise causes the employee to be ineligible to receive the supplemental pay.

### **Job Classification / Reclassification**

All positions, with the exception of teachers, librarians, counselors, nurses, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. 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. An approved reclassification is granted up to 3% of the new pay grade midpoint.

### **Evaluation of Experience from Other Educational Entities**

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

1. Position held (similar or related positions)
2. Accreditation status of the institution
3. Percentage of days worked

4. Number of days worked (must equal 90 full-time equivalent days)
5. Dates of employment
6. 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 or employment as a substitute, regardless of service time, date(s) of termination, or type of accumulation.

### **Service Records**

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".*

### **It is the responsibility of the employee to submit original service records to Fort Worth ISD.**

Also, it is the responsibility of the issuing school district and the employee to ensure that service records are true and correct and that all service recorded on the service record was actually performed. Employees must sign the original service record and submit to Compensation. Employees submitting copies of an original service record must have all copies notarized from the previous district as the official document of record.

Please contact Compensation (817/814-2080) to request a service record packet. This form may also be found on the District's website or the TEA website ([www.tea.state.tx.us](http://www.tea.state.tx.us)).

### **College Transcripts**

College transcripts submitted from an accredited university or college must be provided to the Human Capital Management Department at the time of employment. Employees submitting these records at a later date must hand deliver those documents to Employee Records, *not later than 5:00 pm on June 30<sup>th</sup>, following the hire date of the current school year.* Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the new (next) school year. Transcripts received after June 30<sup>th</sup> of the school year hired will not qualify for/or receive back pay.

### **Salary Increase Eligibility**

Board-approved general salary increases apply to employees in permanent positions. Board Policy DEA (Local) states:

*"To be eligible for a pay increase, an employee must have a satisfactory evaluation from the prior school year."* This policy also states: *"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.”*

### **Approval Process for Policy Exceptions**

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

## Section II

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# Classroom Teacher Salary Schedule

**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.

# 2019 - 2020 Teacher Salary Schedule



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

## New Hire Salary Schedule

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 54,000  | \$ 55,000 | \$ 56,000 |
| 1    | \$ 55,957  | \$ 56,957 | \$ 57,957 |
| 2    | \$ 56,138  | \$ 57,133 | \$ 58,037 |
| 3    | \$ 56,388  | \$ 57,486 | \$ 58,394 |
| 4    | \$ 56,688  | \$ 57,722 | \$ 59,201 |
| 5    | \$ 57,138  | \$ 57,972 | \$ 60,014 |
| 6    | \$ 58,100  | \$ 59,034 | \$ 61,054 |
| 7    | \$ 58,450  | \$ 59,434 | \$ 61,571 |
| 8    | \$ 58,810  | \$ 59,852 | \$ 61,847 |
| 9    | \$ 59,226  | \$ 60,359 | \$ 62,800 |
| 10   | \$ 59,800  | \$ 60,916 | \$ 64,368 |
| 11   | \$ 60,350  | \$ 61,410 | \$ 64,958 |
| 12   | \$ 60,830  | \$ 62,021 | \$ 65,213 |
| 13   | \$ 61,207  | \$ 62,502 | \$ 65,547 |
| 14   | \$ 61,814  | \$ 63,112 | \$ 65,866 |
| 15   | \$ 62,424  | \$ 63,763 | \$ 67,303 |
| 16   | \$ 62,753  | \$ 64,168 | \$ 67,577 |
| 17   | \$ 63,124  | \$ 64,444 | \$ 67,815 |
| 18   | \$ 63,494  | \$ 64,815 | \$ 67,920 |
| 19   | \$ 63,862  | \$ 65,693 | \$ 68,016 |
| 20   | \$ 64,241  | \$ 65,840 | \$ 68,809 |
| 21   | \$ 64,651  | \$ 65,998 | \$ 69,029 |
| 22   | \$ 65,038  | \$ 66,430 | \$ 69,183 |
| 23   | \$ 65,655  | \$ 67,237 | \$ 69,378 |
| 24   | \$ 66,370  | \$ 67,868 | \$ 69,598 |
| 25   | \$ 67,835  | \$ 69,036 | \$ 73,018 |
| 26   | \$ 68,668  | \$ 70,170 | \$ 73,941 |
| 27   | \$ 69,313  | \$ 70,728 | \$ 74,140 |
| 28   | \$ 70,217  | \$ 71,637 | \$ 74,360 |
| 29   | \$ 71,234  | \$ 73,302 | \$ 74,633 |
| 30   | \$ 73,442  | \$ 74,687 | \$ 78,743 |
| 31   | \$ 73,513  | \$ 75,451 | \$ 78,815 |
| 32   | \$ 74,031  | \$ 75,633 | \$ 78,935 |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 54,000  | \$ 55,000 | \$ 56,000 |
| 1    | \$ 55,957  | \$ 56,957 | \$ 57,957 |
| 2    | \$ 56,138  | \$ 57,133 | \$ 58,037 |
| 3    | \$ 56,388  | \$ 57,486 | \$ 58,394 |
| 4    | \$ 56,688  | \$ 57,722 | \$ 59,201 |
| 5    | \$ 57,138  | \$ 57,972 | \$ 60,014 |
| 6    | \$ 58,100  | \$ 59,034 | \$ 61,054 |
| 7    | \$ 58,450  | \$ 59,434 | \$ 61,571 |
| 8    | \$ 58,810  | \$ 59,852 | \$ 61,847 |
| 9    | \$ 59,226  | \$ 60,359 | \$ 62,800 |
| 10   | \$ 59,800  | \$ 60,916 | \$ 64,368 |
| 11   | \$ 60,350  | \$ 61,410 | \$ 64,958 |
| 12   | \$ 60,830  | \$ 62,021 | \$ 65,213 |
| 13   | \$ 61,207  | \$ 62,502 | \$ 65,547 |
| 14   | \$ 61,814  | \$ 63,112 | \$ 65,866 |
| 15   | \$ 62,424  | \$ 63,763 | \$ 67,303 |
| 16   | \$ 62,753  | \$ 64,168 | \$ 67,577 |
| 17   | \$ 63,124  | \$ 64,444 | \$ 67,815 |
| 18   | \$ 63,494  | \$ 64,815 | \$ 67,920 |
| 19   | \$ 63,862  | \$ 65,693 | \$ 68,016 |
| 20   | \$ 64,241  | \$ 65,840 | \$ 68,809 |
| 21   | \$ 64,651  | \$ 65,998 | \$ 69,029 |
| 22   | \$ 65,038  | \$ 66,430 | \$ 69,183 |
| 23   | \$ 65,655  | \$ 67,237 | \$ 69,378 |
| 24   | \$ 66,370  | \$ 67,868 | \$ 69,598 |
| 25   | \$ 67,835  | \$ 69,036 | \$ 73,018 |
| 26   | \$ 68,668  | \$ 70,170 | \$ 73,941 |
| 27   | \$ 69,313  | \$ 70,728 | \$ 74,140 |
| 28   | \$ 70,217  | \$ 71,637 | \$ 74,360 |
| 29   | \$ 71,234  | \$ 73,302 | \$ 74,633 |
| 30   | \$ 73,442  | \$ 74,687 | \$ 78,743 |
| 31   | \$ 73,513  | \$ 75,451 | \$ 78,815 |
| 32   | \$ 82,037  | \$ 83,984 | \$ 88,070 |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$2,350 (HB3 allotment)

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 187 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

## **Section III**

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### **Counselor, Librarian, & Nurse Salary Schedules**

# 2019 - 2020 Elementary Counselor Salary Schedule



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

## New Hire Salary Schedule

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 57,000  | \$ 58,000 | \$ 59,000 |
| 1    | \$ 59,026  | \$ 60,026 | \$ 61,026 |
| 2    | \$ 59,280  | \$ 60,300 | \$ 61,266 |
| 3    | \$ 59,613  | \$ 60,633 | \$ 61,472 |
| 4    | \$ 60,143  | \$ 61,163 | \$ 62,617 |
| 5    | \$ 60,823  | \$ 61,866 | \$ 63,362 |
| 6    | \$ 61,332  | \$ 62,374 | \$ 64,233 |
| 7    | \$ 61,689  | \$ 62,733 | \$ 64,753 |
| 8    | \$ 62,059  | \$ 63,105 | \$ 65,030 |
| 9    | \$ 62,449  | \$ 63,589 | \$ 65,989 |
| 10   | \$ 62,979  | \$ 64,179 | \$ 67,546 |
| 11   | \$ 63,230  | \$ 64,391 | \$ 67,829 |
| 12   | \$ 63,706  | \$ 64,904 | \$ 68,079 |
| 13   | \$ 64,085  | \$ 65,385 | \$ 68,404 |
| 14   | \$ 64,696  | \$ 66,001 | \$ 68,717 |
| 15   | \$ 65,308  | \$ 66,658 | \$ 70,119 |
| 16   | \$ 65,690  | \$ 67,019 | \$ 70,434 |
| 17   | \$ 66,062  | \$ 67,377 | \$ 70,667 |
| 18   | \$ 66,436  | \$ 67,739 | \$ 70,770 |
| 19   | \$ 66,805  | \$ 68,596 | \$ 70,864 |
| 20   | \$ 67,178  | \$ 68,740 | \$ 71,641 |
| 21   | \$ 67,675  | \$ 68,990 | \$ 71,962 |
| 22   | \$ 68,056  | \$ 69,413 | \$ 72,118 |
| 23   | \$ 68,655  | \$ 70,200 | \$ 72,314 |
| 24   | \$ 69,354  | \$ 70,817 | \$ 72,535 |
| 25   | \$ 70,784  | \$ 71,971 | \$ 75,979 |
| 26   | \$ 71,651  | \$ 73,160 | \$ 76,958 |
| 27   | \$ 72,299  | \$ 73,721 | \$ 77,158 |
| 28   | \$ 73,207  | \$ 74,636 | \$ 77,379 |
| 29   | \$ 74,229  | \$ 76,288 | \$ 77,652 |
| 30   | \$ 76,454  | \$ 77,684 | \$ 81,784 |
| 31   | \$ 76,576  | \$ 78,488 | \$ 81,907 |
| 32   | \$ 77,099  | \$ 78,710 | \$ 82,028 |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 57,000  | \$ 58,000 | \$ 59,000 |
| 1    | \$ 59,026  | \$ 60,026 | \$ 61,026 |
| 2    | \$ 59,280  | \$ 60,300 | \$ 61,266 |
| 3    | \$ 59,613  | \$ 60,633 | \$ 61,472 |
| 4    | \$ 60,143  | \$ 61,163 | \$ 62,617 |
| 5    | \$ 60,823  | \$ 61,866 | \$ 63,362 |
| 6    | \$ 61,332  | \$ 62,374 | \$ 64,233 |
| 7    | \$ 61,689  | \$ 62,733 | \$ 64,753 |
| 8    | \$ 62,059  | \$ 63,105 | \$ 65,030 |
| 9    | \$ 62,449  | \$ 63,589 | \$ 65,989 |
| 10   | \$ 62,979  | \$ 64,179 | \$ 67,546 |
| 11   | \$ 63,230  | \$ 64,391 | \$ 67,829 |
| 12   | \$ 63,706  | \$ 64,904 | \$ 68,079 |
| 13   | \$ 64,085  | \$ 65,385 | \$ 68,404 |
| 14   | \$ 64,696  | \$ 66,001 | \$ 68,717 |
| 15   | \$ 65,308  | \$ 66,658 | \$ 70,119 |
| 16   | \$ 65,690  | \$ 67,019 | \$ 70,434 |
| 17   | \$ 66,062  | \$ 67,377 | \$ 70,667 |
| 18   | \$ 66,436  | \$ 67,739 | \$ 70,770 |
| 19   | \$ 66,805  | \$ 68,596 | \$ 70,864 |
| 20   | \$ 67,178  | \$ 68,740 | \$ 71,641 |
| 21   | \$ 67,675  | \$ 68,990 | \$ 71,962 |
| 22   | \$ 68,056  | \$ 69,413 | \$ 72,118 |
| 23   | \$ 68,655  | \$ 70,200 | \$ 72,314 |
| 24   | \$ 69,354  | \$ 70,817 | \$ 72,535 |
| 25   | \$ 70,784  | \$ 71,971 | \$ 75,979 |
| 26   | \$ 71,651  | \$ 73,160 | \$ 76,958 |
| 27   | \$ 72,299  | \$ 73,721 | \$ 77,158 |
| 28   | \$ 73,207  | \$ 74,636 | \$ 77,379 |
| 29   | \$ 74,229  | \$ 76,288 | \$ 77,652 |
| 30   | \$ 76,454  | \$ 77,684 | \$ 81,784 |
| 31   | \$ 76,576  | \$ 78,488 | \$ 81,907 |
| 32   | \$ 85,853  | \$ 87,811 | \$ 91,920 |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$1,588 (HB3 allotment)

New hires are required to submit original service records for verification of prior experience no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 188 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

# 2019 - 2020 Middle School Counselor Salary Schedule



## New Hire Salary Schedule

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 60,032  | \$ 61,085 | \$ 62,138 |
| 1    | \$ 62,166  | \$ 63,219 | \$ 64,272 |
| 2    | \$ 62,433  | \$ 63,507 | \$ 64,525 |
| 3    | \$ 62,784  | \$ 63,858 | \$ 64,742 |
| 4    | \$ 63,342  | \$ 64,416 | \$ 65,948 |
| 5    | \$ 64,059  | \$ 65,157 | \$ 66,732 |
| 6    | \$ 64,595  | \$ 65,692 | \$ 67,650 |
| 7    | \$ 64,971  | \$ 66,070 | \$ 68,197 |
| 8    | \$ 65,360  | \$ 66,462 | \$ 68,489 |
| 9    | \$ 65,771  | \$ 66,972 | \$ 69,499 |
| 10   | \$ 66,329  | \$ 67,593 | \$ 71,139 |
| 11   | \$ 66,593  | \$ 67,816 | \$ 71,437 |
| 12   | \$ 67,095  | \$ 68,356 | \$ 71,700 |
| 13   | \$ 67,494  | \$ 68,863 | \$ 72,043 |
| 14   | \$ 68,137  | \$ 69,512 | \$ 72,372 |
| 15   | \$ 68,782  | \$ 70,204 | \$ 73,849 |
| 16   | \$ 69,184  | \$ 70,584 | \$ 74,181 |
| 17   | \$ 69,576  | \$ 70,961 | \$ 74,426 |
| 18   | \$ 69,970  | \$ 71,342 | \$ 74,534 |
| 19   | \$ 70,359  | \$ 72,245 | \$ 74,633 |
| 20   | \$ 70,751  | \$ 72,396 | \$ 75,452 |
| 21   | \$ 71,275  | \$ 72,660 | \$ 75,790 |
| 22   | \$ 71,676  | \$ 73,105 | \$ 75,954 |
| 23   | \$ 72,307  | \$ 73,934 | \$ 76,161 |
| 24   | \$ 73,043  | \$ 74,584 | \$ 76,393 |
| 25   | \$ 74,549  | \$ 75,799 | \$ 80,020 |
| 26   | \$ 75,462  | \$ 77,052 | \$ 81,051 |
| 27   | \$ 76,145  | \$ 77,642 | \$ 81,262 |
| 28   | \$ 77,101  | \$ 78,606 | \$ 81,495 |
| 29   | \$ 78,177  | \$ 80,346 | \$ 81,783 |
| 30   | \$ 80,521  | \$ 81,816 | \$ 86,135 |
| 31   | \$ 80,650  | \$ 82,663 | \$ 86,264 |
| 32   | \$ 81,200  | \$ 82,897 | \$ 86,391 |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 60,032  | \$ 61,085 | \$ 62,138 |
| 1    | \$ 62,166  | \$ 63,219 | \$ 64,272 |
| 2    | \$ 62,433  | \$ 63,507 | \$ 64,525 |
| 3    | \$ 62,784  | \$ 63,858 | \$ 64,742 |
| 4    | \$ 63,342  | \$ 64,416 | \$ 65,948 |
| 5    | \$ 64,059  | \$ 65,157 | \$ 66,732 |
| 6    | \$ 64,595  | \$ 65,692 | \$ 67,650 |
| 7    | \$ 64,971  | \$ 66,070 | \$ 68,197 |
| 8    | \$ 65,360  | \$ 66,462 | \$ 68,489 |
| 9    | \$ 65,771  | \$ 66,972 | \$ 69,499 |
| 10   | \$ 66,329  | \$ 67,593 | \$ 71,139 |
| 11   | \$ 66,593  | \$ 67,816 | \$ 71,437 |
| 12   | \$ 67,095  | \$ 68,356 | \$ 71,700 |
| 13   | \$ 67,494  | \$ 68,863 | \$ 72,043 |
| 14   | \$ 68,137  | \$ 69,512 | \$ 72,372 |
| 15   | \$ 68,782  | \$ 70,204 | \$ 73,849 |
| 16   | \$ 69,184  | \$ 70,584 | \$ 74,181 |
| 17   | \$ 69,576  | \$ 70,961 | \$ 74,426 |
| 18   | \$ 69,970  | \$ 71,342 | \$ 74,534 |
| 19   | \$ 70,359  | \$ 72,245 | \$ 74,633 |
| 20   | \$ 70,751  | \$ 72,396 | \$ 75,452 |
| 21   | \$ 71,275  | \$ 72,660 | \$ 75,790 |
| 22   | \$ 71,676  | \$ 73,105 | \$ 75,954 |
| 23   | \$ 72,307  | \$ 73,934 | \$ 76,161 |
| 24   | \$ 73,043  | \$ 74,584 | \$ 76,393 |
| 25   | \$ 74,549  | \$ 75,799 | \$ 80,020 |
| 26   | \$ 75,462  | \$ 77,052 | \$ 81,051 |
| 27   | \$ 76,145  | \$ 77,642 | \$ 81,262 |
| 28   | \$ 77,101  | \$ 78,606 | \$ 81,495 |
| 29   | \$ 78,177  | \$ 80,346 | \$ 81,783 |
| 30   | \$ 80,521  | \$ 81,816 | \$ 86,135 |
| 31   | \$ 80,650  | \$ 82,663 | \$ 86,264 |
| 32   | \$ 90,420  | \$ 92,482 | \$ 96,809 |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$1,588 (HB3 allotment)

New hires are required to submit original service records for verification of prior experience no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 198 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

# 2019 - 2020 High School Counselor Salary Schedule



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

## New Hire Salary Schedule

| Year | Bachelor's | Master's  | Doctorate |
|------|------------|-----------|-----------|
| 0    | \$ 63,670  | \$ 64,787 | \$ 65,904 |
| 1    | \$ 65,933  | \$ 67,050 | \$ 68,167 |
| 2    | \$ 66,217  | \$ 67,356 | \$ 68,436 |
| 3    | \$ 66,589  | \$ 67,728 | \$ 68,666 |
| 4    | \$ 67,181  | \$ 68,320 | \$ 69,945 |
| 5    | \$ 67,941  | \$ 69,106 | \$ 70,777 |
| 6    | \$ 68,510  | \$ 69,673 | \$ 71,750 |
| 7    | \$ 68,908  | \$ 70,075 | \$ 72,331 |
| 8    | \$ 69,321  | \$ 70,490 | \$ 72,640 |
| 9    | \$ 69,757  | \$ 71,030 | \$ 73,711 |
| 10   | \$ 70,349  | \$ 71,689 | \$ 75,450 |
| 11   | \$ 70,629  | \$ 71,926 | \$ 75,767 |
| 12   | \$ 71,161  | \$ 72,499 | \$ 76,046 |
| 13   | \$ 71,584  | \$ 73,037 | \$ 76,409 |
| 14   | \$ 72,267  | \$ 73,725 | \$ 76,758 |
| 15   | \$ 72,951  | \$ 74,459 | \$ 78,325 |
| 16   | \$ 73,377  | \$ 74,862 | \$ 78,676 |
| 17   | \$ 73,793  | \$ 75,262 | \$ 78,937 |
| 18   | \$ 74,211  | \$ 75,666 | \$ 79,052 |
| 19   | \$ 74,623  | \$ 76,623 | \$ 79,157 |
| 20   | \$ 75,039  | \$ 76,784 | \$ 80,025 |
| 21   | \$ 75,595  | \$ 77,063 | \$ 80,383 |
| 22   | \$ 76,020  | \$ 77,536 | \$ 80,557 |
| 23   | \$ 76,689  | \$ 78,415 | \$ 80,776 |
| 24   | \$ 77,470  | \$ 79,104 | \$ 81,023 |
| 25   | \$ 79,067  | \$ 80,393 | \$ 84,870 |
| 26   | \$ 80,036  | \$ 81,721 | \$ 85,964 |
| 27   | \$ 80,760  | \$ 82,348 | \$ 86,187 |
| 28   | \$ 81,774  | \$ 83,370 | \$ 86,434 |
| 29   | \$ 82,915  | \$ 85,215 | \$ 86,739 |
| 30   | \$ 85,401  | \$ 86,775 | \$ 91,355 |
| 31   | \$ 85,537  | \$ 87,673 | \$ 91,492 |
| 32   | \$ 86,121  | \$ 87,921 | \$ 91,627 |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's  | Doctorate  |
|------|------------|-----------|------------|
| 0    | \$ 63,670  | \$ 64,787 | \$ 65,904  |
| 1    | \$ 65,933  | \$ 67,050 | \$ 68,167  |
| 2    | \$ 66,217  | \$ 67,356 | \$ 68,436  |
| 3    | \$ 66,589  | \$ 67,728 | \$ 68,666  |
| 4    | \$ 67,181  | \$ 68,320 | \$ 69,945  |
| 5    | \$ 67,941  | \$ 69,106 | \$ 70,777  |
| 6    | \$ 68,510  | \$ 69,673 | \$ 71,750  |
| 7    | \$ 68,908  | \$ 70,075 | \$ 72,331  |
| 8    | \$ 69,321  | \$ 70,490 | \$ 72,640  |
| 9    | \$ 69,757  | \$ 71,030 | \$ 73,711  |
| 10   | \$ 70,349  | \$ 71,689 | \$ 75,450  |
| 11   | \$ 70,629  | \$ 71,926 | \$ 75,767  |
| 12   | \$ 71,161  | \$ 72,499 | \$ 76,046  |
| 13   | \$ 71,584  | \$ 73,037 | \$ 76,409  |
| 14   | \$ 72,267  | \$ 73,725 | \$ 76,758  |
| 15   | \$ 72,951  | \$ 74,459 | \$ 78,325  |
| 16   | \$ 73,377  | \$ 74,862 | \$ 78,676  |
| 17   | \$ 73,793  | \$ 75,262 | \$ 78,937  |
| 18   | \$ 74,211  | \$ 75,666 | \$ 79,052  |
| 19   | \$ 74,623  | \$ 76,623 | \$ 79,157  |
| 20   | \$ 75,039  | \$ 76,784 | \$ 80,025  |
| 21   | \$ 75,595  | \$ 77,063 | \$ 80,383  |
| 22   | \$ 76,020  | \$ 77,536 | \$ 80,557  |
| 23   | \$ 76,689  | \$ 78,415 | \$ 80,776  |
| 24   | \$ 77,470  | \$ 79,104 | \$ 81,023  |
| 25   | \$ 79,067  | \$ 80,393 | \$ 84,870  |
| 26   | \$ 80,036  | \$ 81,721 | \$ 85,964  |
| 27   | \$ 80,760  | \$ 82,348 | \$ 86,187  |
| 28   | \$ 81,774  | \$ 83,370 | \$ 86,434  |
| 29   | \$ 82,915  | \$ 85,215 | \$ 86,739  |
| 30   | \$ 85,401  | \$ 86,775 | \$ 91,355  |
| 31   | \$ 85,537  | \$ 87,673 | \$ 91,492  |
| 32   | \$ 95,900  | \$ 98,087 | \$ 102,677 |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$1,588 (HB3 allotment)

New hires are required to submit original service records for verification of prior experience no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 210 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

# 2019 - 2020 Librarian Salary Schedule



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

## New Hire Salary Schedule

| Year | Bachelor's | Master's | Doctorate |
|------|------------|----------|-----------|
| 0    | \$55,500   | \$56,500 | \$57,500  |
| 1    | \$57,490   | \$58,490 | \$59,490  |
| 2    | \$57,617   | \$58,580 | \$59,600  |
| 3    | \$57,917   | \$58,855 | \$60,100  |
| 4    | \$58,167   | \$59,099 | \$60,826  |
| 5    | \$58,588   | \$59,585 | \$61,686  |
| 6    | \$59,163   | \$60,200 | \$62,206  |
| 7    | \$59,580   | \$60,619 | \$62,723  |
| 8    | \$60,004   | \$61,045 | \$62,998  |
| 9    | \$60,406   | \$61,544 | \$63,951  |
| 10   | \$60,833   | \$62,026 | \$65,501  |
| 11   | \$61,106   | \$62,261 | \$65,783  |
| 12   | \$61,681   | \$62,872 | \$66,030  |
| 13   | \$62,059   | \$63,351 | \$66,355  |
| 14   | \$62,666   | \$63,964 | \$66,665  |
| 15   | \$63,275   | \$64,614 | \$68,060  |
| 16   | \$63,655   | \$64,977 | \$68,374  |
| 17   | \$64,026   | \$65,333 | \$68,605  |
| 18   | \$64,396   | \$65,692 | \$68,707  |
| 19   | \$64,764   | \$66,545 | \$68,801  |
| 20   | \$65,135   | \$66,687 | \$69,571  |
| 21   | \$65,629   | \$66,937 | \$69,890  |
| 22   | \$66,006   | \$67,358 | \$70,044  |
| 23   | \$66,604   | \$68,141 | \$70,240  |
| 24   | \$67,299   | \$68,754 | \$70,458  |
| 25   | \$68,722   | \$69,896 | \$73,879  |
| 26   | \$69,579   | \$71,080 | \$74,853  |
| 27   | \$70,224   | \$71,638 | \$75,051  |
| 28   | \$71,127   | \$72,547 | \$75,272  |
| 29   | \$72,145   | \$74,214 | \$75,543  |
| 30   | \$74,353   | \$75,597 | \$79,654  |
| 31   | \$74,474   | \$76,412 | \$79,776  |
| 32   | \$74,993   | \$76,595 | \$79,896  |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's | Doctorate |
|------|------------|----------|-----------|
| 0    | \$55,500   | \$56,500 | \$57,500  |
| 1    | \$57,490   | \$58,490 | \$59,490  |
| 2    | \$57,617   | \$58,580 | \$59,600  |
| 3    | \$57,917   | \$58,855 | \$60,100  |
| 4    | \$58,167   | \$59,099 | \$60,826  |
| 5    | \$58,588   | \$59,585 | \$61,686  |
| 6    | \$59,163   | \$60,200 | \$62,206  |
| 7    | \$59,580   | \$60,619 | \$62,723  |
| 8    | \$60,004   | \$61,045 | \$62,998  |
| 9    | \$60,406   | \$61,544 | \$63,951  |
| 10   | \$60,833   | \$62,026 | \$65,501  |
| 11   | \$61,106   | \$62,261 | \$65,783  |
| 12   | \$61,681   | \$62,872 | \$66,030  |
| 13   | \$62,059   | \$63,351 | \$66,355  |
| 14   | \$62,666   | \$63,964 | \$66,665  |
| 15   | \$63,275   | \$64,614 | \$68,060  |
| 16   | \$63,655   | \$64,977 | \$68,374  |
| 17   | \$64,026   | \$65,333 | \$68,605  |
| 18   | \$64,396   | \$65,692 | \$68,707  |
| 19   | \$64,764   | \$66,545 | \$68,801  |
| 20   | \$65,135   | \$66,687 | \$69,571  |
| 21   | \$65,629   | \$66,937 | \$69,890  |
| 22   | \$66,006   | \$67,358 | \$70,044  |
| 23   | \$66,604   | \$68,141 | \$70,240  |
| 24   | \$67,299   | \$68,754 | \$70,458  |
| 25   | \$68,722   | \$69,896 | \$73,879  |
| 26   | \$69,579   | \$71,080 | \$74,853  |
| 27   | \$70,224   | \$71,638 | \$75,051  |
| 28   | \$71,127   | \$72,547 | \$75,272  |
| 29   | \$72,145   | \$74,214 | \$75,543  |
| 30   | \$74,353   | \$75,597 | \$79,654  |
| 31   | \$74,474   | \$76,412 | \$79,776  |
| 32   | \$83,725   | \$85,673 | \$89,758  |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$1,588 (HB3 allotment)

New hires are required to submit original service records for verification of prior experience no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 187 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

# 2019 - 2020 Nurse Salary Schedule



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

## New Hire Salary Schedule

| Year | Bachelor's | Master's | Doctorate |
|------|------------|----------|-----------|
| 0    | \$54,000   | \$55,000 | \$56,000  |
| 1    | \$55,957   | \$56,957 | \$57,957  |
| 2    | \$56,138   | \$57,133 | \$58,037  |
| 3    | \$56,388   | \$57,486 | \$58,394  |
| 4    | \$56,688   | \$57,722 | \$59,201  |
| 5    | \$57,138   | \$57,972 | \$60,014  |
| 6    | \$57,388   | \$58,322 | \$60,342  |
| 7    | \$57,738   | \$58,722 | \$60,859  |
| 8    | \$58,098   | \$59,140 | \$61,135  |
| 9    | \$58,514   | \$59,647 | \$62,088  |
| 10   | \$59,088   | \$60,204 | \$63,656  |
| 11   | \$59,338   | \$60,398 | \$63,946  |
| 12   | \$59,818   | \$61,009 | \$64,201  |
| 13   | \$60,195   | \$61,490 | \$64,535  |
| 14   | \$60,802   | \$62,100 | \$64,854  |
| 15   | \$61,412   | \$62,751 | \$66,291  |
| 16   | \$61,791   | \$63,206 | \$66,615  |
| 17   | \$62,162   | \$63,482 | \$66,853  |
| 18   | \$62,532   | \$63,853 | \$66,958  |
| 19   | \$62,900   | \$64,731 | \$67,054  |
| 20   | \$63,279   | \$64,878 | \$67,847  |
| 21   | \$63,789   | \$65,136 | \$68,167  |
| 22   | \$64,176   | \$65,568 | \$68,321  |
| 23   | \$64,793   | \$66,375 | \$68,516  |
| 24   | \$65,508   | \$67,006 | \$68,736  |
| 25   | \$66,973   | \$68,174 | \$72,156  |
| 26   | \$67,856   | \$69,358 | \$73,129  |
| 27   | \$68,501   | \$69,916 | \$73,328  |
| 28   | \$69,405   | \$70,825 | \$73,548  |
| 29   | \$70,422   | \$72,490 | \$73,821  |
| 30   | \$72,630   | \$73,875 | \$77,931  |
| 31   | \$72,751   | \$74,689 | \$78,053  |
| 32   | \$73,269   | \$74,871 | \$78,173  |

## Schedule for Hires before SY 2019 - 2020

| Year | Bachelor's | Master's | Doctorate |
|------|------------|----------|-----------|
| 0    | \$54,000   | \$55,000 | \$56,000  |
| 1    | \$55,957   | \$56,957 | \$57,957  |
| 2    | \$56,138   | \$57,133 | \$58,037  |
| 3    | \$56,388   | \$57,486 | \$58,394  |
| 4    | \$56,688   | \$57,722 | \$59,201  |
| 5    | \$57,138   | \$57,972 | \$60,014  |
| 6    | \$57,388   | \$58,322 | \$60,342  |
| 7    | \$57,738   | \$58,722 | \$60,859  |
| 8    | \$58,098   | \$59,140 | \$61,135  |
| 9    | \$58,514   | \$59,647 | \$62,088  |
| 10   | \$59,088   | \$60,204 | \$63,656  |
| 11   | \$59,338   | \$60,398 | \$63,946  |
| 12   | \$59,818   | \$61,009 | \$64,201  |
| 13   | \$60,195   | \$61,490 | \$64,535  |
| 14   | \$60,802   | \$62,100 | \$64,854  |
| 15   | \$61,412   | \$62,751 | \$66,291  |
| 16   | \$61,791   | \$63,206 | \$66,615  |
| 17   | \$62,162   | \$63,482 | \$66,853  |
| 18   | \$62,532   | \$63,853 | \$66,958  |
| 19   | \$62,900   | \$64,731 | \$67,054  |
| 20   | \$63,279   | \$64,878 | \$67,847  |
| 21   | \$63,789   | \$65,136 | \$68,167  |
| 22   | \$64,176   | \$65,568 | \$68,321  |
| 23   | \$64,793   | \$66,375 | \$68,516  |
| 24   | \$65,508   | \$67,006 | \$68,736  |
| 25   | \$66,973   | \$68,174 | \$72,156  |
| 26   | \$67,856   | \$69,358 | \$73,129  |
| 27   | \$68,501   | \$69,916 | \$73,328  |
| 28   | \$69,405   | \$70,825 | \$73,548  |
| 29   | \$70,422   | \$72,490 | \$73,821  |
| 30   | \$72,630   | \$73,875 | \$77,931  |
| 31   | \$72,751   | \$74,689 | \$78,053  |
| 32   | \$82,037   | \$83,984 | \$88,070  |

\*This schedule applies to all employees hired for SY 2019 – 2020.

\*All Employees with greater than 32 years will receive 2% of current salary plus \$1,588 (HB3 allotment)

New hires are required to submit original service records for verification of prior experience in a school district or university no later than June 30, 2020 for consideration in the 2019 - 2020 school year.

This salary schedule is based on 187 days for the 2019 – 2020 school year only and cannot be used to predict future salaries.

**Section IV**

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**Pay Grades & Ranges of Pay**

## 2019–2020 Administrative Support Compensation Plan

| Pay Grade                                         | Job Title                                                             | Calendars                 | Minimum             | Midpoint             | Maximum              |                      |
|---------------------------------------------------|-----------------------------------------------------------------------|---------------------------|---------------------|----------------------|----------------------|----------------------|
| 101                                               |                                                                       |                           | <del>\$ 88.32</del> | <del>\$ 110.40</del> | <del>\$ 132.48</del> |                      |
|                                                   | Admin Associate I                                                     | 220                       | \$ 90.97            | \$ 111.72            | \$ 132.48            |                      |
|                                                   | Storekeeper/Delivery – Special Ed                                     | 220                       | 20,013              | 24,578               | 29,146               |                      |
| 102                                               |                                                                       |                           | <del>\$ 98.08</del> | <del>\$ 122.56</del> | <del>\$ 147.04</del> |                      |
|                                                   | Office Assistant IIa – Communications                                 | 240                       | \$ 101.02           | \$ 124.03            | \$ 147.04            |                      |
|                                                   | Office Assistant IIa – Child Nutrition Services                       | 183                       | 18,487              | 22,697               | 26,908               |                      |
|                                                   | Office Assistant IIa – Intake (Student Placement)                     | 240                       | 18,992              | 23,318               | 27,644               |                      |
|                                                   | Office Assistant IIa – P-Card                                         | 240                       | 21,214              | 26,046               | 30,878               |                      |
|                                                   | Office Assistant IIa – Teacher Learning                               | 240                       | 24,245              | 29,767               | 35,290               |                      |
|                                                   | Office Assistant IIc – Elementary School (ES)                         | 183, 188                  |                     |                      |                      |                      |
|                                                   | Office Assistant IIc – High School (HS)                               | 183                       |                     |                      |                      |                      |
|                                                   | Office Assistant IIc – Middle School (MS)                             | 183, 188                  |                     |                      |                      |                      |
|                                                   | Office Assistant IIc – Special/ Alt./Special School (ALT/SP) (Sp/Alt) | 183, 188                  |                     |                      |                      |                      |
|                                                   | Office Assistant IIc – Special Education                              | 210                       |                     |                      |                      |                      |
|                                                   | 103                                                                   |                           |                     | <del>\$ 121.60</del> | <del>\$ 152.00</del> | <del>\$ 182.40</del> |
|                                                   |                                                                       | Admin Associate Ia – AAIL | 240                 | \$ 125.25            | \$ 153.82            | \$ 182.40            |
| Admin Associate Ia – Attendance Control           |                                                                       | 183                       | 22,921              | 28,149               | 33,379               |                      |
| Admin Associate Ia – Athletics                    |                                                                       | 240                       | 23,422              | 28,764               | 34,109               |                      |
| Admin Associate Ia – Central Filing – Special Ed  |                                                                       | 240                       | 23,547              | 28,918               | 34,291               |                      |
| Admin Associate Ia – Child Find                   |                                                                       | 240                       | 24,800              | 30,456               | 36,115               |                      |
| Admin Associate Ia – CNS Child Nutrition Services |                                                                       | 240                       | 26,303              | 32,302               | 38,304               |                      |
| Admin Associate Ia – CIP                          |                                                                       | 240                       | 27,555              | 33,840               | 40,128               |                      |
| Admin Associate Ia – CTE                          |                                                                       | 240                       | 30,060              | 36,917               | 43,776               |                      |
| Admin Associate Ia – Early Learning               |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Educational Technology       |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Employee Records             |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Family & Community Resources |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Health Services              |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Library Media                |                                                                       | 220                       |                     |                      |                      |                      |
| Admin Associate Ia – Maintenance                  |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Psychological Services       |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Purchasing                   |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Research & Evaluation        |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – RTI                          |                                                                       | 240                       |                     |                      |                      |                      |
| Admin Associate Ia – Safety                       |                                                                       | 240                       |                     |                      |                      |                      |

|                                                                    |          |
|--------------------------------------------------------------------|----------|
| Admin Associate Ia – School Solutions                              | 240      |
| Admin Associate Ia – SERS                                          | 240      |
| Admin Associate Ia – Special Education                             | 210, 240 |
| Admin Associate Ia – Special Education – Budget                    | 240      |
| Admin Associate Ia – Student Discipline & Placement                | 240      |
| Admin Associate Ia – Student Placement Center (Admissions Advisor) | 198      |
| Admin Associate Ia – Student Records                               | 240      |
| Admin Associate Ia – Transition Center                             | 240      |
| Admin Associate Ia – Transportation                                | 240      |
| Admin Associate Ic – HS <del>SP</del> College & Career Readiness   | 187, 210 |
| Admin Associate Ic – MS Counseling Clerk                           | 188      |

|            |
|------------|
| <b>104</b> |
|------------|

|                                                                |            |
|----------------------------------------------------------------|------------|
| Admin Associate Ia – Strategic Operations                      | 240        |
| Admin Associate Ia – Accounts Payable                          | 240        |
| Admin Associate Ia – Adolescent Pregnancy Services             | 240        |
| Admin Associate Ia – Adult Education                           | 240        |
| <b>Admin Associate Ia – ADQ</b>                                | <b>240</b> |
| Admin Associate Ia – Art Ed                                    | 240        |
| Admin Associate Ia – Bilingual ESL                             | 240        |
| Admin Associate Ia – <del>CNS</del> Child Nutrition Services   | 240        |
| Admin Associate Ia – CIP                                       | 240        |
| Admin Associate Ia – Compliance TTIPS – EDGAR                  | 198        |
| <b>Admin Associate Ia – Crisis Response &amp; Intervention</b> | <b>240</b> |
| Admin Associate Ia – Customer Service DOT                      | 240        |
| Admin Associate Ia – District Records Management               | 240        |
| Admin Associate Ia – DOT Records                               | 240        |
| <b>Admin Associate Ia – Dyslexia</b>                           | <b>240</b> |
| Admin Associate Ia – Employee Records                          | 240        |
| Admin Associate Ia – Family & Community Resources              | 240        |
| Admin Associate Ia – Fort Worth After School                   | 240        |
| Admin Associate Ia – Grants & Development                      | 240        |
| Admin Associate Ia – Guidance & Counseling                     | 240        |
| Admin Associate Ia – HCM Administration                        | 240        |
| Admin Associate Ia – Health Services                           | 240        |
| Admin Associate Ia – Health & PE                               | 240        |
| Admin Associate Ia – JROTC                                     | 240        |
| <b>Admin Associate Ia – Legal</b>                              | <b>240</b> |
| Admin Associate Ia – Literacy                                  | 240        |
| Admin Associate Ia – Maintenance                               | 240        |
| Admin Associate Ia – Math                                      | 240        |
| Admin Associate Ia – Music                                     | 240        |
| Admin Associate Ia – Office of Professional Standards          | 240        |
| Admin Associate Ia – Parents as Teachers                       | 240        |

|            |             | <del>\$ 132.56</del> | <del>\$ 165.68</del> | <del>\$ 198.80</del> |
|------------|-------------|----------------------|----------------------|----------------------|
| Daily      |             | \$ 136.54            | \$ 167.67            | \$ 198.80            |
| <b>183</b> | <b>Days</b> | 24,987               | 30,684               | 36,380               |
| <b>187</b> | <b>Days</b> | 25,533               | 31,354               | 37,176               |
| <b>198</b> | <b>Days</b> | 27,035               | 33,199               | 39,362               |
| <b>210</b> | <b>Days</b> | 28,673               | 35,211               | 41,748               |
| <b>215</b> | <b>Days</b> | 29,356               | 36,049               | 42,742               |
| <b>220</b> | <b>Days</b> | 30,039               | 36,887               | 43,736               |
| <b>240</b> | <b>Days</b> | 32,770               | 40,241               | 47,712               |

|                                                                |                     |
|----------------------------------------------------------------|---------------------|
| Admin Associate IIa – Psychological Services                   | 240                 |
| Admin Associate IIa – Purchasing                               | 240                 |
| Admin Associate IIa – Safety & Security                        | 240                 |
| Admin Associate IIa – Science                                  | 240                 |
| Admin Associate IIa – Social Studies                           | 240                 |
| Admin Associate IIa – Special Education                        | 240                 |
| Admin Associate IIa – Student Assessment – ADQ                 | 240                 |
| Admin Associate IIa – Student Engagement                       | 240                 |
| Admin Associate IIa – Student Discipline & Placement           | 240                 |
| Admin Associate IIa – Student Placement Center                 | 240                 |
| <del>Admin Associate IIa – Teacher Learning</del>              | <del>240</del>      |
| Admin Associate IIa – Transportation                           | 240                 |
| Admin Associate IIa – Warehouse                                | 240                 |
| Admin Associate IIa – Warehouse & Textbooks                    | 240                 |
| <del>Admin Associate IIa – World Languages</del>               | <del>240</del>      |
| Admin Associate IIc – ES Secretary                             | 215                 |
| Admin Associate IIc – HS <del>Counselor</del> Counseling Clerk | 198, <del>220</del> |
| Admin Associate IIc – <del>Sp/Alt</del> ALT/SP                 | 210, 215, 220       |
| Attendance Clerk – HS                                          | 187                 |
| Attendance Clerk – MS                                          | 183                 |
| Attendance Clerk – <del>Sp/Alt</del> ALT/SP                    | 210                 |
| Cash Management Assistant                                      | 240                 |
| Technician I – Mail Center                                     | 240                 |

|                                                                           |                | <del>\$ 151.12</del> | <del>\$ 188.88</del> | <del>\$ 226.64</del> |
|---------------------------------------------------------------------------|----------------|----------------------|----------------------|----------------------|
| <b>105</b>                                                                |                | <b>\$ 155.65</b>     | <b>\$ 191.15</b>     | <b>\$ 226.64</b>     |
| Admin Assistant Ia – AAIL                                                 | 240            | <b>193 Days</b>      | <b>30,040</b>        | <b>36,892</b>        |
| Admin Assistant Ia – Athletics                                            | 240            | <b>198 Days</b>      | <b>30,819</b>        | <b>37,848</b>        |
| Admin Assistant Ia – Bilingual ESL                                        | 240            | <b>215 Days</b>      | <b>33,465</b>        | <b>41,097</b>        |
| Admin Assistant Ia – <del>Child</del> Nutrition Services                  | 240            | <b>220 Days</b>      | <b>34,243</b>        | <b>42,053</b>        |
| Admin Assistant Ia – Communications                                       | 240            | <b>240 Days</b>      | <b>37,356</b>        | <b>45,876</b>        |
| Admin Assistant Ia – Controller’s Office                                  | 240            | <b>245 Days</b>      | <b>38,134</b>        | <b>46,832</b>        |
| Admin Assistant Ia – CTE                                                  | 240            |                      |                      | <b>55,527</b>        |
| <del>Admin Assistant Ia – Curriculum</del>                                | <del>240</del> |                      |                      |                      |
| Admin Assistant Ia – Div of Technology                                    | 240            |                      |                      |                      |
| Admin Assistant Ia – Elementary/Secondary Leadership <del>Directors</del> | 240            |                      |                      |                      |
| Admin Assistant Ia – Family Communications                                | 240            |                      |                      |                      |
| Admin Assistant Ia – <del>Fine-Visual &amp; Performing</del> Arts         | 240            |                      |                      |                      |
| Admin Assistant Ia – FWCP                                                 | 240            |                      |                      |                      |
| Admin Assistant Ia – HCM                                                  | 240            |                      |                      |                      |
| Admin Assistant Ia – Internal Audit                                       | 240            |                      |                      |                      |
| Admin Assistant Ia – Literacy                                             | 240            |                      |                      |                      |
| Admin Assistant Ia – Maintenance <del>Ops</del> Operations                | 240            |                      |                      |                      |
| Admin Assistant Ia – Payroll <del>Customer</del> Service                  | 240            |                      |                      |                      |

|                                                               |                |
|---------------------------------------------------------------|----------------|
| Admin Assistant Ia – Policy & Planning                        | 240            |
| Admin Assistant Ia – Purchasing                               | 240            |
| <del>Admin Assistant Ia – Risk Management</del>               | <del>240</del> |
| Admin Assistant Ia – Teacher Learning                         | 240            |
| Admin Assistant Ia – Transportation                           | 240            |
| Admin Assistant Ia – Bilingual ESL <del>World Languages</del> | 240            |
| Admin Associate IIIa – Benefits                               | 240            |
| Admin Associate IIIa – Community & Strat. Partnerships        | 240            |
| Admin Associate IIIa – Early Learning                         | 240            |
| Admin Associate IIIa – Family & Community Resources           | 240            |
| Admin Associate IIIa – Guidance & Counseling                  | 240            |
| Admin Associate IIIa – Legal                                  | 240            |
| Admin Associate IIIa – Library Media Services                 | 240            |
| Admin Associate IIIa – Maintenance                            | 240            |
| Admin Associate IIIa – Transportation Finance                 | 240            |
| Admin Associate IIIa – Transportation                         | 245            |
| Admin Associate IIIc – Boulevard Heights                      | 240            |
| Admin Associate IIIc – HS <del>Secretary See</del>            | 193, 240       |
| Admin Associate IIIc – MS <del>Secretary See</del>            | 215            |
| Admin Associate IIIc – International Newcomers Acad.          | 240            |
| <del>Admin Assistant IIIc – World Languages</del>             | <del>240</del> |
| <del>Assistant Trainer – Nutrition</del>                      | <del>240</del> |
| Data Clerk – ALT/SP                                           | 198, 215,      |
|                                                               | <del>220</del> |
| Data Clerk – HS                                               | 215            |
| Data Clerk – MS                                               | 198            |
| Data Clerk – Student Discipline & Placement                   | 220            |
| <del>HR Registrar – HS</del>                                  | 240            |
| <del>Specialist – District Operations</del>                   | <del>240</del> |
| Sr. Clerk – Accounting                                        | 240            |
| Sr. Clerk – Accounts Payable                                  | 240            |
| Sr. Clerk – Purchasing                                        | 240            |
| <del>Technician II – HCM Central Calling</del>                | <del>240</del> |
| Technician II – Medicaid/SHARS                                | 240            |
| Trainer I – <del>CNS Child Nutrition Services</del>           | 240            |
| <del>Trainer I Training Coordinator</del> – Transportation    | 245            |
| Transactional Team – HCM                                      | 240            |

|            |            |             |            |                      |                      |                      |
|------------|------------|-------------|------------|----------------------|----------------------|----------------------|
| <b>106</b> |            |             |            | <del>\$ 167.76</del> | <del>\$ 209.68</del> | <del>\$ 251.60</del> |
|            |            |             |            | <b>\$ 172.79</b>     | <b>\$ 212.20</b>     | <b>\$ 251.60</b>     |
|            | <b>240</b> | <b>Days</b> |            | 41,470               | 50,928               | 60,384               |
|            |            |             | <b>245</b> | <b>Days</b>          |                      | 61,642               |
|            |            |             |            | 42,334               | 51,989               |                      |
|            |            |             |            |                      |                      |                      |
|            |            |             |            |                      |                      |                      |
|            |            |             |            |                      |                      |                      |
|            |            |             |            |                      |                      |                      |
|            |            |             |            |                      |                      |                      |

|                                                             |                |
|-------------------------------------------------------------|----------------|
| Admin Assistant IIa – Office of Innovation                  | 240            |
| Admin Assistant IIa – <del>Op</del> Operations Management   | 240            |
| Admin Assistant IIa – Special Ed                            | 240            |
| Admin Assistant IIa – Student Support Services              | 240            |
| Compensation Assistant                                      | 240            |
| <del>Compensation/Payroll Assistant</del>                   | <del>240</del> |
| <del>Exec Secretary-BOE</del>                               | <del>240</del> |
| Payroll Assistant                                           | 240            |
| Payroll Assistant – <del>CNS</del> Child Nutrition Services | 240            |
| Specialist I – Dispatch                                     | 245            |
| Specialist I – Transportation North                         | 245            |

|                                       |                 |              |                      |                      |                      |
|---------------------------------------|-----------------|--------------|----------------------|----------------------|----------------------|
| <b>107</b>                            |                 |              | <del>\$ 184.48</del> | <del>\$ 230.64</del> | <del>\$ 276.80</del> |
|                                       |                 | <b>Daily</b> | <del>\$ 190.01</del> | <del>\$ 233.41</del> | <del>\$ 276.80</del> |
|                                       | <b>240 Days</b> |              | 45,602               | 56,018               | 66,432               |
| Admin Assistant IIIa – CIP            | 240             |              |                      |                      |                      |
| Admin Assistant IIIa – Division Chief | 240             |              |                      |                      |                      |
| Analyst I – Lead Data – Bilingual ESL | 240             |              |                      |                      |                      |
| Specialist – Budget                   | 240             |              |                      |                      |                      |
| Specialist – Compensation             | 240             |              |                      |                      |                      |
| Specialist – Employee Records         | 240             |              |                      |                      |                      |
| Specialist – HCM Transactional Team   | 240             |              |                      |                      |                      |
| Specialist – Payroll                  | 240             |              |                      |                      |                      |
| Specialist – Risk Management          | 240             |              |                      |                      |                      |

|                                     |                 |              |                      |                      |                      |
|-------------------------------------|-----------------|--------------|----------------------|----------------------|----------------------|
| <b>108</b>                          |                 |              | <del>\$ 206.64</del> | <del>\$ 258.32</del> | <del>\$ 310.00</del> |
|                                     |                 | <b>Daily</b> | <del>\$ 212.84</del> | <del>\$ 261.42</del> | <del>\$ 310.00</del> |
|                                     | <b>240 Days</b> |              | 51,082               | 62,741               | 74,400               |
| <del>Admin Assistant IV – BOE</del> | <del>240</del>  |              |                      |                      |                      |
| Admin Assistant IV – Superintendent | 240             |              |                      |                      |                      |

## 2019–2020 Instructional Support Compensation Plan

| Pay Grade  | Job Title                                           | Calendars      | Minimum              | Midpoint             | Maximum              |                  |
|------------|-----------------------------------------------------|----------------|----------------------|----------------------|----------------------|------------------|
|            |                                                     |                | <del>\$ 91.20</del>  | <del>\$ 114.00</del> | <del>\$ 136.80</del> |                  |
| <b>201</b> |                                                     |                | <b>Daily</b>         | <b>\$ 95.76</b>      | <b>\$ 116.28</b>     | <b>\$ 136.80</b> |
|            | Teacher Assistant I – Adult Education               | 220            | <b>183 Days</b>      | 17,524               | 21,279               | 25,034           |
|            | Teacher Assistant I – Bilingual                     | 183            | <b>220 Days</b>      | 21,067               | 25,582               | 30,096           |
|            | Teacher Assistant I – ES                            | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – ES Spanish Immersion          | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – HS                            | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – MS                            | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – Pre-K                         | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – Resource Title I              | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – Special Ed Inclusion          | 183            |                      |                      |                      |                  |
|            | Teacher Assistant I – Special Ed Resource           | 183            |                      |                      |                      |                  |
|            |                                                     |                | <del>\$ 98.48</del>  | <del>\$ 123.12</del> | <del>\$ 147.76</del> |                  |
| <b>202</b> |                                                     |                | <b>Daily</b>         | <b>\$ 101.43</b>     | <b>\$ 126.81</b>     | <b>\$ 181.76</b> |
|            | Vacant                                              | 183            | <b>183 Days</b>      | 18,562               | 23,207               | 27,040           |
|            |                                                     |                | <del>\$ 121.12</del> | <del>\$ 151.44</del> | <del>\$ 181.76</del> |                  |
| <b>203</b> |                                                     |                | <b>Daily</b>         | <b>\$ 124.75</b>     | <b>\$ 153.26</b>     | <b>\$ 181.76</b> |
|            | Community Health Worker                             | 220            | <b>183 Days</b>      | 22,829               | 28,047               | 33,262           |
|            | Health Associate – Health Services                  | 183            | <b>187 Days</b>      | 23,328               | 28,660               | 33,989           |
|            | Library Clerk                                       | 183            | <b>198 Days</b>      | 24,701               | 30,345               | 35,988           |
|            | Teacher Assistant III – CAI Computer Lab – Adult Ed | 220            | <b>220 Days</b>      | 27,445               | 33,717               | 39,987           |
|            | Teacher Assistant III – CAI Computer Lab            | 183            |                      |                      |                      |                  |
|            | <del>Teacher Assistant III – BIC</del>              | <del>183</del> |                      |                      |                      |                  |
|            | Teacher Assistant III – Deaf Education              | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – Dyslexia                    | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – ES Science Lab – ES         | 187            |                      |                      |                      |                  |
|            | Teacher Assistant III – MS Science Lab – MS/HS      | 187, 198       |                      |                      |                      |                  |
|            | <del>Teacher Assistant III – HS Science Lab</del>   | <del>198</del> |                      |                      |                      |                  |
|            | Teacher Assistant III – In-House                    | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – LINC                        | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – Peak HS Science Lab – HS    | 183, 198       |                      |                      |                      |                  |
|            | Teacher Assistant III – PPCD                        | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – SEAS                        | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – Severe Needs                | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – TAP                         | 183            |                      |                      |                      |                  |
|            | Teacher Assistant III – Transition                  | 183            |                      |                      |                      |                  |

| 204                                             |          |                 | <del>\$ 132.00</del> | <del>\$ 165.04</del> | <del>\$ 198.08</del> |
|-------------------------------------------------|----------|-----------------|----------------------|----------------------|----------------------|
|                                                 |          | Daily           | <del>\$ 135.96</del> | <del>\$ 167.02</del> | <del>\$ 198.08</del> |
| American Indian Liaison                         | 240      | <b>183 Days</b> | 24,881               | 30,565               | 36,249               |
| Specialist II – Family Communication Specialist | 187, 220 | <b>187 Days</b> | 25,425               | 31,233               | 37,041               |
| Parent Educator                                 | 183      | <b>240 Days</b> | 32,630               | 40,085               | 47,539               |
| Parent Specialist                               | 187      |                 |                      |                      |                      |

| 205                                |     |                 | <del>\$ 150.56</del> | <del>\$ 188.16</del> | <del>\$ 225.76</del> |
|------------------------------------|-----|-----------------|----------------------|----------------------|----------------------|
|                                    |     | Daily           | <del>\$ 155.08</del> | <del>\$ 190.42</del> | <del>\$ 225.76</del> |
| Sp-Ed Brailist - Special Education | 187 | <b>183 Days</b> | 28,380               | 34,847               | 41,314               |
| Deaf Education Transcriber         | 183 | <b>187 Days</b> | 29,000               | 35,609               | 42,217               |
| Deaf Interpreter                   | 183 | <b>240 Days</b> | 37,219               | 45,701               | 54,182               |
| Dyslexia Assistant                 | 183 |                 |                      |                      |                      |
| Liaison - Homeless Education       | 240 |                 |                      |                      |                      |
| Program Assistant – Special Ed     | 183 |                 |                      |                      |                      |

## 2019–2020 Operations Auxiliary Hourly Compensation Plan

| Pay Grade   | Job Title                                            | Calendars | Minimum             | Midpoint            | Maximum             |           |
|-------------|------------------------------------------------------|-----------|---------------------|---------------------|---------------------|-----------|
| <b>301H</b> | Bus Attendant                                        | 183       | <del>\$ 10.08</del> | <del>\$ 12.60</del> | <del>\$ 15.12</del> |           |
|             |                                                      |           | Hourly              | \$ 10.79            | \$ 12.95            | \$ 15.12  |
|             |                                                      |           | <b>183 Days</b>     | 15,797              | 18,959              | 22,136    |
| <b>302H</b> | Nutrition Services Worker – Child Nutrition Services | 183, 240  | <del>\$ 11.09</del> | <del>\$ 13.86</del> | <del>\$ 16.63</del> |           |
|             |                                                      |           | Hourly              | \$ 11.42            | \$ 14.03            | \$ 16.63  |
|             |                                                      |           | Daily               | \$ 91.36            | \$ 112.24           | \$ 133.04 |
|             |                                                      |           | <b>183 Days</b>     | 16,719              | 20,540              | 24,346    |
|             |                                                      |           | <b>240 Days</b>     | 21,926              | 26,938              | 31,930    |
| <b>304H</b> | Bus Driver                                           | 183       | <del>\$ 15.14</del> | <del>\$ 18.92</del> | <del>\$ 22.70</del> |           |
|             |                                                      |           | Hourly              | \$ 18.00            | \$ 21.75            | \$ 25.50  |
|             |                                                      |           | Daily               | \$ 124.72           | \$ 153.20           | \$ 181.60 |
|             |                                                      |           | <b>183 Days</b>     | 22,824              | 28,036              | 33,233    |

## 2019–2020 Operations Compensation Plan

| Pay Grade                                                        | Job Title                                           | Calendars         | Minimum             | Midpoint              | Maximum             |                     |                     |
|------------------------------------------------------------------|-----------------------------------------------------|-------------------|---------------------|-----------------------|---------------------|---------------------|---------------------|
| 301                                                              | <del>Bus Attendant Vacant</del>                     | 183               | <del>\$ 10.08</del> | <del>\$ 12.60</del>   | <del>\$ 15.12</del> |                     |                     |
|                                                                  |                                                     |                   | Hourly              | \$ 10.79              | \$ 12.95            | \$ 15.12            |                     |
|                                                                  |                                                     |                   | 183 Days            | 15,797                | 18,959              | 22,136              |                     |
| 302                                                              | Campus Monitor                                      | 187               | <del>\$ 11.09</del> | <del>\$ 13.86</del>   | <del>\$ 16.63</del> |                     |                     |
|                                                                  |                                                     |                   | Hourly              | \$ 11.42              | \$ 14.03            | \$ 16.63            |                     |
|                                                                  |                                                     |                   | Daily               | \$ 91.36              | \$ 112.24           | \$ 133.04           |                     |
|                                                                  |                                                     |                   | <del>183</del> Days | <del>16,719</del>     | <del>20,540</del>   | <del>24,346</del>   |                     |
|                                                                  |                                                     |                   | 187 Days            | 17,084                | 20,989              | 24,878              |                     |
| 303                                                              | Truck Driver <del>← Warehouse &amp; Textbooks</del> | 245               | <del>\$ 12.30</del> | <del>\$ 15.38</del>   | <del>\$ 18.46</del> |                     |                     |
|                                                                  |                                                     |                   | Hourly              | \$ 12.67              | \$ 15.56            | \$ 18.46            |                     |
|                                                                  |                                                     |                   | Daily               | \$ 101.36             | \$ 124.48           | \$ 147.68           |                     |
|                                                                  |                                                     |                   | 245 Days            | 24,833                | 30,498              | 36,182              |                     |
|                                                                  |                                                     |                   | 304                 | <del>Bus Driver</del> | <del>183</del>      | <del>\$ 15.14</del> | <del>\$ 18.92</del> |
| Hourly                                                           | \$ 15.59                                            | \$ 19.15          |                     |                       |                     | \$ 22.70            |                     |
| Daily                                                            | \$ 124.72                                           | \$ 153.20         |                     |                       |                     | \$ 181.60           |                     |
| <del>183</del> Days                                              | <del>22,824</del>                                   | <del>28,036</del> |                     |                       |                     | <del>33,233</del>   |                     |
| 189 Days                                                         | 23,572                                              | 28,955            |                     |                       |                     | 34,322              |                     |
| 240 Days                                                         | 29,933                                              | 36,768            |                     |                       |                     | 43,584              |                     |
| 245 Days                                                         | 30,556                                              | 37,534            |                     |                       |                     | 44,492              |                     |
| Custodian II – Head ES                                           | 245                                                 |                   |                     |                       |                     |                     |                     |
| Irrigator Technician I                                           | 245                                                 |                   |                     |                       |                     |                     |                     |
| IT Operator – Network Services                                   | 240                                                 |                   |                     |                       |                     |                     |                     |
| <del>Apprentice Mechanic</del> Mechanic – Apprentice / Assistant | 245                                                 |                   |                     |                       |                     |                     |                     |
| Manager I – <del>Child</del> Nutrition Services                  | 189                                                 |                   |                     |                       |                     |                     |                     |
| Painter I                                                        | 245                                                 |                   |                     |                       |                     |                     |                     |
| Plumber I                                                        | 245                                                 |                   |                     |                       |                     |                     |                     |
| <del>Preventive Maintenance PM</del> Service Person              | 245                                                 |                   |                     |                       |                     |                     |                     |
| Security Monitor                                                 | 245                                                 |                   |                     |                       |                     |                     |                     |
| <del>Technician I – HVAC Chillers</del>                          | 245                                                 |                   |                     |                       |                     |                     |                     |
| <del>H</del> Truck Driver – IT Warehouse                         | 240                                                 |                   |                     |                       |                     |                     |                     |
| Warehouse Person I                                               | 240, 245                                            |                   |                     |                       |                     |                     |                     |
| 305                                                              | <del>Assistant Router &amp; Scheduler</del>         | 245               | <del>\$ 16.50</del> | <del>\$ 20.62</del>   | <del>\$ 24.74</del> |                     |                     |
|                                                                  |                                                     |                   | Hourly              | \$ 17.00              | \$ 20.87            | \$ 24.74            |                     |
|                                                                  |                                                     |                   | Daily               | \$ 136.00             | \$ 166.96           | \$ 197.92           |                     |
|                                                                  |                                                     |                   | 183 Days            | 24,888                | 30,554              | 36,219              |                     |
|                                                                  |                                                     |                   | 189 Days            | 25,704                | 31,555              | 37,407              |                     |
|                                                                  |                                                     |                   | 240 Days            | 32,640                | 40,070              | 47,501              |                     |
|                                                                  |                                                     |                   | 245 Days            | 33,320                | 40,905              | 48,490              |                     |
| Backhoe Operator                                                 | 245                                                 |                   |                     |                       |                     |                     |                     |
| Bus Driver – Team Lead                                           | 183                                                 |                   |                     |                       |                     |                     |                     |
| Custodian III – Head MS                                          | 245                                                 |                   |                     |                       |                     |                     |                     |
| Dispatcher – Transportation <del>Dispatcher</del>                | 240                                                 |                   |                     |                       |                     |                     |                     |
| Environmental Worker I                                           | 245                                                 |                   |                     |                       |                     |                     |                     |

|                                                     |                |
|-----------------------------------------------------|----------------|
| Floor/Hardware Technician                           | 245            |
| <del>General Maintenance Technician I</del>         | <del>245</del> |
| General Maintenance Worker II – Athletics           | 245            |
| General Maintenance Worker II – Grounds/Landscaping | 245            |
| Locker Repairer                                     | 245            |
| Machine Operator                                    | 245            |
| <del>Manager II – Child Nutrition Services</del>    | <del>189</del> |
| <del>Manager III – Child Nutrition Services</del>   | <del>189</del> |
| Painter III                                         | 245            |
| Safety Officer Transportation                       | 245            |
| <del>Router &amp; Scheduler – Assistant</del>       | <del>245</del> |
| Warehouse Person II – Central                       | 245            |
| Warehouse Person II – West Lot                      | 245            |

|                                    |              |                      |                      |                      |
|------------------------------------|--------------|----------------------|----------------------|----------------------|
|                                    |              | <del>\$ 150.48</del> | <del>\$ 188.08</del> | <del>\$ 225.68</del> |
| <b>306</b>                         | <b>Daily</b> | <b>\$ 154.99</b>     | <b>\$ 190.34</b>     | <b>\$ 225.68</b>     |
| Appliance Repair – Plumbing        | 245          | 37,198               | 45,682               | 54,163               |
| Appliance Repair – Small Equipment | 245          | 37,973               | 46,633               | 55,292               |

|                                                                    |                |
|--------------------------------------------------------------------|----------------|
| <del>Appliance Repair – Technician – Child Nutrition Svcs</del>    | <del>245</del> |
| Custodian IV – Head HS                                             | 245            |
| <del>Head Custodian IV – Head Special Campus</del>                 | <del>245</del> |
| <del>Skilled Maintenance General Maintenance Technician II</del>   | <del>245</del> |
| Specialist I – Auxiliary Services                                  | 245            |
| Specialist I – Central Warehouse                                   | 245            |
| Specialist I – <del>CNS</del> Inventory Mgt – Child Nutrition Svcs | 240            |
| Specialist I – <del>CNS</del> Warehouse – Child Nutrition Svcs     | 245            |
| Specialist I – Free Lunch – Child Nutrition Svcs                   | 240            |
| Specialist I – Lot Supervisor North                                | 245            |
| Specialist I – Lot Supervisor West                                 | 245            |
| <del>Specialist I – Nutrition Services</del>                       | <del>245</del> |

|                            |              |                      |                      |                      |
|----------------------------|--------------|----------------------|----------------------|----------------------|
|                            |              | <del>\$ 168.48</del> | <del>\$ 210.64</del> | <del>\$ 252.80</del> |
| <b>307</b>                 | <b>Daily</b> | <b>\$ 173.53</b>     | <b>\$ 213.17</b>     | <b>\$ 252.80</b>     |
| Building Manager – Central | 245          | 41,647               | 51,161               | 60,672               |
| Exterminator               | 245          | 42,515               | 52,227               | 61,936               |

|                                               |                |
|-----------------------------------------------|----------------|
| <del>General Maintenance Technician III</del> | <del>245</del> |
| Glazier II                                    | 245            |
| Irrigator Technician III                      | 245            |
| Locksmith Journeyman                          | 245            |
| Mechanic II                                   | 245            |
| Plasterer II                                  | 245            |
| Refrigeration Technician III                  | 245            |
| Router <del>and</del> & Scheduler II          | 245            |
| Sewer Technician II                           | 245            |
| Sheet Metal Worker I                          | 245            |

|                                                       |     |
|-------------------------------------------------------|-----|
| Technician III – Fire Alarm <del>Technician III</del> | 245 |
| University Grill/Catering Specialist                  | 240 |
| Welder II                                             | 245 |

|                                                                  |                                                        |              |                            |                      |                      |                   |
|------------------------------------------------------------------|--------------------------------------------------------|--------------|----------------------------|----------------------|----------------------|-------------------|
| <b>308</b>                                                       |                                                        |              | <del>\$ 185.36</del>       | <del>\$ 231.68</del> | <del>\$ 278.00</del> |                   |
|                                                                  |                                                        | <b>Daily</b> | <b>\$ 190.92</b>           | <b>\$ 234.46</b>     | <b>\$ 278.00</b>     |                   |
|                                                                  | <del>Advanced Environmental Worker II – Advanced</del> | 245          | <del>240</del> <b>Days</b> | <del>44,486</del>    | <del>55,603</del>    | <del>66,720</del> |
|                                                                  | Electrician Journeyman                                 | 245          | <b>245</b> <b>Days</b>     | 46,775               | 57,443               | 68,110            |
| Plumber II                                                       | 240, 245                                               |              |                            |                      |                      |                   |
| Technician II (Journeyman) – HVAC <del>Journeyman</del> Chillers | 245                                                    |              |                            |                      |                      |                   |
| Technician II (Journeyman) – HVAC <del>#</del> Rooftop           | 245                                                    |              |                            |                      |                      |                   |
| <del>EMS</del> Technician III – HVAC – Energy Management         | 245                                                    |              |                            |                      |                      |                   |

|                                                     |                                                            |              |                        |                      |                      |        |
|-----------------------------------------------------|------------------------------------------------------------|--------------|------------------------|----------------------|----------------------|--------|
| <b>309</b>                                          |                                                            |              | <del>\$ 213.12</del>   | <del>\$ 266.40</del> | <del>\$ 319.68</del> |        |
|                                                     |                                                            | <b>Daily</b> | <b>\$ 219.51</b>       | <b>\$ 269.60</b>     | <b>\$ 319.68</b>     |        |
|                                                     | <del>Asst. Foreperson – Carpentry</del>                    | 245          | <b>245</b> <b>Days</b> | 53,780               | 66,052               | 78,322 |
|                                                     | Asst. Foreperson – <del>CNS</del> Child Nutrition Services | 245          |                        |                      |                      |        |
| Asst. Foreperson – Electronic                       | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – <del>EMS</del> Energy Management | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – General Maintenance              | 245                                                        |              |                        |                      |                      |        |
| <del>Asst. Foreperson – Hardware/Ceill</del>        | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – HVAC                             | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Metal Shop                       | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Paint Shop                       | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Plumbing                         | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Safety & Security                | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Small Equipment                  | 245                                                        |              |                        |                      |                      |        |
| Asst. Foreperson – Transportation                   | 245                                                        |              |                        |                      |                      |        |

## 2019–2020 Campus Administration Compensation Plan

| Pay Grade  | Job Title                                                                        | Calendars | Minimum              | Midpoint             | Maximum              |
|------------|----------------------------------------------------------------------------------|-----------|----------------------|----------------------|----------------------|
| <b>401</b> |                                                                                  |           | <del>\$ 317.00</del> | <del>\$ 372.48</del> | <del>\$ 427.95</del> |
|            | Asst Principal – ES                                                              | 205       | <b>\$ 321.76</b>     | <b>\$ 379.13</b>     | <b>\$ 436.51</b>     |
|            | Asst Principal – ES – Alice Carlson                                              | 215       | 65,961               | 77,722               | 89,485               |
|            | Dean of Instruction – ES                                                         | 205       | 69,178               | 81,513               | 93,850               |
|            | Asst Principal – ES – *Como Elementary, *Mitchell Blvd., *Maude Logan, *JT White | 220       | 70,787               | 83,409               | 96,032               |
| <b>402</b> |                                                                                  |           | <del>\$ 332.51</del> | <del>\$ 390.70</del> | <del>\$ 448.89</del> |
|            | Asst Principal – MS                                                              | 215       | <b>\$ 337.50</b>     | <b>\$ 397.68</b>     | <b>\$ 457.87</b>     |
|            | Asst Principal – MS – *Forest Oak                                                | 220       | 72,563               | 85,501               | 98,442               |
|            | Dean of Instruction – MS                                                         | 215       | 74,250               | 87,490               | 100,731              |
|            |                                                                                  |           |                      |                      |                      |
| <b>403</b> |                                                                                  |           | <del>\$ 349.00</del> | <del>\$ 410.08</del> | <del>\$ 471.15</del> |
|            | Assoc Principal – HS – IM Terrell                                                | 240       | <b>\$ 354.24</b>     | <b>\$ 417.40</b>     | <b>\$ 480.57</b>     |
|            | Asst Principal – HS                                                              | 215       | 76,162               | 89,741               | 103,323              |
|            | Asst Principal – HS – Student Discipline & Placement                             | 220       | 77,933               | 91,828               | 105,725              |
|            | Dean of Instruction – HS                                                         | 215, 220  | 85,018               | 100,176              | 115,337              |
|            | Dean of Students – Early College HS                                              | 215       |                      |                      |                      |
|            | Asst Principal – Boulevard Heights                                               | 215       |                      |                      |                      |
|            | Asst Principal – Int'l Newcomer Academy                                          | 215       |                      |                      |                      |
|            | Dean of Instruction – Int'l Newcomer Academy                                     | 215       |                      |                      |                      |
|            |                                                                                  |           |                      |                      |                      |
| <b>404</b> |                                                                                  |           | <del>\$ 380.00</del> | <del>\$ 456.00</del> | <del>\$ 532.00</del> |
|            | Principal – ES                                                                   | 220       | <b>\$ 383.80</b>     | <b>\$ 460.56</b>     | <b>\$ 537.32</b>     |
|            | Principal – ES *Como Elementary, *Mitchell Blvd., *Maude Logan, * JT White       | 240       | 84,436               | 101,323              | 118,210              |
|            | Principal – ES – Tanglewood                                                      | 240       | 92,112               | 110,534              | 128,957              |
| <b>405</b> |                                                                                  |           | <del>\$ 412.50</del> | <del>\$ 495.00</del> | <del>\$ 577.50</del> |
|            | Principal – HS Alt – Boulevard Heights/Transition Center                         | 240       | <b>\$ 416.63</b>     | <b>\$ 499.95</b>     | <b>\$ 583.28</b>     |
|            | Principal – MS Alt                                                               | 220       | 91,659               | 109,989              | 128,322              |
|            | Principal – MS – *Forest Oak                                                     | 240       | 99,991               | 119,988              | 139,987              |
|            |                                                                                  |           |                      |                      |                      |
| <b>406</b> |                                                                                  |           | <del>\$ 448.00</del> | <del>\$ 537.60</del> | <del>\$ 627.20</del> |
|            | Principal – HS                                                                   | 240       | <b>\$ 452.48</b>     | <b>\$ 542.98</b>     | <b>\$ 633.47</b>     |
|            |                                                                                  |           | 108,595              | 130,315              | 152,033              |

\* Leadership Academies

## 2019–2020 Campus-Professional Support Compensation Plan

| Pay Grade  | Job Title                                                      | Calendars             | Minimum              | Midpoint             | Maximum              |                  |
|------------|----------------------------------------------------------------|-----------------------|----------------------|----------------------|----------------------|------------------|
|            |                                                                |                       | <del>\$ 212.53</del> | <del>\$ 265.66</del> | <del>\$ 318.79</del> |                  |
| <b>601</b> |                                                                |                       | <b>Daily</b>         | <b>\$ 218.91</b>     | <b>\$ 268.85</b>     | <b>\$ 318.79</b> |
|            | Specialist II                                                  | 240                   | <b>187 Days</b>      | 40,936               | 50,275               | 59,615           |
|            | Specialist II – <b>College &amp; Career</b> Readiness          | 187, 240              | <b>210 Days</b>      | 45,971               | 56,459               | 66,947           |
|            | Specialist II – Family & Community Outreach                    | 220, 240              | <b>220 Days</b>      | 48,160               | 59,147               | 70,134           |
|            | Specialist II – Parent Outreach                                | 210                   | <b>240 Days</b>      | 52,538               | 64,524               | 76,511           |
|            | Specialist II – School Outreach                                | 187                   |                      |                      |                      |                  |
|            |                                                                |                       | <del>\$ 233.79</del> | <del>\$ 292.24</del> | <del>\$ 350.68</del> |                  |
| <b>602</b> |                                                                |                       | <b>Daily</b>         | <b>\$ 243.14</b>     | <b>\$ 298.66</b>     | <b>\$ 354.19</b> |
|            | Coordinator II – Home School Program                           | 240                   | <b>187 Days</b>      | 45,467               | 55,849               | 66,234           |
|            | Coordinator II – Social Services                               | 210                   | <b>210 Days</b>      | 51,059               | 62,719               | 74,380           |
|            | FWCP Case Manager – <b>Intervention Services</b>               | 210                   | <b>240 Days</b>      | 58,354               | 71,678               | 85,006           |
|            | JROTC Instructor                                               | 260                   | <b>260 Days</b>      | 63,216               | 77,652               | 92,089           |
|            | JROTC Staff                                                    | 260                   |                      |                      |                      |                  |
|            | School Manager TTIPS (Teacher Manager)                         | 210                   |                      |                      |                      |                  |
|            | Social Worker I                                                | 240                   |                      |                      |                      |                  |
|            | Speech – Language Pathology Assistant ( <b>SLP Assistant</b> ) | 187                   |                      |                      |                      |                  |
|            |                                                                |                       | <del>\$ 261.84</del> | <del>\$ 327.30</del> | <del>\$ 392.76</del> |                  |
| <b>603</b> |                                                                |                       | <b>Daily</b>         | <b>\$ 273.62</b>     | <b>\$ 336.14</b>     | <b>\$ 398.65</b> |
|            | <b>Aspiring Principal Residency</b>                            | 187                   | <b>187 Days</b>      | 51,167               | 62,858               | 74,548           |
|            | <b>Assessment Data Analyst (Campus Testing Coordinator)</b>    | 187, 240              | <b>193 Days</b>      | 52,809               | 64,875               | 76,939           |
|            | Athletic Trainer                                               | 202                   | <b>198 Days</b>      | 54,177               | 66,556               | 78,933           |
|            | <b>Instructional Coach</b>                                     | 193, 198,<br>210, 220 | <b>202 Days</b>      | 55,271               | 67,900               | 80,527           |
|            | <del>Campus Instructional Coach</del>                          | <del>193, 220</del>   | <b>210 Days</b>      | 57,460               | 70,589               | 83,717           |
|            | <del>CII Instructional Coach</del>                             | <del>210</del>        | <b>220 Days</b>      | 60,196               | 73,951               | 87,703           |
|            | <del>CTE Instructional Coach</del>                             | <del>220</del>        | <b>240 Days</b>      | 65,669               | 80,674               | 95,676           |
|            | <b>Instructional Coach – Digital Literacy</b>                  | 220                   |                      |                      |                      |                  |
|            | Curriculum Network Specialist                                  | 220                   |                      |                      |                      |                  |
|            | <del>Data Analyst</del>                                        | <del>187, 220</del>   |                      |                      |                      |                  |
|            | <del>Data Analyst – Assessment</del>                           | <del>187</del>        |                      |                      |                      |                  |
|            | Dyslexia Evaluator                                             | 210                   |                      |                      |                      |                  |
|            | Dyslexia Specialist                                            | 220                   |                      |                      |                      |                  |
|            | FWCP Instructional Coach                                       | 210                   |                      |                      |                      |                  |
|            | FWCP <b>Specialist IV – Intervention Specialist</b>            | 187                   |                      |                      |                      |                  |
|            | Music Therapist                                                | 187                   |                      |                      |                      |                  |
|            | Orientation & Mobility Specialist                              | 202                   |                      |                      |                      |                  |
|            | Social Worker II                                               | 193, 202,<br>210, 220 |                      |                      |                      |                  |

|                                                                |                       |
|----------------------------------------------------------------|-----------------------|
| Specialist – Early Learning                                    | 220                   |
| Specialist – Restorative Practices                             | 187, 220              |
| Specialist – Response to Intervention (MTSS)                   | 220                   |
| Specialist – Student Success (MTSS)                            | 202                   |
| Specialist IV – Intervention <del>Specialist IV</del> Services | 187, 193,<br>220, 240 |

|                                                                  |                  |
|------------------------------------------------------------------|------------------|
| <b>604</b>                                                       |                  |
| Audiologist                                                      | 202              |
| Instructional Specialist                                         | 187              |
| Occupational Therapist                                           | 202              |
| Physical Therapist                                               | 202              |
| School Psychologist (LSSP)                                       | 193, 210,<br>240 |
| Specialist – Diagnostic Evaluation <del>Specialist</del>         | 193, 210,<br>240 |
| Speech – Language Pathologist (SLP <del>Speech Therapist</del> ) | 187, 202,<br>210 |

|            |              |                      |                      |                      |
|------------|--------------|----------------------|----------------------|----------------------|
|            |              | <del>\$ 298.50</del> | <del>\$ 373.13</del> | <del>\$ 447.75</del> |
|            | <b>Daily</b> | <b>\$ 310.44</b>     | <b>\$ 379.10</b>     | <b>\$ 447.75</b>     |
| <b>187</b> | <b>Days</b>  | <b>58,052</b>        | <b>70,892</b>        | 83,730               |
| <b>193</b> | <b>Days</b>  | <b>59,915</b>        | <b>73,166</b>        | 86,416               |
| <b>202</b> | <b>Days</b>  | <b>62,709</b>        | <b>76,578</b>        | 90,446               |
| <b>210</b> | <b>Days</b>  | <b>65,192</b>        | <b>79,611</b>        | 94,028               |
| <b>240</b> | <b>Days</b>  | <b>74,506</b>        | <b>90,984</b>        | 107,460              |

## 2019–2020 Technology Compensation Plan

| Pay Grade                                    | Job Title                                                | Calendars | Minimum              | Midpoint             | Maximum              |                      |               |
|----------------------------------------------|----------------------------------------------------------|-----------|----------------------|----------------------|----------------------|----------------------|---------------|
| <b>701</b>                                   |                                                          |           | <del>\$ 174.41</del> | <del>\$ 214.00</del> | <del>\$ 253.59</del> |                      |               |
|                                              |                                                          |           | <b>Daily</b>         | <b>\$ 180.51</b>     | <b>\$ 217.05</b>     | <b>\$ 253.59</b>     |               |
|                                              | IT Specialist I – Customer Services                      | 240       | <b>240</b>           | <b>Days</b>          | <b>43,322</b>        | <b>52,092</b>        | <b>60,862</b> |
|                                              | IT Specialist I – Logistics                              | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist I – Procurement                            | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist I – Technical Support                      | 240       |                      |                      |                      |                      |               |
| Technician II – IT School Solutions          | 240                                                      |           |                      |                      |                      |                      |               |
| <b>702</b>                                   |                                                          |           | <del>\$ 195.34</del> | <del>\$ 239.68</del> | <del>\$ 284.02</del> |                      |               |
|                                              |                                                          |           | <b>Daily</b>         | <b>\$ 202.18</b>     | <b>\$ 243.10</b>     | <b>\$ 284.02</b>     |               |
|                                              | Network Infrastructure Specialist                        | 240       | <b>220</b>           | <b>Days</b>          | <b>44,480</b>        | <b>53,482</b>        | <b>62,484</b> |
|                                              | IT Specialist II – Tech Ops Support Customer Services    | 240       | <b>240</b>           | <b>Days</b>          | <b>48,523</b>        | <b>58,344</b>        | <b>68,165</b> |
|                                              | IT Specialist II – SIS                                   | 220       | <b>245</b>           | <b>Days</b>          | <b>49,534</b>        | <b>59,560</b>        | <b>69,585</b> |
|                                              | IT Specialist II – Team Lead                             | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist II – Transcripts                           | 240       |                      |                      |                      |                      |               |
|                                              | IT Technician III – Telecommunications                   | 240       |                      |                      |                      |                      |               |
|                                              | IT Trainer – Admin Applications                          | 240       |                      |                      |                      |                      |               |
|                                              | IT Trainer – School Solutions                            | 240       |                      |                      |                      |                      |               |
|                                              | Supervisor – IT Warehouse Supervisor                     | 240       |                      |                      |                      |                      |               |
|                                              | Technician IV – Physical Security Technician             | 245       |                      |                      |                      |                      |               |
| <b>703</b>                                   |                                                          |           | <del>\$ 218.78</del> | <del>\$ 268.44</del> | <del>\$ 318.10</del> |                      |               |
|                                              |                                                          |           | <b>Daily</b>         | <b>\$ 226.44</b>     | <b>\$ 272.27</b>     | <b>\$ 318.10</b>     |               |
|                                              | IT Specialist III – 1 to 1 Team Lead                     | 240       | <b>220</b>           | <b>Days</b>          | <b>49,817</b>        | <b>59,899</b>        | <b>69,982</b> |
|                                              | IT Specialist III – Campus Support                       | 240       | <b>240</b>           | <b>Days</b>          | <b>54,346</b>        | <b>65,345</b>        | <b>76,344</b> |
|                                              | IT Specialist III – CTE                                  | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist III – Customer Service                     | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist III – Legacy                               | 220, 240  |                      |                      |                      |                      |               |
|                                              | IT Specialist III – Technical Liaison (School Solutions) | 240       |                      |                      |                      |                      |               |
|                                              | IT Specialist III – SIS Support                          | 220       |                      |                      |                      |                      |               |
|                                              | IT Supervisor II                                         | 240       |                      |                      |                      |                      |               |
|                                              | Specialist III – Data                                    | 240       |                      |                      |                      |                      |               |
|                                              | Technology Learning Coach                                | 220, 240  |                      |                      |                      |                      |               |
|                                              | <b>704</b>                                               |           |                      | <del>\$ 249.41</del> | <del>\$ 306.02</del> | <del>\$ 362.63</del> |               |
|                                              |                                                          |           | <b>Daily</b>         | <b>\$ 258.14</b>     | <b>\$ 310.38</b>     | <b>\$ 362.63</b>     |               |
| Administrator – SSRS                         |                                                          | 240       | <b>220</b>           | <b>Days</b>          | <b>56,791</b>        | <b>68,284</b>        | <b>79,779</b> |
| IT ERP Systems Specialist                    |                                                          | 240       | <b>240</b>           | <b>Days</b>          | <b>61,954</b>        | <b>74,491</b>        | <b>87,031</b> |
| IT Specialist IV – Lead Campus Support       |                                                          | 220, 240  |                      |                      |                      |                      |               |
| IT Specialist IV – Network Engineer Services |                                                          | 240       |                      |                      |                      |                      |               |
| Network Security Specialist                  |                                                          | 240       |                      |                      |                      |                      |               |
| Network Specialist                           | 240                                                      |           |                      |                      |                      |                      |               |

Specialist IV – IT School Solutions 240  
 Specialist IV – ~~CNS~~ Child Nutrition Services 240

|                                              |     |
|----------------------------------------------|-----|
| <b>705</b>                                   |     |
| Database Administrator                       | 240 |
| IT Analyst IV                                | 240 |
| IT Collaboration Engineer – Network Services | 240 |
| IT Manager I – Help Desk                     | 240 |
| IT Manager I – Infrastructure                | 240 |
| IT Net Programmer                            | 240 |
| IT Network Administrator                     | 240 |
| IT Network Engineer                          | 240 |
| IT <del>Sr.</del> Senior Net Programmer      | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 269.36</del> | <del>\$ 330.50</del> | <del>\$ 391.64</del> |
| <b>Daily</b>    |  | <b>\$ 278.79</b>     | <b>\$ 339.13</b>     | <b>\$ 399.47</b>     |
| <b>240 Days</b> |  | <b>66,910</b>        | <b>81,391</b>        | <b>95,873</b>        |

|                                                                 |     |
|-----------------------------------------------------------------|-----|
| <b>706</b>                                                      |     |
| Coordinator V – <del>Instructional</del> Educational Technology | 240 |
| Director-PEIMS & Student Records                                | 240 |
| Cybersecurity Engineer                                          | 240 |
| IT Director I – Customer Experience                             | 240 |
| IT Manager II – Campus Support                                  | 240 |
| IT Manager II – Network Operations                              | 240 |
| IT Manager II – Projects                                        | 240 |
| IT Manager II – School Software Development                     | 240 |
| IT Manager II – Sr Systems                                      | 240 |
| Network Manager                                                 | 240 |
| Senior Network Engineer                                         | 240 |
| Senior Network Systems Admin.                                   | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 304.38</del> | <del>\$ 373.47</del> | <del>\$ 442.56</del> |
| <b>Daily</b>    |  | <b>\$ 315.03</b>     | <b>\$ 378.80</b>     | <b>\$ 442.56</b>     |
| <b>240 Days</b> |  | <b>75,607</b>        | <b>90,912</b>        | <b>106,214</b>       |

|                                                                   |     |
|-------------------------------------------------------------------|-----|
| <b>707</b>                                                        |     |
| Business Intelligence Administrator                               | 240 |
| Director II – SIS                                                 | 240 |
| Director – <del>Instructional</del> Educational Technology        | 240 |
| Professional Development                                          | 240 |
| Director – <del>Instructional</del> Technology Project Management | 240 |
| IT Director II – School Software Dev/PEIMS                        | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 353.08</del> | <del>\$ 433.23</del> | <del>\$ 513.38</del> |
| <b>Daily</b>    |  | <b>\$ 365.44</b>     | <b>\$ 439.41</b>     | <b>\$ 513.38</b>     |
| <b>240 Days</b> |  | <b>87,706</b>        | <b>105,458</b>       | <b>123,211</b>       |

|                                         |     |
|-----------------------------------------|-----|
| <b>708</b>                              |     |
| Exec Director – Application Development | 240 |
| Exec Director – Customer Services       | 240 |
| Exec Director – Network                 | 240 |
| IT Director III – Strategic Operations  | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 401.39</del> | <del>\$ 472.22</del> | <del>\$ 543.05</del> |
| <b>Daily</b>    |  | <b>\$ 413.43</b>     | <b>\$ 486.39</b>     | <b>\$ 559.34</b>     |
| <b>240 Days</b> |  | <b>99,223</b>        | <b>116,734</b>       | <b>134,242</b>       |

## 2019–2020 Business & Operations Exempt Compensation Plan

| Pay Grade  | Job Title                                            | Calendars | Minimum              | Midpoint             | Maximum              |                      |
|------------|------------------------------------------------------|-----------|----------------------|----------------------|----------------------|----------------------|
|            |                                                      |           | <del>\$ 187.45</del> | <del>\$ 230.00</del> | <del>\$ 272.55</del> |                      |
| <b>801</b> |                                                      |           | <b>Daily</b>         | <b>\$ 194.01</b>     | <b>\$ 233.28</b>     | <b>\$ 272.55</b>     |
|            | Analyst I – Budget & Grants – Special Ed             | 240       | <b>240 Days</b>      | 46,562               | 55,987               | 65,412               |
|            | Analyst I – Energy Management                        | 240       |                      |                      |                      |                      |
|            | Buyer                                                | 240       |                      |                      |                      |                      |
|            | Public Information Coordinator                       | 240       |                      |                      |                      |                      |
|            | Specialist I – OPS Office of Professional Standards  | 240       |                      |                      |                      |                      |
|            | Specialist I – CIP Acct/Record                       | 240       |                      |                      |                      |                      |
|            | Specialist II – Benefits                             | 240       |                      |                      |                      |                      |
|            | Specialist II – HUB                                  | 240       |                      |                      |                      |                      |
|            | Specialist II – Research                             | 240       |                      |                      |                      |                      |
|            |                                                      |           |                      | <del>\$ 202.45</del> | <del>\$ 248.40</del> | <del>\$ 294.35</del> |
| <b>802</b> |                                                      |           | <b>Daily</b>         | <b>\$ 208.52</b>     | <b>\$ 251.44</b>     | <b>\$ 294.35</b>     |
|            | Compliance Analyst                                   | 240       | <b>240 Days</b>      | 50,045               | 60,346               | 70,644               |
|            | Coordinator II – Internal Communications             | 240       | <b>245 Days</b>      | 51,087               | 61,603               | 72,116               |
|            | Coordinator II – Budget HUB CIP                      | 240       |                      |                      |                      |                      |
|            | Specialist III – Assessment – ADQ                    | 240       |                      |                      |                      |                      |
|            | Specialist III – Data Reporting – ADQ                | 240       |                      |                      |                      |                      |
|            | Specialist III – Facilities Planning                 | 240       |                      |                      |                      |                      |
|            | Specialist III – Project Development                 | 240       |                      |                      |                      |                      |
|            | Specialist III – Student Engagement                  | 240       |                      |                      |                      |                      |
|            | Supervisor II – Central Calling                      | 240       |                      |                      |                      |                      |
|            | Supervisor II – Custodial                            | 245       |                      |                      |                      |                      |
|            | Supervisor II – Print Shop                           | 240       |                      |                      |                      |                      |
|            | Trainer IV – Dietitian                               | 240       |                      |                      |                      |                      |
|            |                                                      |           |                      | <del>\$ 242.94</del> | <del>\$ 298.08</del> | <del>\$ 353.22</del> |
| <b>803</b> |                                                      |           | <b>Daily</b>         | <b>\$ 250.23</b>     | <b>\$ 301.72</b>     | <b>\$ 353.22</b>     |
|            | Accountant                                           | 240       | <b>193 Days</b>      | 48,294               | 58,232               | 68,171               |
|            | Analyst III – Budget/PC                              | 240       | <b>220 Days</b>      | 55,051               | 66,378               | 77,708               |
|            | Analyst III – Compensation                           | 240       | <b>240 Days</b>      | 60,055               | 72,413               | 84,773               |
|            | Analyst III – Special Ed Budget                      | 240       | <b>245 Days</b>      | 61,306               | 73,921               | 86,539               |
|            | Analyst III – P-Card/Purchasing                      | 240       |                      |                      |                      |                      |
|            | Coordinator II – Textbooks                           | 245       |                      |                      |                      |                      |
|            | Coordinator III – Branding                           | 240       |                      |                      |                      |                      |
|            | Coordinator III – Board Services                     | 240       |                      |                      |                      |                      |
|            | Coordinator III – Community Partnerships             | 240       |                      |                      |                      |                      |
|            | Coordinator III – Corporate Partnerships             | 240       |                      |                      |                      |                      |
|            | Coordinator III – Community & Strategic Partnerships | 240       |                      |                      |                      |                      |
|            | Coordinator III – Customer Service – Transportation  | 240       |                      |                      |                      |                      |
|            | Coordinator III – Employee Records                   | 240       |                      |                      |                      |                      |

|                                                           |                  |
|-----------------------------------------------------------|------------------|
| Coordinator III – District Operations                     | 240              |
| Coordinator III – District Records Management             | 240              |
| Coordinator III – Medicaid/SHARS                          | 240              |
| Coordinator III – Safety & Security                       | 240              |
| Coordinator III – Social Media                            | 240              |
| Coordinator III – Web Communications                      | 240              |
| Editor/Photographer                                       | 240              |
| <b>Foreperson – Automotive Fleet</b>                      | <b>245</b>       |
| Foreperson – Maintenance                                  | 245              |
| Foreperson – Safety & Security                            | 245              |
| <b>Foreperson – Transportation Fleet</b>                  | <b>245</b>       |
| Foreperson – Warehouse                                    | 245              |
| Internal Auditor                                          | 240              |
| Investigator – <b>Office of Professional Standards</b>    | 240              |
| Purchasing/Contract Agent – CIP                           | 240              |
| Senior Buyer                                              | 240              |
| Senior Buyer – HUB Analyst                                | 240              |
| <b>Specialist IV – 100x25 FWTX Volunteer Coordinator</b>  | <b>240</b>       |
| Specialist IV – Environment/Asbestos                      | 240              |
| Specialist IV – Family Communications                     | 220              |
| Specialist IV – Parents as Teachers                       | 240              |
| Specialist IV – Safety & Security ( <b>Area Advisor</b> ) | 193, 220,<br>240 |
| <b>Specialist IV – Volunteers Coord. – Family Comm.</b>   | <b>240</b>       |
| Supervisor III – Campus Safety                            | 240              |
| Supervisor III – <b>Child Nutrition Services</b>          | <b>198,</b> 220  |

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| <b>804</b> |
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|                                                                |                |
|----------------------------------------------------------------|----------------|
| <del>Analyst IV – ADQ</del>                                    | <del>240</del> |
| <del>Analyst IV – Research &amp; Accountability</del>          | <del>240</del> |
| Coordinator IV – Business Ops – TTIPS                          | 240            |
| Coordinator IV – Chief                                         | 240            |
| Coordinator IV – CIP                                           | 240            |
| Coordinator IV – Communications                                | 240            |
| <b>Coordinator IV – Gifted &amp; Talented Education</b>        | <b>240</b>     |
| Coordinator IV – HCM <del>Central Office</del>                 | 240            |
| <del>Coordinator IV – HCM Certification &amp; Compliance</del> | <del>240</del> |
| <del>Coordinator IV – HCM Employee Relations</del>             | <del>240</del> |
| <del>Coordinator IV – HCM Generalist</del>                     | <del>240</del> |
| <del>Coordinator IV – HCM Staffing</del>                       | <del>240</del> |
| <del>Coordinator IV – HCM Talent Management</del>              | <del>240</del> |
| Coordinator IV – Innovation & Excellence                       | 240            |
| Coordinator IV – Operations Management                         | 240            |
| Coordinator IV – Payroll                                       | 240            |
| Coordinator IV – Prof. Learning & Impr.                        | 240            |

|                       |                        |                      |                      |                      |
|-----------------------|------------------------|----------------------|----------------------|----------------------|
|                       |                        | <del>\$ 262.37</del> | <del>\$ 321.93</del> | <del>\$ 381.49</del> |
|                       | <b>Daily</b>           | <b>\$ 270.24</b>     | <b>\$ 325.87</b>     | <b>\$ 381.49</b>     |
| <b>198</b>            | <b>Days</b>            | 53,508               | 64,522               | 75,535               |
| <b>205</b>            | <b>Days</b>            | 55,399               | 66,803               | 78,205               |
| <del><b>210</b></del> | <del><b>Days</b></del> | <del>56,750</del>    | <del>68,433</del>    | <del>80,113</del>    |
| <b>240</b>            | <b>Days</b>            | 64,858               | 78,209               | 91,558               |

|                                                                     |     |
|---------------------------------------------------------------------|-----|
| <del>Data Analysis Specialist</del>                                 | 240 |
| Manager I – Transportation                                          | 240 |
| Manager I – Transactional Team                                      | 240 |
| Senior Accountant                                                   | 240 |
| <del>Senior Accountant – CIP</del>                                  | 240 |
| <del>Senior Accountant – Child Nutrition Services</del>             | 240 |
| Senior Compliance Analyst                                           | 240 |
| Senior Internal Auditor                                             | 240 |
| Specialist V – <del>ADQ</del> Accountability & Data Quality         | 240 |
| Specialist V – Accounting                                           | 240 |
| Specialist V – Data Analytics                                       | 240 |
| <del>Specialist V – Data Reporting</del>                            | 240 |
| Specialist V – Equity & <del>Excellence</del> Professional Learning | 240 |
| Specialist V – PI                                                   | 240 |
| Specialist V – Sr. Project Development                              | 240 |
| Specialist V – <del>New</del> Teacher Induction                     | 205 |
| Supervisor III – Accounts Payable                                   | 240 |
| Supervisor IV – Transportation Planning                             | 240 |

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| <b>805</b> |
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|                                                              |     |
|--------------------------------------------------------------|-----|
| <del>Coordinator V – Arts &amp; Community Partnerships</del> | 240 |
| Coordinator V – Assessment                                   | 240 |
| Coordinator V – Program Monitoring & Compliance              | 240 |
| <del>Coordinator V – Leadership Development</del>            | 240 |
| Coordinator V – Research Evaluation – <del>ADQ</del>         | 240 |
| Coordinator V – CIP Safety                                   | 240 |
| Coordinator V – Special Projects (Communications)            | 240 |
| Coordinator V – Web & Creative Communications                | 240 |
| Director I – Adult Education                                 | 240 |
| Director I – Facilities                                      | 240 |
| Director I – Law Enforcement                                 | 240 |
| Director II – Board Policy, Governance, & Strategic Sppt     | 240 |
| Executive Assistant to Superintendent                        | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 283.36</del> | <del>\$ 347.68</del> | <del>\$ 412.00</del> |
| <b>Daily</b>    |  | <b>\$ 291.86</b>     | <b>\$ 351.93</b>     | <b>\$ 412.00</b>     |
| <b>240 Days</b> |  | 70,046               | 84,463               | 98,880               |

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| <b>806</b> |
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|                                                                                   |     |
|-----------------------------------------------------------------------------------|-----|
| Assistant Controller                                                              | 240 |
| Assistant Director – <del>CNS</del> Child Nutrition Services                      | 240 |
| Assistant Director – <del>CNS</del> Compliance – <del>Child Nutrition</del> Srvcs | 240 |
| Assistant Director – Transportation                                               | 240 |
| Director II – Assessment & Accountability – <del>ADQ</del>                        | 240 |
| Director II – Benefits                                                            | 240 |
| Director II – Community & Strategic Partnerships                                  | 240 |
| <del>Director II – Creative Communications</del>                                  | 240 |
| Director II – Dyslexia                                                            | 240 |

|                 |  |                      |                      |                      |
|-----------------|--|----------------------|----------------------|----------------------|
|                 |  | <del>\$ 325.86</del> | <del>\$ 399.83</del> | <del>\$ 473.80</del> |
| <b>Daily</b>    |  | <b>\$ 335.64</b>     | <b>\$ 404.72</b>     | <b>\$ 473.80</b>     |
| <b>240 Days</b> |  | 80,554               | 97,133               | 113,712              |

|                                                               |                |
|---------------------------------------------------------------|----------------|
| Director II – Employee Relations                              | 240            |
| Director II – Environment                                     | 240            |
| Director II – Federal Programs                                | 240            |
| Director II – Communications                                  | 240            |
| Director II – Maintenance Central                             | 240            |
| Director II – Maintenance Project                             | 240            |
| Director II – <del>OPS</del> Office of Professional Standards | 240            |
| Director II – Payroll                                         | 240            |
| Director II – Research & Evaluation – ADQ                     | 240            |
| Director II – Risk Management                                 | 240            |
| Director II – Staffing                                        | 240            |
| Manager II – Budget Management                                | 240            |
| Manager II – CIP Program Control                              | 240            |
| Manager II – Compensation                                     | 240            |
| Manager II – Internal Audit                                   | 240            |
| Manager II – Purchasing                                       | 240            |
| Manager III – CIP Safety/Construction                         | 240            |
| <del>Staff Attorney</del>                                     | <del>240</del> |
| Treasurer                                                     | 240            |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
|  | <del>\$ 384.52</del> | <del>\$ 471.80</del> | <del>\$ 559.08</del> |
|--|----------------------|----------------------|----------------------|

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| <b>807</b> |
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|                                                                         |                |
|-------------------------------------------------------------------------|----------------|
| Chief – Internal Audit                                                  | 240            |
| Director III – Safety & Security                                        | 240            |
| Exec Director – Communications                                          | 240            |
| Exec Director – HCM SEL/RET                                             | 240            |
| Exec Director – HCM Talent/Dev.                                         | 240            |
| <del>Exec Director – Payroll, Benefits, Risk Mgt. &amp; Bus. Sys.</del> | <del>240</del> |
| Exec Director – Program Monitoring & Compliance                         | 240            |
| Exec Director – Purchasing                                              | 240            |
| Manager III – Business Operations                                       | 240            |
| Manager III – Design – CIP                                              | 240            |
| <del>Staff Attorney</del>                                               | <del>240</del> |

|            |              |                      |                      |                      |
|------------|--------------|----------------------|----------------------|----------------------|
|            | <b>Daily</b> | <del>\$ 396.06</del> | <del>\$ 447.57</del> | <del>\$ 559.08</del> |
| <b>240</b> | <b>Days</b>  | 95,054               | 107,417              | 134,179              |

|  |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
|  | <del>\$ 455.65</del> | <del>\$ 559.08</del> | <del>\$ 662.51</del> |
|--|----------------------|----------------------|----------------------|

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| <b>808</b> |
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|                                                         |     |
|---------------------------------------------------------|-----|
| Controller                                              | 240 |
| Director III – Child Nutrition Services                 | 240 |
| Director III – Compensation & Employee Records          | 240 |
| Director III – Transportation                           | 240 |
| Director III – <del>UIL &amp; Title IX Compliance</del> | 240 |
| General Manager – Maintenance & Operations              | 240 |

|            |              |                      |                      |                      |
|------------|--------------|----------------------|----------------------|----------------------|
|            | <b>Daily</b> | <del>\$ 469.32</del> | <del>\$ 565.91</del> | <del>\$ 662.51</del> |
| <b>240</b> | <b>Days</b>  | 112,637              | 135,818              | 159,002              |

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| <b>809</b> |
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|---------------------------|----------------|
| <del>Senior Counsel</del> | <del>240</del> |
|---------------------------|----------------|

|            |              |                      |                      |                      |
|------------|--------------|----------------------|----------------------|----------------------|
|            | <b>Daily</b> | <del>\$ 482.30</del> | <del>\$ 581.56</del> | <del>\$ 680.83</del> |
| <b>240</b> | <b>Days</b>  | 115,752              | 139,574              | 163,399              |

## 2019–2020 Instructional Programs Exempt Compensation Plan

| Pay Grade  | Job Title                                                | Calendars            | Minimum              | Midpoint             | Maximum              |
|------------|----------------------------------------------------------|----------------------|----------------------|----------------------|----------------------|
| <b>901</b> | Coordinator I – <del>FWAS</del> FW After School          | 220, 240             | <del>\$ 195.60</del> | <del>\$ 240.00</del> | <del>\$ 284.40</del> |
|            | Coordinator II – Translator – Bilingual ESL              | 240                  | \$ 201.47            | \$ 245.78            | \$ 290.09            |
|            | Coordinator II – BTAP                                    | 210                  | 210                  | 210                  | 210                  |
|            | Coordinator II – Instructional Support – Adult Education | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator II – Migrant & EL Retention & Achievement    | 240                  | 240                  | 240                  | 240                  |
|            | Specialist II – Homeless Liaison                         | 220                  | 220                  | 220                  | 220                  |
|            | Supervisor I – Special Education                         | 240                  | 240                  | 240                  | 240                  |
|            | Supervisor I – Student Placement                         | 240                  | 240                  | 240                  | 240                  |
|            |                                                          |                      |                      |                      |                      |
| <b>902</b> | Coordinator III – Family Resource Center                 | 240                  | <del>\$ 228.85</del> | <del>\$ 280.80</del> | <del>\$ 332.75</del> |
|            | Coordinator III – Student Dev. & Acceleration – YWLA     | 215                  | \$ 233.43            | \$ 283.09            | \$ 332.75            |
|            | <del>Coordinator III – Student Engagement</del>          | <del>240</del>       | <del>240</del>       | <del>240</del>       | <del>240</del>       |
|            | ELL Home Liaison Counselor                               | <del>210</del> , 220 | 215                  | 215                  | 215                  |
|            | FWCP Specialist IV – Program Specialist                  | 193, 215             | 193                  | 193                  | 193                  |
|            | FWCP Specialist IV – Reading Interventionist             | 187                  | 187                  | 187                  | 187                  |
|            | <del>FWCP Specialist IV – Math Interventionist</del>     | <del>215</del>       | <del>215</del>       | <del>215</del>       | <del>215</del>       |
|            | FWCP Specialist IV – Support                             | 215                  | 215                  | 215                  | 215                  |
|            | Hearing Officer                                          | 193, 240             | 193                  | 193                  | 193                  |
|            | Specialist IV – Attendance Control                       | 187, 220             | 187                  | 187                  | 187                  |
|            | Specialist IV – Student Engagement                       | 187                  | 187                  | 187                  | 187                  |
|            | Specialist IV – Trauma Specialist                        | 220                  | 220                  | 220                  | 220                  |
|            |                                                          |                      |                      |                      |                      |
| <b>903</b> | Coordinator IV – AAIL                                    | 210, 240             | <del>\$ 274.62</del> | <del>\$ 336.96</del> | <del>\$ 399.30</del> |
|            | Coordinator IV – Academics                               | 240                  | \$ 278.74            | \$ 339.02            | \$ 399.30            |
|            | Coordinator IV – Bilingual ESL                           | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – Child Find                              | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – College & Career Readiness              | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – Collegiate Programming                  | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – CTE                                     | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – Curriculum & Instruction                | 220                  | 220                  | 220                  | 220                  |
|            | <del>Coordinator IV – Early Learning</del>               | <del>220</del>       | <del>220</del>       | <del>220</del>       | <del>220</del>       |
|            | Coordinator IV – Fine Arts                               | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – Innovation & Transformation             | 240                  | 240                  | 240                  | 240                  |
|            | Coordinator IV – Health for Teens                        | 240                  | 240                  | 240                  | 240                  |
|            |                                                          |                      |                      |                      |                      |

|                                                                 |     |
|-----------------------------------------------------------------|-----|
| <del>Coordinator IV – Human Services</del>                      | 240 |
| Coordinator IV – Instructional                                  | 220 |
| Coordinator IV – Library Media                                  | 240 |
| <del>Coordinator IV – Literacy</del>                            | 220 |
| Coordinator IV – Special Ed                                     | 240 |
| Coordinator IV – STEM                                           | 240 |
| <del>Coordinator IV – Transformation Zone Project Manager</del> | 240 |
| <del>Coordinator V – Fine Arts</del>                            | 240 |
| <del>Coordinator – Core C&amp;I</del>                           | 220 |
| Coordinator IV – Web-Based Instruction                          | 240 |
| Manager – Family & Community Partnerships                       | 220 |
| Nurse Specialist                                                | 240 |

|            |
|------------|
| <b>904</b> |
|------------|

|                                                                 |     |
|-----------------------------------------------------------------|-----|
| Asst. Director – Athletics                                      | 240 |
| Asst. Director – Athletics Tickets & Facilities                 | 240 |
| Asst. Director – Special Ed                                     | 240 |
| Asst. Director – Student Discipline                             | 240 |
| <del>Asst. Director – Student Engagement &amp; Completion</del> | 240 |
| <del>Coordinator V – Choice Programs</del>                      | 240 |
| <del>Coordinator V – Early Learning</del>                       | 240 |
| Coordinator V – Eastside Alliance Cmnty Partnership             | 215 |
| Coordinator V – Historic Stop Six Initiative                    | 220 |
| Coordinator V – Parents as Teachers                             | 240 |
| <del>Coordinator V – Performing Arts Center</del>               | 220 |
| Coordinator V – RTI                                             | 240 |
| Coordinator V – RP                                              | 240 |
| Director I – Adolescent Pregnancy                               | 240 |
| Director I – Family Resource                                    | 240 |
| Director I – Student Placement                                  | 240 |
| Director I – Curriculum & Instruction                           | 240 |
| <del>Director I – Early Learning PK-2nd</del>                   | 240 |
| Director II – Choral Music                                      | 240 |
| Director II – Crisis Response & Prevention                      | 240 |
| Director II – Elementary Lit.                                   | 240 |
| Director II – Elementary Math Lit.                              | 240 |
| Director II – Health & PE                                       | 240 |
| Director II – Instrumental Music                                | 240 |
| Director II – PK-12 SCI STM                                     | 240 |
| Director II – PK-12 SS                                          | 240 |
| Director II – Secondary Lit.                                    | 240 |
| Director II – Secondary Math Lit.                               | 240 |
| Director II – <del>Visual</del> Art Education                   | 240 |
| <del>FWCP Coordinator V – FWCP</del>                            | 215 |

|            |              |                      |                      |                      |
|------------|--------------|----------------------|----------------------|----------------------|
|            |              | <del>\$ 315.81</del> | <del>\$ 387.50</del> | <del>\$ 459.19</del> |
|            | <b>Daily</b> | <b>\$ 323.71</b>     | <b>\$ 391.45</b>     | <b>\$ 459.19</b>     |
| <b>215</b> | <b>Days</b>  | 69,598               | 84,162               | 98,726               |
| <b>220</b> | <b>Days</b>  | 71,216               | 86,119               | 101,022              |
| <b>240</b> | <b>Days</b>  | 77,690               | 93,948               | 110,206              |

|                                                       |     |                 |                      |                      |                      |
|-------------------------------------------------------|-----|-----------------|----------------------|----------------------|----------------------|
| <b>905</b>                                            |     |                 | <del>\$ 347.39</del> | <del>\$ 426.25</del> | <del>\$ 505.11</del> |
|                                                       |     | <b>Daily</b>    | <b>\$ 356.07</b>     | <b>\$ 436.91</b>     | <b>\$ 517.74</b>     |
|                                                       |     | <b>240 Days</b> | <b>85,457</b>        | <b>104,858</b>       | <b>124,258</b>       |
| Director II – Athletics                               | 240 |                 |                      |                      |                      |
| Director II – Bilingual ESL                           | 240 |                 |                      |                      |                      |
| Director II – Counseling                              | 240 |                 |                      |                      |                      |
| Director II – Eastside Alliance Community Partnership | 240 |                 |                      |                      |                      |
| Director II – Family Communications                   | 240 |                 |                      |                      |                      |
| Director II – FW After School                         | 240 |                 |                      |                      |                      |
| Director II – FWCP                                    | 240 |                 |                      |                      |                      |
| Director II – Guidance                                | 240 |                 |                      |                      |                      |
| Director II – Health Services                         | 240 |                 |                      |                      |                      |
| Director II – Historic Stop Six Initiative            | 240 |                 |                      |                      |                      |
| Director II – Intervention                            | 240 |                 |                      |                      |                      |
| Director II – JROTC                                   | 260 |                 |                      |                      |                      |
| Director II – Library Media                           | 240 |                 |                      |                      |                      |
| Director II – Psychological Services                  | 240 |                 |                      |                      |                      |
| Director II – Special Ed                              | 240 |                 |                      |                      |                      |
| Director II – Special Programs                        | 240 |                 |                      |                      |                      |
| Director II – Student Discipline                      | 240 |                 |                      |                      |                      |
| Director II – Student Engagement & Completion         | 240 |                 |                      |                      |                      |

|                                                                |     |                 |                      |                      |                      |
|----------------------------------------------------------------|-----|-----------------|----------------------|----------------------|----------------------|
| <b>906</b>                                                     |     |                 | <del>\$ 399.50</del> | <del>\$ 490.19</del> | <del>\$ 580.88</del> |
|                                                                |     | <b>Daily</b>    | <b>\$ 409.49</b>     | <b>\$ 502.44</b>     | <b>\$ 595.40</b>     |
|                                                                |     | <b>240 Days</b> | <b>98,278</b>        | <b>120,586</b>       | <b>142,896</b>       |
| Exec Director – <del>Multilingual</del> Bilingual ESL Programs | 240 |                 |                      |                      |                      |
| Exec Director – Career & Technical Education                   | 240 |                 |                      |                      |                      |
| Exec Director – Choice & Enrichment Programming                | 240 |                 |                      |                      |                      |
| Exec Director – Classified Learning                            | 240 |                 |                      |                      |                      |
| Exec Director – Collegiate Programming                         | 240 |                 |                      |                      |                      |
| Exec Director – Community Collaborations & Initiatives         | 240 |                 |                      |                      |                      |
| Exec Director – Early Academic Success & Acceleration          | 240 |                 |                      |                      |                      |
| Exec Director – Equity & Professional Learning                 | 240 |                 |                      |                      |                      |
| Exec Director – School & Ext'l Partnership Dev. (SEPD)         | 240 |                 |                      |                      |                      |
| Exec Director – Teacher Learning & Improvement                 | 240 |                 |                      |                      |                      |
| Exec Director – Visual & Performing Arts                       | 240 |                 |                      |                      |                      |

|                                                        |     |                 |                      |                      |                      |
|--------------------------------------------------------|-----|-----------------|----------------------|----------------------|----------------------|
| <b>907</b>                                             |     |                 | <del>\$ 447.44</del> | <del>\$ 549.01</del> | <del>\$ 650.58</del> |
|                                                        |     | <b>Daily</b>    | <b>\$ 458.63</b>     | <b>\$ 562.74</b>     | <b>\$ 666.84</b>     |
|                                                        |     | <b>240 Days</b> | <b>110,071</b>       | <b>135,058</b>       | <b>160,042</b>       |
| Director III – New Teacher Induction                   | 240 |                 |                      |                      |                      |
| Exec Director – Athletics                              | 240 |                 |                      |                      |                      |
| Exec Director – Elementary/Secondary School Leadership | 240 |                 |                      |                      |                      |
| Exec Director – Innovation & Transformation            | 240 |                 |                      |                      |                      |
| Exec Director – Instructional Initiatives              | 240 |                 |                      |                      |                      |

## 2019–2020 Executives Compensation Plan

| Pay Grade                                           | Job Title                                                   | Calendars      | Minimum              | Midpoint             | Maximum              |
|-----------------------------------------------------|-------------------------------------------------------------|----------------|----------------------|----------------------|----------------------|
| EE1                                                 |                                                             |                | <del>\$ 480.85</del> | <del>\$ 590.00</del> | <del>\$ 699.15</del> |
|                                                     |                                                             |                | \$ 495.28            | \$ 614.69            | \$ 734.11            |
|                                                     | Asst. Superintendent – Curriculum & Instruction             | 240            | 118,867              | 147,526              | 176,186              |
|                                                     | Asst. Superintendent – Educational Technology               | 240            |                      |                      |                      |
|                                                     | <del>Asst. Superintendent – Innovation</del>                | <del>240</del> |                      |                      |                      |
|                                                     | Asst. Superintendent – Special Populations                  | 240            |                      |                      |                      |
|                                                     | Asst. Superintendent – Strategic Planning                   | 240            |                      |                      |                      |
|                                                     | Asst. Superintendent – Student Support Services             | 240            |                      |                      |                      |
|                                                     | <del>General Counsel</del>                                  | <del>240</del> |                      |                      |                      |
|                                                     | Senior Communications Officer                               | 240            |                      |                      |                      |
|                                                     | Senior Officer – Budget & Finance                           | 240            |                      |                      |                      |
|                                                     | Senior Officer – Grants & Development                       | 240            |                      |                      |                      |
|                                                     | <del>Senior Officer – Innovation &amp; Transformation</del> | <del>240</del> |                      |                      |                      |
|                                                     | <del>Senior Officer – Operations Management</del>           | <del>240</del> |                      |                      |                      |
|                                                     | Senior Officer – Payroll, Benefits, & Risk Management       | 240            |                      |                      |                      |
|                                                     | <del>Senior Officer – Technology</del>                      | <del>240</del> |                      |                      |                      |
|                                                     | EE2                                                         |                |                      | <del>\$ 577.02</del> | <del>\$ 708.00</del> |
|                                                     |                                                             |                | \$ 594.33            | \$ 737.63            | \$ 880.93            |
| Assoc. Superintendent – Assessment & Accountability |                                                             | 240            | 142,639              | 177,031              | 211,423              |
| <del>Assoc. Superintendent – Technology</del>       |                                                             | <del>240</del> |                      |                      |                      |
| Chief – Academic Officer                            |                                                             | 240            |                      |                      |                      |
| Chief – Capital Improvement Program                 |                                                             | 240            |                      |                      |                      |
| Chief – District Operations                         |                                                             | 240            |                      |                      |                      |
| Chief – Elementary Schools                          |                                                             | 240            |                      |                      |                      |
| Chief – Equity & Excellence                         |                                                             | 240            |                      |                      |                      |
| Chief – Financial Officer                           |                                                             | 240            |                      |                      |                      |
| Chief – Human Capital Management                    |                                                             | 240            |                      |                      |                      |
| Chief – Secondary Schools                           |                                                             | 240            |                      |                      |                      |
| <del>Chief of Staff – Policy and Planning</del>     |                                                             | <del>240</del> |                      |                      |                      |

## Section V

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### Supplemental Pay Schedules (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 unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Also, please note that 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.

## Academic Coaches Evaluation

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.

| Pay Code |                                                                                       | Annual Amt. |
|----------|---------------------------------------------------------------------------------------|-------------|
|          | Coordinator, Academic                                                                 | \$ 1800     |
| 687      | Coordinator, UIL Campus High School                                                   | 1000        |
| 687      | Coordinator, UIL Campus Middle School                                                 | 600         |
|          | Sponsor, Citizen Bee                                                                  | 450         |
|          | Sponsor, Current Event                                                                | 180         |
|          | Sponsor, Math Club                                                                    | 375         |
|          | Sponsor, Science Club                                                                 | 375         |
|          | Sponsor, UV4C (high school)                                                           | 375         |
| 687      | UIL Cross Examination Debate Coach                                                    | 725         |
| 687      | UIL Lincoln Douglas Debate Coach                                                      | 725         |
| 687      | UIL Non-athletic Event Coach/High School (excludes One-Act Play, LD Cross-X Debate)   | 450         |
| 541      | Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for more info.   | \$ 800 max. |
| 541      | Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for more info.   | \$ 750/each |
| 541      | Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for more info. | \$ 750 max. |
| 541      | Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for more info. | \$ 650/each |
| 541      | Whiz Quiz/UIL Judge (degreed/certified – <i>per event</i> )                           | \$ 50       |
| 541      | Whiz Quiz/UIL Judge (non-degreed/not certified – <i>per event</i> )                   | 25          |

- STIPENDS MAY BE COMBINED PENDING PROGRAM REQUIREMENTS
- STIPENDS ARE CONTINGENT UPON FULFILLMENT OF DEPARTMENTAL REQUIREMENTS (CONTACT PROGRAM DIRECTOR)

## Additional Job Responsibilities

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** for more information on what constitutes a promotion, demotion, or lateral move for salary purposes). Exceptions to this rule require the approval of the Superintendent or appropriate Leadership Team member with amounts being determined by the Compensation Department.

## Athletic Coaches Stipends

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 (coach's) activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. Additionally, there will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach in the **Fort Worth Independent School District**.
3. Middle and high school coaches will work with their feeder schools as follows:
  - a. Report for meetings and workouts as stipulated by the head coach;
  - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

**Athletic stipends are paid on a 12-month basis - September through August**

| <b>Pay Code</b> | <b>Athletic Stipend (Other)</b>                     | <b>Annual Rate</b> |
|-----------------|-----------------------------------------------------|--------------------|
| 600             | Athletic Coordinator                                | \$ 4000            |
| 601             | Athletic Trainer                                    | 6500               |
| 623             | Defensive Coordinator – Football (one stipend only) | 8200               |
| 645             | Offensive Coordinator – Football (one stipend only) | 8200               |

| <b>Pay Code</b> | <b>Head Coach for High School</b>         | <b>Annual Rate</b> |
|-----------------|-------------------------------------------|--------------------|
| 625             | Head Baseball                             | \$ 7000            |
| 626 / 627       | Head Basketball                           | 9000               |
| 628             | Head Cross Country                        | 5000               |
| 629             | Head Football                             | 12000              |
| 630             | Head Golf                                 | 6000               |
| 632             | Head Golf – Spring                        | 3000               |
| 647             | Head Powerlifting (Campus-Based Activity) | 3300               |
| 633 / 634       | Head Soccer                               | 6000               |
| 635             | Head Softball                             | 7000               |
| 636             | Head Swimming                             | 6000               |
| 637             | Head Tennis                               | 6000               |
| 639             | Head Tennis – Semester                    | 3000               |
| 640 / 641       | Head Track                                | 5000               |
| 642             | Head Volleyball                           | 6000               |
| 643             | Head Wrestling                            | 5500               |

| <b>Pay Code</b> | <b>Assistant Coach for High School</b> | <b>Annual Rate</b> |
|-----------------|----------------------------------------|--------------------|
| 605             | Assistant Baseball                     | \$ 4000            |
| 606 / 607       | Assistant Basketball                   | 4000               |
| 609             | Assistant Cross Country                | 1000               |
| 610             | Assistant Football                     | 6800               |
| 611             | Assistant Golf                         | 2800               |
| 646             | Assistant Powerlifting                 | 2200               |
| 612 / 613       | Assistant Soccer                       | 4000               |
| 614             | Assistant Softball                     | 4000               |
| 615             | Assistant Swimming                     | 1600               |
| 617             | Assistant Tennis                       | 2000               |
| 618 / 619       | Assistant Track                        | 4000               |
| 620             | Assistant Volleyball                   | 5500               |
| 621             | Assistant Wrestling                    | 2000               |

| <b>Pay Code</b> | <b>Coach for Middle School</b> | <b>Annual Rate</b> |
|-----------------|--------------------------------|--------------------|
| 649 / 650       | Basketball                     | 2000               |
| 651             | Cross Country                  | 2000               |
| 653             | Football                       | 2700               |
| 656 / 657       | Soccer                         | 2000               |
| 660 / 661       | Track                          | 2000               |
| 662             | Volleyball                     | 2550               |

| <b>Pay Code</b> | <b>Cheerleading / Drill Team</b> | <b>Annual Rate</b> |
|-----------------|----------------------------------|--------------------|
| 624             | Assistant Cheerleading           | \$ 2000            |
| 622             | Head Cheerleading                | 5000               |
| 652             | MS Cheerleading Sponsor          | 1500               |
| 670             | Head Drill Team                  | 6300               |

## Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive a one-twelfth of the annual amount indicated.

| Pay Code | Position                                                         | Annual Rate  |
|----------|------------------------------------------------------------------|--------------|
| 410      | Assistant Director – Athletics / Facilities Manager – Athletics  | \$ 2160      |
| 411      | Senior Counsel                                                   | 2246         |
| 410      | Director – After School Program                                  | 2160         |
| 410      | Director – Athletics                                             | 2160         |
| 410      | Director – Facilities and Planning                               | 2160         |
| 412      | Director – School Leadership                                     | 3510         |
| 413      | Division Chief                                                   | 4500         |
| 412      | Executive Director / Asst. Supt. / Assoc. Supt. / Senior Officer | 3510         |
| 409      | Superintendent                                                   | per contract |

## Bilingual Stipends

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information please call Human Capital Management at **817/814-2256**.

### STIPENDS PROCESSED BY COMPENSATION

| Pay Code | Position                                                       | Annual Rate |
|----------|----------------------------------------------------------------|-------------|
| 503      | Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i> | 450         |

## Bilingual / ESL Education Stipends

These stipends are designed to compensate teachers who provide Bilingual / ESL services to students. For additional information please call Bilingual / ESL at **817/814-2414**.

### STIPENDS PROCESSED BY BILINGUAL/ESL

| Pay Code   | Position                                   | Annual Rate |
|------------|--------------------------------------------|-------------|
| 766        | Language Center Team Leader (Secondary)    | 1125        |
| 763        | Teacher, Elementary DLI - <b>Bilingual</b> | <b>4000</b> |
| 764        | <b>Teacher, Elementary DLI - ESL</b>       | <b>450</b>  |
| <b>767</b> | Teacher, Elementary ESL Only               | 450         |
| 768        | Teacher, Language Center (Secondary)       | 900         |
| 767        | Teacher, Transition ESL (Secondary)        | 450         |

## 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.

| Pay Code | Position                             | Annual Rate |
|----------|--------------------------------------|-------------|
| 415      | All Managerial Staff                 | \$ 480      |
| 417      | Division Chiefs / Senior Counsel     | 720         |
| 416      | Other Executive Staff / Senior Staff | 600         |
| 415      | Principals                           | 480         |

### **Career & Technical Education (CTE) Agriculture Stipend**

This rate is designed to compensate CTE Agriculture teachers for working extended hours to maintain the District barn and campus greenhouse as well as preparing animals and students for competitive events. For additional information please call CTE at **817/814-1804**.

| Pay Code | Position                 | Annual Rate |
|----------|--------------------------|-------------|
| 550      | CTE Agriculture Teachers | \$ 5,000    |
| 508      | CTE Coordinators         | 1,350       |

### **Deaf Education Interpreter Stipend**

For additional information please call Special Education at **817/814-2923**.

| Pay Code | Certification Achieved (Board for Evaluation of Interpreters)                      | Annual Rate |
|----------|------------------------------------------------------------------------------------|-------------|
| 529      | Level I or Basic                                                                   | \$ 900      |
| 530      | Level II                                                                           | 1,800       |
| 531      | Level III or higher; Advanced or higher (Effective with the 2013-2014 school year) | 2,700       |

### **Doctorate Stipend (Pay Code 537)**

Professional employees (not including teachers, librarians, counselors, and nurses) up to and including directors with a doctorate degree from an accredited institution will receive a \$540 annual stipend. Teachers, librarians, counselors, and nurses are paid on salary schedules that provide a separate pay lane for those with doctorate degrees. Therefore, they are not eligible to receive a separate doctorate stipend since their base pay includes compensation for the doctorate degree.

### **Enrollment Stipend**

This stipend is for PRINCIPALS ONLY. For additional information please contact the Compensation Department at **817/814-2080**.

| Pay Code | Enrollment Count | Elementary | Middle  | High    |
|----------|------------------|------------|---------|---------|
| 593      | 1801 – +         | X          | X       | \$ 1800 |
| 592      | 1200 – 1800      | X          | X       | 900     |
| 594      | 901 – +          | \$ 2700    | \$ 2700 | X       |
| 593      | 701 – 900        | 1800       | 1800    | X       |
| 592      | 350 – 700        | 900        | 900     | X       |

### **Exempt Employees**

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

### **JROTC Stipend (Pay Code 507 / 510)**

This stipend (amounts vary) is designed to compensate **middle school JCC teachers**, high school JROTC instructors **and JROTC staff** for extracurricular duties. For additional information please call **817/871-3495**.

| Pay Code | Position                                       | Annual Rate |
|----------|------------------------------------------------|-------------|
| 507      | Teacher, Junior Cadet Corp (JCC) Middle School | \$ 2880     |
| 510      | JROTC Instructors and JROTC Staff              | 3420        |

## **Leadership Academy Stipends**

This stipend is only for campuses designated as Leadership Academies. (Como Elementary, Mitchell Blvd., Maude Logan, JT White, Forest Oak). Stipend will be paid out in 3 installments. For additional information please call **817/814-1701**.

| <b>Pay Code</b> | <b>Position</b>                     | <b>Annual Rate</b> |
|-----------------|-------------------------------------|--------------------|
| 820             | Administrative Associate            | \$ 2,500           |
| 822             | Attendance Clerk / Office Assistant | 1,500              |
| 821             | Assistant Principal                 | 13,500             |
| 823             | Campus Monitor                      | 1,500              |
| 824             | Counselor                           | 10,000             |
| 825             | Custodian                           | 1,500              |
| 826             | Data Analyst / PLC Coordinator      | 8,000              |
| 827             | Data Clerk                          | 1,500              |
| 828             | Instructional Coach                 | 8,000              |
| 829             | Intervention Specialist             | 8,000              |
| 830             | Librarian                           | 8,000              |
| 831             | Nurse                               | 2,500              |
| 832             | Nutrition Worker                    | 1,500              |
| 833             | Parent Educator                     | 1,500              |
| 834             | Parent Liaison                      | 1,500              |
| 835             | Principal                           | 15,000             |
| 836             | Teacher                             | 10,000             |
| 837             | Teacher Assistant                   | 2,500              |

## **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 \$1300 per year. For additional information please call **817/815-7700**.

## **Maintenance Department Stipend**

### **Night Stipend**

Every full-time, 8 hour per day auxiliary employee in a manual trade's classification who works a continuous 8-hour shift, which ends at or after 7:00 p.m., will be paid a night stipend for the entire shift. For additional information please call **817/871-3300**.

| <b>Pay Code</b> |                                                       | <b>Frequency</b> | <b>Amount</b> |
|-----------------|-------------------------------------------------------|------------------|---------------|
| 427             | Substitute Lead Mechanic (Acting – current employee)  | PER DAY          | \$ 18.00      |
| 501             | Substitute Head Custodian (Acting – current employee) | PER DAY          | 16.00         |
| 502             | Hourly Employee – Night Shift (Custodians)            | PER YEAR         | 420.00        |

## **Math Stipend**

The math stipend is designed to attract and retain highly qualified math teachers. Secondary personnel must comply with criteria to earn this pay. For additional information please call **817/814-2540**.

| <b>Pay Code</b> |                                                           | <b>Amount</b> |
|-----------------|-----------------------------------------------------------|---------------|
| 569             | Teacher, Secondary Math (campus based – one-time payment) | \$ 1800       |
| 566             | Mathematics and Innovation Coordinator                    | 2700          |

## Mileage Reimbursement

District employees not eligible for the auto allowance stipend must complete a mileage reimbursement form to be compensated for travel on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Texas State Comptroller's mileage guide. For additional information please call **817/814-2200**.

## Miscellaneous

These rates are paid in 12 monthly payments from September through August of each year. For additional information please contact Compensation at **817/814-2080**.

| Pay Code | Position                        | Annual Rate | Daily Rate | Hourly Rate |
|----------|---------------------------------|-------------|------------|-------------|
| 561      | Curriculum Network Specialist   | \$ 1500     |            |             |
| 511      | Coordinator, Programs of Choice | 2700        |            |             |
| 512      | Counselor, Lead                 | 450         |            |             |
| 509      | Library Clerk (Dual Sites)      | 700         |            |             |
| 591      | Lead Parent Educator            | 2700        |            |             |

These rates are not coordinated by Compensation and may be paid in different schedules. For additional information please call the phone numbers listed below.

| Pay Code | Position                                        | Contact      | Annual Rate | Daily Rate |
|----------|-------------------------------------------------|--------------|-------------|------------|
| 552      | Coordinator, AVID                               | 817-814-2580 | \$ 1800     |            |
| 562      | Teacher, Bridge (Elementary Schools)            | 817-814-2341 | 675         |            |
| 588      | New Teacher Workshop                            | 817-814-3401 |             | \$ 60      |
| 589      | New Teacher Mentor (rate per employee mentored) | 817-814-3401 | TBD         |            |

## Performing Arts Stipend

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Executive Director at **817/814-2640**.

| Pay Code | Position                                                                    | Annual Rate |
|----------|-----------------------------------------------------------------------------|-------------|
| 684      | High School Assistant Band Director                                         | \$ 6500     |
| 692      | High School Assistant Theatre Director                                      | 3500        |
| 680      | High School Assistant Choral                                                | 3500        |
| 678      | High School Choral Director                                                 | 7000        |
| 695      | High School Dance Director                                                  | 4500        |
| 676      | High School Head Band Director                                              | 9500        |
| 674      | High School Jazz Band Director                                              | 5500        |
| 675      | High School Mariachi Director                                               | 7000        |
| 667      | High School Mariachi Director (supplement to other duties)                  | 2150        |
| 673      | High School Orchestra Director                                              | 4500        |
| 691      | High School Theatre Director                                                | 5000        |
| 677      | Middle School Assistant Band Director                                       | 4200        |
| 679      | Middle School Choral Director                                               | 3000        |
| 696      | Middle School Dance Director                                                | 1800        |
| 672      | Middle School Head Band Director                                            | 6500        |
| 685      | Middle School Orchestra Director                                            | 3000        |
| 697      | Middle School Mariachi Director                                             | 3000        |
| 698      | Middle School Mariachi Director (supplement to other duties)                | 1500        |
| 693      | Middle School Theatre Director                                              | 2200        |
| 686      | Middle School/High School Orchestra School Director (conducts both MS & HS) | 3750        |
| 699      | Sixth Grade Assistant Band Director                                         | 1500        |
| 681      | Sixth Grade Choral Director                                                 | 1500        |
| 671      | Sixth Grade Head Band Director                                              | 2500        |
| 682      | Sixth Grade Orchestra Director                                              | 1500        |
| 694      | Elementary Theatre Director                                                 | 825         |

### **Science Stipend**

The science stipend is designed to attract and retain highly qualified science teachers. Secondary personnel must comply with criteria to earn this pay. For additional information please call **817/814-2600**.

| <b>Pay Code</b> | <b>Position</b>                                              | <b>Annual Rate</b> |
|-----------------|--------------------------------------------------------------|--------------------|
| 488             | Teacher, Secondary Science (campus based – one-time payment) | \$ 1800            |

### **Special Education Stipend**

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. For additional information please call **817/814-2834**.

| <b>Pay Code</b> | <b>Position</b>                        | <b>Annual Rate</b> |
|-----------------|----------------------------------------|--------------------|
| 524             | Assistant, Special Education Intensive | \$ 1350            |
| 526             | Assistant, Special Education Regular   | 450                |
| 525             | Teacher, Special Education Intensive   | 1350               |
| 523             | Teacher, Special Education Regular     | 450                |

### **Teacher Assistant Stipend (annual)**

These stipends are designed to compensate teacher assistants and program assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to Employee Records. For information please call **817/814-2080**.

| <b>Pay Code</b> | <b>Degree</b>                 | <b>Annual Rate</b> |
|-----------------|-------------------------------|--------------------|
| 536             | Associates Degree             | \$ 450             |
| 535             | Bachelor's Degree (or higher) | 600                |

## **Section VI**

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### **Supplemental Pay Schedules (Substitutes, Summer & Hourly Rates)**

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 unapproved rates submitted will be deleted or adjusted by Payroll and/or Compensation. Exceptions will require the approval of the Superintendent or Leadership Team-level designee.

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.

## Facility Worker Rates

| <b>Football (Central Site)</b> |          |
|--------------------------------|----------|
| 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    |

| <b>Basketball (Central Site)</b> | <b>1 Game</b> | <b>2 Games</b> | <b>3 Games</b> |
|----------------------------------|---------------|----------------|----------------|
| 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          |

| <b>Baseball (Central Site)</b> |       |       |   |
|--------------------------------|-------|-------|---|
| Manager / Ticket Seller        | 45.00 | 55.00 | X |
| Ticket Taker/Gate              | 40.00 | 45.00 | X |
| Announcer / Official Scorebook | 40.00 | 50.00 | X |
| Scoreboard Operator            | 35.00 | 40.00 | X |

| <b>Swimming</b>         |        |   |   |
|-------------------------|--------|---|---|
| Announcer               | 50.00  | X | X |
| Data Clerk              | 150.00 | X | X |
| Timing System           | 50.00  | X | X |
| Lead Official / Referee | 45.00  | X | X |
| Official(s)             | 45.00  | X | X |
| Manager/Seller          | 55.00  | X | X |
| Deck Monitor            | 50.00  | X | X |
| Backup Timer Supervisor | 50.00  | X | X |

| <b>Wrestling</b>             |        |   |   |
|------------------------------|--------|---|---|
| Manager                      | 55.00  | X | X |
| Ticket Seller / Taker        | 50.00  | X | X |
| Announcer                    | 50.00  | X | X |
| Data Clerk / Official Scorer | 150.00 | X | X |
| Assistant Scorer             | 100.00 | X | X |

| <b>Volleyball (Central Site)</b> |       |       |       |
|----------------------------------|-------|-------|-------|
| Manager                          | 45.00 | 55.00 | 60.00 |
| Scorer                           | 25.00 | 30.00 | 35.00 |
| Libero Tracker                   | 25.00 | 30.00 | 35.00 |
| Ticket Seller                    | 30.00 | 35.00 | 40.00 |
| Ticket Taker                     | 30.00 | 35.00 | 40.00 |
| Announcer                        | 40.00 | 50.00 | 55.00 |

| <b>Softball (Central Site)</b> |       |       |       |
|--------------------------------|-------|-------|-------|
| 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 |

| <b>Soccer (Central Site)</b> |               |               |   |
|------------------------------|---------------|---------------|---|
| Ticket Seller                | 35.00 (40.00) | 45.00 (50.00) | X |
| Ticket Taker                 | 35.00         | 45.00         | X |
| Clock                        | 35.00         | 45.00         | X |
| Manager                      | 50.00         | 60.00         | X |

| <b>High School Event – Campus Level</b>      |       |       |       |
|----------------------------------------------|-------|-------|-------|
| 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 |

| <b>Middle School Event – Campus Level</b>          |       |       |       |
|----------------------------------------------------|-------|-------|-------|
| Ticket Seller/Taker/Gate (Basketball & Volleyball) | 20.00 | 25.00 | 30.00 |
| Scoreboard Operator/Clock (Football & Basketball)  | 20.00 | 25.00 | 30.00 |

| <b>Track (Central Site) – All Day Event</b> |        |
|---------------------------------------------|--------|
| 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 |

| <b>Track (Central Site) – District, Area, or Regional Meet</b> |        |
|----------------------------------------------------------------|--------|
| 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  |

### **Adult Education - Vocational Technical Rate**

For compliance with the Department of Labor regulations, the Service Contract Act of 1965 determines that Instructors for the prison HVAC position be paid in accordance with terms and conditions of contract DJB50907783. For additional information contact Career and Technical Education.

| <b>Position</b> | <b>Hourly Rate</b> |
|-----------------|--------------------|
| HVAC (prison)   | \$ 22.61           |

## Campus Safety & Security Hourly Rates

For additional information please call **817/814-2662**.

| Position                                                             | Frequency | Rate     |
|----------------------------------------------------------------------|-----------|----------|
| Metal Detector Detail/Court Related Services (special approval only) | Per Hour  | \$ 21.00 |
| Metal Detector Facility Coordinator                                  | Per Hour  | 23.00    |
| Off Duty Police Officers                                             | Per Hour  | 37.00    |
| Off Duty Police Sergeants and Lieutenants (supervisory role only)    | Per Hour  | 43.50    |

## Child Nutrition Services Additional Rates

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department program. For additional information please call **817/814-3500**.

| Position                                                                           | Frequency                             | Rate                    |
|------------------------------------------------------------------------------------|---------------------------------------|-------------------------|
| <del>Nutrition Services Education Stipend (TCCD Approved/Maximum 12 courses)</del> | <del>Per Course</del>                 | <del>\$ 25.00</del>     |
| Nutrition Services Emergency Gasoline Allowance                                    | <del>Per Day</del><br>Per Round Trip  | \$ 2.25                 |
| <del>Nutrition Services Sub Worker</del>                                           | <del>Per Hour</del>                   | <del>7.50</del>         |
| Nutrition Services Substitute Manager (current employee)                           | Per Hour                              | 0.75                    |
| Nutrition Services Uniform Allowance                                               | <del>Per Hour</del><br>Per Pay Period | <del>6.50</del><br>3.15 |

## Exempt Employees

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

## Extra Duty or Additional Pay – Working Beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designated Leadership Team member.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

## **Fort Worth After-School (FWAS) ~~Tutorial~~ Program Hourly Rates**

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 separate section Tutor, AVID Tutor & BTAP for after-school tutoring rates. For additional information please call **817/815-2950**.

| Position                                                                            | Hourly Rate |
|-------------------------------------------------------------------------------------|-------------|
| FWAS – Certified Teacher (role of Teacher or Site Supervisor)                       | \$ 21.00    |
| FWAS – Degree / Not certified (role of Teacher, Site Supervisor or Activity Leader) | 19.00       |
| FWAS – No Degree / 90 college hours (role of Activity Leader)                       | 17.00       |
| FWAS – No Degree / 60 college hours (role of Activity Leader)                       | 15.00       |
| FWAS – No Degree / 30 college hours (role of Activity Leader)                       | 12.00       |
| FWAS – No Degree / less than 30 college hours or High School Student                | 10.00       |

Employees paid for the After-School program should be reported with the applicable code:

| Pay Code Description                   | Pay Code |
|----------------------------------------|----------|
| Fort Worth After-School (FWAS) Program | 458      |

## **Part-Time & other Hourly Rates**

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. For additional approvals or information please call **817/814-2180**.

| <b>Position</b>                                                                                                                                         | <b>Hourly Rate</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified / licensed school based professional employees) | \$ 21.00           |
| Administrative / Professional – Bachelor's Degree/Not Certified                                                                                         | 19.00              |
| Teacher Assistant / Paraprofessional                                                                                                                    | 8.00               |
| Bilingual Tester                                                                                                                                        | 10.00              |
| <b>Bus Driver In-Training (Substitute)</b>                                                                                                              | <b>10.00</b>       |
| Cafeteria Monitor                                                                                                                                       | 7.50               |
| Campus Monitor                                                                                                                                          | 10.00              |
| Clerk                                                                                                                                                   | 9.00               |
| GED Tester                                                                                                                                              | 9.00               |
| High School Student                                                                                                                                     | 7.50               |
| Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll)                                        | TBD                |
| Parent Liaison                                                                                                                                          | 10.00              |
| Secretary                                                                                                                                               | 10.00              |
| <b>Special Ed Translator for ARD</b>                                                                                                                    | <b>14.00</b>       |
| <b>Special Ed ARD Evaluator</b>                                                                                                                         | <b>25.00</b>       |
| Warehouse Textbooks Summer employee                                                                                                                     | 10.50              |

| <b>Professional Development – Exempt Professional Staff Only<br/>(designated staff development waiver days not included as staff are already compensated for such days)</b> | <b>Hourly Rate</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Weekend or after normal working hours during contract year or after last working day                                                                                        | \$ 21.00           |

| <b>Summer Enrichment Program Hourly Rates</b>                                    | <b>Hourly Rate</b> |
|----------------------------------------------------------------------------------|--------------------|
| Certified Teacher or other certified/licensed school-based professional employee | \$ 21.00           |
| Bachelor's Degree / Not certified                                                | 19.00              |
| No Degree / 90 college hours                                                     | 17.00              |
| No Degree / 60 college hours                                                     | 15.00              |
| No Degree / 30 college hours                                                     | 12.00              |
| No Degree / less than 30 college hours or High School Student                    | 10.00              |

Employees working for Summer Enrichment Programs will earn the designated rates of pay after they fulfill their normal contractual and/or assigned days for their full-time position. **THERE IS NO ADDITIONAL PAY WHEN NORMAL WORKING DAYS AND SUMMER SCHOOL WORK DAYS RUN CONCURRENTLY WITHIN THE CONTRACT PERIOD.**

## Summer School Rates of Pay

Summer school rates are designed to compensate employees for academic summer sessions and maintain consistent pay for summer employment. **These rates apply to academic summer school work only.** Employees working in Summer Enrichment Programs are paid hourly rates as stated above in **Part-time & other Hourly Rates**. For other rates of pay relative to summer school contact Compensation at **817/814-2080**.

| Position                                                                                                                   | DailyRate | Half-Day Rate | Hourly Rate |
|----------------------------------------------------------------------------------------------------------------------------|-----------|---------------|-------------|
| Principal                                                                                                                  | \$ 350.00 | \$ 175.00     |             |
| Assistant Principal                                                                                                        | 325.00    | 162.50        |             |
| Teacher, Nurse, Librarian, Counselor, Instructional Specialist<br>(or other certified school based professional employees) |           |               | \$ 25.00    |
| Teacher Assistant/Paraprofessional                                                                                         |           |               | 14.00       |
| Campus Monitor                                                                                                             |           |               | 12.00       |
| Clerk                                                                                                                      |           |               | 13.00       |
| Professional / Bachelor's Degree and Not Certified                                                                         |           |               | 21.00       |
| Professional / Bachelor's Degree and Certified in Field                                                                    |           |               | 25.00       |
| Professional / Bachelor's Degree and Certified but not in Field                                                            |           |               | 23.00       |
| Secretary                                                                                                                  |           |               | 14.00       |

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. **THERE IS NO ADDITIONAL PAY WHEN NORMAL WORKING DAYS AND SUMMER SCHOOL WORK DAYS RUN CONCURRENTLY WITHIN THE CONTRACT PERIOD.**

## Transportation Department Additional Amounts

These rates are designed to compensate transportation employees providing services to students and/or the department. For additional information please call **817/815-7900**.

| Position                                  | Frequency | Hourly Rate |
|-------------------------------------------|-----------|-------------|
| Transportation Certification Training     | PER HOUR  | 5.00        |
| Transportation Field Trips                | PER HOUR  | 15.14       |
| Transportation Gasoline Allowance         | PER DAY   | 2.40        |
| Transportation Split Routes (a.m. / p.m.) | FLAT RATE | 1.20        |

## Tutorial, **AVID Tutor** & BTAP Rates (school-based ONLY)

These rates are approved for all tutoring programs (including AVID Tutors) and BTAP (school-based only). See separate section Fort Worth After-School (FWAS) Program for after-school rates not involving tutoring. For additional information please call **817/492-7945**.

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 HCM Department.

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.

| Position                                                            | Hourly Rate |
|---------------------------------------------------------------------|-------------|
| Tutor – Certified Teacher                                           | \$ 21.00    |
| Tutor – Degree/Not certified                                        | 19.00       |
| Tutor – No Degree/90 college hours                                  | 17.00       |
| Tutor – No Degree/60 college hours                                  | 15.00       |
| Tutor – No Degree/30 college hours                                  | 12.00       |
| Tutor – No Degree/less than 30 college hours or High School Student | 10.00       |

Employees paid as tutors should be paid using the applicable codes below:

| Position / School Level      | Pay Code |
|------------------------------|----------|
| Tutor for Elementary Schools | 454      |
| Tutor for Middle Schools     | 455      |
| Tutor for High Schools       | 456      |

### **Substitute Teacher – Continuous Assignment**

Substitute teachers with a bachelor’s degree, working in a single classroom assignment past ten days, are eligible for the regular substitute daily rate of pay plus an additional daily amount. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment DPB (LOCAL). If the substitute misses more than one day per month, then the rate will revert to the regular rate of \$80/day for the next ten 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.

### **Substitute Teacher Absences**

**Substitutes are not paid for absences.** An absence while working a long-term assignment (single assignment of 11 days or more) is cause for the higher rate of pay to end. *EXCEPTION:* Principals have the discretion to continue long-term rates if they choose, upon the substitute’s return to the same assignment. If not, the substitute will be required to start over if in the same assignment and teach an additional ten days in order to receive the higher rate of 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.**

### **Substitute Rates**

| Position                                               | Requirement                                                                 | Daily Rate                 |
|--------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------|
| Substitute Teacher **                                  | 60 college hours; Daily                                                     | \$ 78.00                   |
| Substitute Teacher / Librarian / Counselor / Nurse**   | Bachelor’s degree; Daily                                                    | 86.00                      |
| Substitute Teacher**                                   | Bachelor’s degree & certified; Daily                                        | 96.00                      |
|                                                        | # (long term rate beginning 11 <sup>th</sup> day in same assignment; Daily) | 127.00#                    |
| Substitute Teacher – Special Ed Intensive assignments* | Daily                                                                       | 5.00 extra per day         |
| Compliance Substitute Teacher**                        | Degreed & certified; Daily                                                  | 75.00                      |
| 180-Substitute Teacher                                 | 60 College Hrs. & 6 Mos. Sub. Exp.                                          | \$26,078 - \$28,650 Annual |

\* Special Ed Intensive assignments include SEAS, LINC, TAP, Day Treatment, PPCD, Jo Kelly, and Boulevard Heights/Transition Center.

\*\* All Leadership Academies will receive \$10/day to the above stated substitute rates. This rate is subject to change without notice.

| <b>Position</b>                                                  | <b>Daily or Hourly</b> | <b>Rate</b>        |
|------------------------------------------------------------------|------------------------|--------------------|
| Substitute Clerk                                                 | Daily                  | \$ 65.00           |
| Substitute Custodian                                             | Hourly                 | 9.09               |
| Substitute Firewalkers                                           | Daily                  | 62.00              |
| Substitute Nutrition Manager (Retired)                           | Hourly                 | 9.50               |
| Substitute Nutrition Trainer                                     | Hourly                 | 9.00               |
| Substitute Nutrition Services Worker                             | Hourly                 | 7.50               |
| Substitute Professional                                          | Daily                  | 68.00              |
| Substitute Secretary                                             | Daily                  | 68.00              |
| Substitute Teacher Assistant                                     | Daily                  | 67.00              |
| Substitute Teacher Assistant – Special Ed Intensive assignments* | Daily                  | 5.00 extra per day |
| Substitute Technical                                             | Daily                  | 75.00              |

\* Special Ed Intensive assignments include SEAS, LINC, TAP, Day Treatment, PPCD, Jo Kelly, and Boulevard Heights/Transition Center.

## **Section VII**

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### **Retire/Rehire Salary Information**

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

**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/](http://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 the Teacher Retirement System of Texas (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. It is also important to note that any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement (see Board Policy DC Regulation).

### **FWISD RETIREMENT PROGRAM FOR TERMINAL PAY**

**Important Note:** Effective September 1, 2012, terminal pay benefits for unused leave days and 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 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 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 year of service credit if employed four and one-half months, a full semester of more than four calendar months, or 90 actual working days of service during a school year.

Creditable service shall not include part-time employment (less than 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 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 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 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 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 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

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. TRS retirees from other Texas school districts (not Fort Worth ISD), do not qualify for retiree rates listed in this Compensation Handbook.**

### FWISD Salary Information for Certain Positions after Retirement

Retired employees substituting in any of the positions below must have valid certification. The following rates apply only if substituting in the absence of an employee. Extra help assignments paid as noted.

| Retired Position                        | Requirement                               | Daily Rate |
|-----------------------------------------|-------------------------------------------|------------|
| Counselor                               | Master's degree / counselor certification | \$ 210     |
| Nurse                                   | Bachelor's degree and RN license          | 210        |
| Librarian                               | Bachelor's degree                         | 127        |
| Teacher                                 | Bachelor's degree                         | 127        |
| Secretary / Clerk                       | Former FWISD Secretary / Clerk            | 100        |
| Auxiliary Employee <i>Extra Help</i>    | Former FWISD auxiliary employee           | 64/66      |
| Professional Employee <i>Extra Help</i> | Former FWISD professional employee        | Negotiated |
| Nurse <i>Extra Help</i>                 | Former FWISD employee                     | 77         |
| Counselor <i>Extra Help</i>             | Retired Counselor from any Texas district | 210        |

| Retired Position Substituting Daily As | Requirement                | Daily Rate                                                     |
|----------------------------------------|----------------------------|----------------------------------------------------------------|
| Assistant Principal / ES               | Former FWISD Administrator | Minimum daily rate of the pay grade assigned to substitute in. |
| 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 |                                                                |

**RATES NOT LISTED REQUIRE THE APPROVAL OF THE SUPERINTENDENT OR APPROPRIATE LEADERSHIP TEAM MEMBER.**

**Important Note:** Any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement (see Board Policy DC Regulation).

**Section VIII**

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**Employee Benefits Information**

## **Employee Insurance and Fringe Benefits**

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

|                                              |                                                                                                                                                                                                                                   |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Medical</b>                               | Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a select plan, a PPO plan, and one HMO plan are available at group rates.                                  |
| <b>Cancer</b>                                | High and low cancer plan options are available to each employee at group rates through payroll deductions.                                                                                                                        |
| <b>Dental</b>                                | Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.                                                                                                                    |
| <b>Life</b>                                  | Each employee is provided \$5,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$30,000 spousal coverage is available to employees at group rates.        |
| <b>Vision</b>                                | Vision insurance is available through payroll deduction at group rates.                                                                                                                                                           |
| <b>Workers' Compensation</b>                 | The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.                                                                                                       |
| <b>Income Protection</b>                     | Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.                                                                               |
| <b>Tax-sheltered Annuity</b>                 | Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].                                                                                                                                        |
| <b>Leaves of Absence</b>                     | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>                                                                                                                                                                                      |
| <b>Sick Leave</b>                            | <del>SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i></del>                                                                                                                                                                           |
| <b>Bereavement Leave</b>                     | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>                                                                                                                                                                                      |
| <b>Family Emergency/Illness Leave</b>        | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>                                                                                                                                                                                      |
| <b>Local Personal &amp; Local Sick Leave</b> | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>                                                                                                                                                                                      |
| <b>Flexible Spending Accounts</b>            | Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.                                                                                                                                  |
| <b>Long Term Care</b>                        | Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction.                                                                                                         |
| <b>Health Savings Accounts</b>               | Available to employees who select a High Deductible health plan.                                                                                                                                                                  |
| <b>Payroll Deductions</b>                    | <ol style="list-style-type: none"><li>1. Credit Union/Bank Deposits</li><li>2. FWISD Education Foundation</li><li>3. Dues</li><li>4. Annuities</li><li>5. Insurance</li><li>6. MACE, UNCF, and United Way Contributions</li></ol> |
| <b>Vacation</b>                              | 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).                                           |

**NOTE:** All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2019**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.