

# 2020 - 2021 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 2020 - 2021 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 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. SW-180  
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, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

**Title IX Coordinator**  
**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, Legal Services  
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**  
**2<sup>nd</sup> Vice President**  
**District 3**

**Daphne Brookins**  
**District 4**

**Carin ‘CJ’ Evans**  
**District 5**

**Anne Darr**  
**District 6**

**Norman Robbins**  
**District 7**

**Anael Luebanos**  
**Board Secretary**  
**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**  
Deputy Superintendent

**Jerry Moore**  
Chief Academic Officer

**Raul Pena**  
Chief of Student & School Support

**Cynthia Rincon**  
Chief of Legal Services

**Michael Ball**  
Chief Financial Officer

**David Saenz**  
Chief Innovation Officer

**Kermit Spears**  
Chief Talent Officer

**Vacant**  
Chief of Technology Officer

**Cherie Washington**  
Chief of Student & School Support

**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 & 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-year 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 & 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. To be eligible for a pay increase, an employee must have a satisfactory evaluation from the prior school year. 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.

# 2020 – 2021 Teacher Salary Schedule



## NEW HIRE SALARY SCHEDULE

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$55,500	\$56,500	\$57,500
1	\$55,957	\$56,957	\$57,957
2	\$57,336	\$58,336	\$59,336
3	\$57,517	\$58,512	\$59,416
4	\$57,767	\$58,865	\$59,773
5	\$58,067	\$59,101	\$60,580
6	\$58,517	\$59,351	\$61,393
7	\$59,479	\$60,413	\$62,433
8	\$59,829	\$60,813	\$62,950
9	\$60,189	\$61,231	\$63,226
10	\$60,605	\$61,738	\$64,179
11	\$61,179	\$62,295	\$65,747
12	\$61,729	\$62,789	\$66,337
13	\$62,209	\$63,400	\$66,592
14	\$62,586	\$63,881	\$66,926
15	\$63,193	\$64,491	\$67,245
16	\$63,803	\$65,142	\$68,682
17	\$64,132	\$65,547	\$68,956
18	\$64,503	\$65,823	\$69,194
19	\$64,873	\$66,194	\$69,299
20	\$65,241	\$67,072	\$69,395
21	\$65,620	\$67,219	\$70,188
22	\$66,030	\$67,377	\$70,409
23	\$66,417	\$67,809	\$70,566
24	\$67,034	\$68,616	\$70,765
25	\$67,749	\$69,247	\$70,989
26	\$69,214	\$70,416	\$74,478
27	\$70,047	\$71,573	\$75,419
28	\$70,699	\$72,142	\$75,622
29	\$71,621	\$73,069	\$75,847
30	\$72,658	\$74,768	\$76,125
31	\$74,910	\$76,180	\$80,317
32	\$74,983	\$76,960	\$80,391

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$55,500	\$56,500	\$57,500
1	\$55,957	\$56,957	\$57,957
2	\$57,336	\$58,336	\$59,336
3	\$57,517	\$58,512	\$59,416
4	\$57,767	\$58,865	\$59,773
5	\$58,067	\$59,101	\$60,580
6	\$58,517	\$59,351	\$61,393
7	\$59,479	\$60,413	\$62,433
8	\$59,829	\$60,813	\$62,950
9	\$60,189	\$61,231	\$63,226
10	\$60,605	\$61,738	\$64,179
11	\$61,179	\$62,295	\$65,747
12	\$61,729	\$62,789	\$66,337
13	\$62,209	\$63,400	\$66,592
14	\$62,586	\$63,881	\$66,926
15	\$63,193	\$64,491	\$67,245
16	\$63,803	\$65,142	\$68,682
17	\$64,132	\$65,547	\$68,956
18	\$64,503	\$65,823	\$69,194
19	\$64,873	\$66,194	\$69,299
20	\$65,241	\$67,072	\$69,395
21	\$65,620	\$67,219	\$70,188
22	\$66,030	\$67,377	\$70,409
23	\$66,417	\$67,809	\$70,566
24	\$67,034	\$68,616	\$70,765
25	\$67,749	\$69,247	\$70,989
26	\$69,214	\$70,416	\$74,478
27	\$70,047	\$71,573	\$75,419
28	\$70,699	\$72,142	\$75,622
29	\$71,621	\$73,069	\$75,847
30	\$72,658	\$74,768	\$76,125
31	\$74,910	\$76,180	\$80,317
32	\$82,037	\$83,984	\$88,070

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

## **Section III**

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

# 2020 – 2021 Elementary Counselor Salary Schedule



## NEW HIRE SALARY SCHEDULE

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$58,500	\$59,500	\$60,500
1	\$59,026	\$60,026	\$61,026
2	\$60,474	\$61,474	\$62,474
3	\$60,728	\$61,748	\$62,714
4	\$61,061	\$62,081	\$62,920
5	\$61,591	\$62,611	\$64,065
6	\$62,271	\$63,314	\$64,810
7	\$62,780	\$63,822	\$65,681
8	\$63,137	\$64,181	\$66,201
9	\$63,507	\$64,553	\$66,478
10	\$63,897	\$65,037	\$67,437
11	\$64,427	\$65,627	\$68,994
12	\$64,678	\$65,839	\$69,277
13	\$65,154	\$66,352	\$69,527
14	\$65,533	\$66,833	\$69,852
15	\$66,144	\$67,449	\$70,165
16	\$66,756	\$68,106	\$71,567
17	\$67,138	\$68,467	\$71,882
18	\$67,510	\$68,825	\$72,115
19	\$67,884	\$69,187	\$72,218
20	\$68,253	\$70,044	\$72,312
21	\$68,626	\$70,188	\$73,089
22	\$69,123	\$70,438	\$73,410
23	\$69,504	\$70,861	\$73,566
24	\$70,103	\$71,648	\$73,762
25	\$70,802	\$72,265	\$73,985
26	\$72,232	\$73,419	\$77,498
27	\$73,099	\$74,623	\$78,497
28	\$73,747	\$75,195	\$78,701
29	\$74,671	\$76,128	\$78,926
30	\$75,713	\$77,813	\$79,205
31	\$77,983	\$79,237	\$83,419
32	\$78,107	\$80,057	\$83,545

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$58,500	\$59,500	\$60,500
1	\$59,026	\$60,026	\$61,026
2	\$60,474	\$61,474	\$62,474
3	\$60,728	\$61,748	\$62,714
4	\$61,061	\$62,081	\$62,920
5	\$61,591	\$62,611	\$64,065
6	\$62,271	\$63,314	\$64,810
7	\$62,780	\$63,822	\$65,681
8	\$63,137	\$64,181	\$66,201
9	\$63,507	\$64,553	\$66,478
10	\$63,897	\$65,037	\$67,437
11	\$64,427	\$65,627	\$68,994
12	\$64,678	\$65,839	\$69,277
13	\$65,154	\$66,352	\$69,527
14	\$65,533	\$66,833	\$69,852
15	\$66,144	\$67,449	\$70,165
16	\$66,756	\$68,106	\$71,567
17	\$67,138	\$68,467	\$71,882
18	\$67,510	\$68,825	\$72,115
19	\$67,884	\$69,187	\$72,218
20	\$68,253	\$70,044	\$72,312
21	\$68,626	\$70,188	\$73,089
22	\$69,123	\$70,438	\$73,410
23	\$69,504	\$70,861	\$73,566
24	\$70,103	\$71,648	\$73,762
25	\$70,802	\$72,265	\$73,985
26	\$72,232	\$73,419	\$77,498
27	\$73,099	\$74,623	\$78,497
28	\$73,747	\$75,195	\$78,701
29	\$74,671	\$76,128	\$78,926
30	\$75,713	\$77,813	\$79,205
31	\$77,983	\$79,237	\$83,419
32	\$85,853	\$87,811	\$91,920

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 188 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

# 2020 – 2021 Middle School Counselor Salary Schedule



## NEW HIRE SALARY SCHEDULE

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$61,611	\$62,665	\$63,718
1	\$62,166	\$63,219	\$64,272
2	\$63,691	\$64,744	\$65,797
3	\$63,958	\$65,032	\$66,050
4	\$64,309	\$65,383	\$66,267
5	\$64,867	\$65,941	\$67,473
6	\$65,584	\$66,682	\$68,257
7	\$66,120	\$67,217	\$69,175
8	\$66,496	\$67,595	\$69,722
9	\$66,885	\$67,987	\$70,014
10	\$67,296	\$68,497	\$71,024
11	\$67,854	\$69,118	\$72,664
12	\$68,118	\$69,341	\$72,962
13	\$68,620	\$69,881	\$73,225
14	\$69,019	\$70,388	\$73,568
15	\$69,662	\$71,037	\$73,897
16	\$70,307	\$71,729	\$75,374
17	\$70,709	\$72,109	\$75,706
18	\$71,101	\$72,486	\$75,951
19	\$71,495	\$72,867	\$76,059
20	\$71,884	\$73,770	\$76,158
21	\$72,276	\$73,921	\$76,977
22	\$72,800	\$74,185	\$77,315
23	\$73,201	\$74,630	\$77,479
24	\$73,832	\$75,459	\$77,686
25	\$74,568	\$76,109	\$77,920
26	\$76,074	\$77,324	\$81,620
27	\$76,987	\$78,593	\$82,672
28	\$77,670	\$79,194	\$82,887
29	\$78,643	\$80,178	\$83,124
30	\$79,740	\$81,952	\$83,418
31	\$82,131	\$83,452	\$87,857
32	\$82,263	\$84,316	\$87,989

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$61,611	\$62,665	\$63,718
1	\$62,166	\$63,219	\$64,272
2	\$63,691	\$64,744	\$65,797
3	\$63,958	\$65,032	\$66,050
4	\$64,309	\$65,383	\$66,267
5	\$64,867	\$65,941	\$67,473
6	\$65,584	\$66,682	\$68,257
7	\$66,120	\$67,217	\$69,175
8	\$66,496	\$67,595	\$69,722
9	\$66,885	\$67,987	\$70,014
10	\$67,296	\$68,497	\$71,024
11	\$67,854	\$69,118	\$72,664
12	\$68,118	\$69,341	\$72,962
13	\$68,620	\$69,881	\$73,225
14	\$69,019	\$70,388	\$73,568
15	\$69,662	\$71,037	\$73,897
16	\$70,307	\$71,729	\$75,374
17	\$70,709	\$72,109	\$75,706
18	\$71,101	\$72,486	\$75,951
19	\$71,495	\$72,867	\$76,059
20	\$71,884	\$73,770	\$76,158
21	\$72,276	\$73,921	\$76,977
22	\$72,800	\$74,185	\$77,315
23	\$73,201	\$74,630	\$77,479
24	\$73,832	\$75,459	\$77,686
25	\$74,568	\$76,109	\$77,920
26	\$76,074	\$77,324	\$81,620
27	\$76,987	\$78,593	\$82,672
28	\$77,670	\$79,194	\$82,887
29	\$78,643	\$80,178	\$83,124
30	\$79,740	\$81,952	\$83,418
31	\$82,131	\$83,452	\$87,857
32	\$90,420	\$92,482	\$96,809

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 198 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

# 2020 – 2021 High School Counselor Salary Schedule



## NEW HIRE SALARY SCHEDULE

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$65,345	\$66,462	\$67,580
1	\$65,933	\$67,050	\$68,167
2	\$67,550	\$68,667	\$69,784
3	\$67,834	\$68,973	\$70,053
4	\$68,206	\$69,345	\$70,283
5	\$68,798	\$69,937	\$71,562
6	\$69,558	\$70,723	\$72,394
7	\$70,127	\$71,290	\$73,367
8	\$70,525	\$71,692	\$73,948
9	\$70,938	\$72,107	\$74,257
10	\$71,374	\$72,647	\$75,328
11	\$71,966	\$73,306	\$77,067
12	\$72,246	\$73,543	\$77,384
13	\$72,778	\$74,116	\$77,663
14	\$73,201	\$74,654	\$78,026
15	\$73,884	\$75,342	\$78,375
16	\$74,568	\$76,076	\$79,942
17	\$74,994	\$76,479	\$80,293
18	\$75,410	\$76,879	\$80,554
19	\$75,828	\$77,283	\$80,669
20	\$76,240	\$78,240	\$80,774
21	\$76,656	\$78,401	\$81,642
22	\$77,212	\$78,680	\$82,000
23	\$77,637	\$79,153	\$82,174
24	\$78,306	\$80,032	\$82,393
25	\$79,087	\$80,721	\$82,643
26	\$80,684	\$82,010	\$86,567
27	\$81,653	\$83,355	\$87,683
28	\$82,377	\$83,994	\$87,910
29	\$83,409	\$85,037	\$88,162
30	\$84,573	\$86,919	\$88,473
31	\$87,109	\$88,510	\$93,182
32	\$87,247	\$89,426	\$93,321

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$65,345	\$66,462	\$67,580
1	\$65,933	\$67,050	\$68,167
2	\$67,550	\$68,667	\$69,784
3	\$67,834	\$68,973	\$70,053
4	\$68,206	\$69,345	\$70,283
5	\$68,798	\$69,937	\$71,562
6	\$69,558	\$70,723	\$72,394
7	\$70,127	\$71,290	\$73,367
8	\$70,525	\$71,692	\$73,948
9	\$70,938	\$72,107	\$74,257
10	\$71,374	\$72,647	\$75,328
11	\$71,966	\$73,306	\$77,067
12	\$72,246	\$73,543	\$77,384
13	\$72,778	\$74,116	\$77,663
14	\$73,201	\$74,654	\$78,026
15	\$73,884	\$75,342	\$78,375
16	\$74,568	\$76,076	\$79,942
17	\$74,994	\$76,479	\$80,293
18	\$75,410	\$76,879	\$80,554
19	\$75,828	\$77,283	\$80,669
20	\$76,240	\$78,240	\$80,774
21	\$76,656	\$78,401	\$81,642
22	\$77,212	\$78,680	\$82,000
23	\$77,637	\$79,153	\$82,174
24	\$78,306	\$80,032	\$82,393
25	\$79,087	\$80,721	\$82,643
26	\$80,684	\$82,010	\$86,567
27	\$81,653	\$83,355	\$87,683
28	\$82,377	\$83,994	\$87,910
29	\$83,409	\$85,037	\$88,162
30	\$84,573	\$86,919	\$88,473
31	\$87,109	\$88,510	\$93,182
32	\$95,900	\$98,087	\$102,677

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 210 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

# 2020 – 2021 Librarian Salary Schedule



## NEW HIRE SALARY SCHEDULE

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$57,000	\$58,000	\$59,000
1	\$57,490	\$58,490	\$59,490
2	\$58,901	\$59,901	\$60,901
3	\$59,028	\$59,991	\$61,011
4	\$59,328	\$60,266	\$61,511
5	\$59,578	\$60,510	\$62,237
6	\$59,999	\$60,996	\$63,097
7	\$60,574	\$61,611	\$63,617
8	\$60,991	\$62,030	\$64,134
9	\$61,415	\$62,456	\$64,409
10	\$61,817	\$62,955	\$65,362
11	\$62,244	\$63,437	\$66,912
12	\$62,517	\$63,672	\$67,194
13	\$63,092	\$64,283	\$67,441
14	\$63,470	\$64,762	\$67,766
15	\$64,077	\$65,375	\$68,076
16	\$64,686	\$66,025	\$69,471
17	\$65,066	\$66,388	\$69,785
18	\$65,437	\$66,744	\$70,016
19	\$65,807	\$67,103	\$70,118
20	\$66,175	\$67,956	\$70,212
21	\$66,546	\$68,098	\$70,982
22	\$67,040	\$68,348	\$71,301
23	\$67,417	\$68,769	\$71,455
24	\$68,015	\$69,552	\$71,651
25	\$68,710	\$70,165	\$71,869
26	\$70,133	\$71,307	\$75,356
27	\$70,990	\$72,501	\$76,350
28	\$71,635	\$73,070	\$76,552
29	\$72,549	\$73,997	\$76,777
30	\$73,587	\$75,698	\$77,053
31	\$75,840	\$77,108	\$81,247
32	\$75,963	\$77,940	\$81,371

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$57,000	\$58,000	\$59,000
1	\$57,490	\$58,490	\$59,490
2	\$58,901	\$59,901	\$60,901
3	\$59,028	\$59,991	\$61,011
4	\$59,328	\$60,266	\$61,511
5	\$59,578	\$60,510	\$62,237
6	\$59,999	\$60,996	\$63,097
7	\$60,574	\$61,611	\$63,617
8	\$60,991	\$62,030	\$64,134
9	\$61,415	\$62,456	\$64,409
10	\$61,817	\$62,955	\$65,362
11	\$62,244	\$63,437	\$66,912
12	\$62,517	\$63,672	\$67,194
13	\$63,092	\$64,283	\$67,441
14	\$63,470	\$64,762	\$67,766
15	\$64,077	\$65,375	\$68,076
16	\$64,686	\$66,025	\$69,471
17	\$65,066	\$66,388	\$69,785
18	\$65,437	\$66,744	\$70,016
19	\$65,807	\$67,103	\$70,118
20	\$66,175	\$67,956	\$70,212
21	\$66,546	\$68,098	\$70,982
22	\$67,040	\$68,348	\$71,301
23	\$67,417	\$68,769	\$71,455
24	\$68,015	\$69,552	\$71,651
25	\$68,710	\$70,165	\$71,869
26	\$70,133	\$71,307	\$75,356
27	\$70,990	\$72,501	\$76,350
28	\$71,635	\$73,070	\$76,552
29	\$72,549	\$73,997	\$76,777
30	\$73,587	\$75,698	\$77,053
31	\$75,840	\$77,108	\$81,247
32	\$83,725	\$85,673	\$89,758

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

# 2020 – 2021 Nurse Salary Schedule



## NEW HIRE SALARY SCHEDULE

## SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$55,500	\$56,500	\$57,500
1	\$55,957	\$56,957	\$57,957
2	\$57,336	\$58,336	\$59,336
3	\$57,517	\$58,512	\$59,416
4	\$57,767	\$58,865	\$59,773
5	\$58,067	\$59,101	\$60,580
6	\$58,517	\$59,351	\$61,393
7	\$58,767	\$59,701	\$61,721
8	\$59,117	\$60,101	\$62,238
9	\$59,477	\$60,519	\$62,514
10	\$59,893	\$61,026	\$63,467
11	\$60,467	\$61,583	\$65,035
12	\$60,717	\$61,777	\$65,325
13	\$61,197	\$62,388	\$65,580
14	\$61,574	\$62,869	\$65,914
15	\$62,181	\$63,479	\$66,233
16	\$62,791	\$64,130	\$67,670
17	\$63,170	\$64,585	\$67,994
18	\$63,541	\$64,861	\$68,232
19	\$63,911	\$65,232	\$68,337
20	\$64,279	\$66,110	\$68,433
21	\$64,658	\$66,257	\$69,226
22	\$65,168	\$66,515	\$69,546
23	\$65,555	\$66,947	\$69,700
24	\$66,172	\$67,754	\$69,895
25	\$66,887	\$68,385	\$70,115
26	\$68,352	\$69,553	\$73,599
27	\$69,235	\$70,745	\$74,591
28	\$69,880	\$71,314	\$74,794
29	\$70,793	\$72,241	\$75,018
30	\$71,830	\$73,939	\$75,297
31	\$74,082	\$75,352	\$79,489
32	\$74,206	\$76,182	\$79,614

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$55,500	\$56,500	\$57,500
1	\$55,957	\$56,957	\$57,957
2	\$57,336	\$58,336	\$59,336
3	\$57,517	\$58,512	\$59,416
4	\$57,767	\$58,865	\$59,773
5	\$58,067	\$59,101	\$60,580
6	\$58,517	\$59,351	\$61,393
7	\$58,767	\$59,701	\$61,721
8	\$59,117	\$60,101	\$62,238
9	\$59,477	\$60,519	\$62,514
10	\$59,893	\$61,026	\$63,467
11	\$60,467	\$61,583	\$65,035
12	\$60,717	\$61,777	\$65,325
13	\$61,197	\$62,388	\$65,580
14	\$61,574	\$62,869	\$65,914
15	\$62,181	\$63,479	\$66,233
16	\$62,791	\$64,130	\$67,670
17	\$63,170	\$64,585	\$67,994
18	\$63,541	\$64,861	\$68,232
19	\$63,911	\$65,232	\$68,337
20	\$64,279	\$66,110	\$68,433
21	\$64,658	\$66,257	\$69,226
22	\$65,168	\$66,515	\$69,546
23	\$65,555	\$66,947	\$69,700
24	\$66,172	\$67,754	\$69,895
25	\$66,887	\$68,385	\$70,115
26	\$68,352	\$69,553	\$73,599
27	\$69,235	\$70,745	\$74,591
28	\$69,880	\$71,314	\$74,794
29	\$70,793	\$72,241	\$75,018
30	\$71,830	\$73,939	\$75,297
31	\$74,082	\$75,352	\$79,489
32	\$82,037	\$83,984	\$88,070

New hires are required to submit original service records for verification of prior school district or university experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

**This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.**

**Section IV**

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**Pay Grades & Ranges of Pay**

## 2020 – 2021 Administrative Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>101</b>	Storekeeper/Delivery – Special Ed	220	<b>Daily</b>	<b>\$ 90.97</b>	<b>\$ 111.72</b>	<b>\$ 132.48</b>
			<b>220 Days</b>	20,013	24,578	29,146
<b>102</b>	Office Assistant IIa – Communications	240	<b>183 Days</b>	18,487	22,697	26,908
	Office Assistant IIa – Child Nutrition Services	183	<b>188 Days</b>	18,992	23,318	27,644
	Office Assistant IIa – Intake (Student Placement)	240	<b>210 Days</b>	21,214	26,046	30,878
	Office Assistant IIa – P-Card	240	<b>240 Days</b>	24,245	29,767	35,290
	Office Assistant IIa –Professional Learning	240				
	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 – Alt./Special School (ALT/SP)	183, 188				
	Office Assistant IIc – Special Education	210				
<b>103</b>	Admin Associate Ia – AAIL	240	<b>183 Days</b>	22,921	28,149	33,379
	Admin Associate Ia – Attendance Control	183	<b>187 Days</b>	23,422	28,764	34,109
	Admin Associate Ia – Athletics	240	<b>188 Days</b>	23,547	28,918	34,291
	Admin Associate Ia – Central Filing – Special Ed	240	<b>198 Days</b>	24,800	30,456	36,115
	Admin Associate Ia – Child Find	240	<b>210 Days</b>	26,303	32,302	38,304
	Admin Associate Ia – Child Nutrition Services	240	<b>220 Days</b>	27,555	33,840	40,128
	Admin Associate Ia – CIP	240	<b>240 Days</b>	30,060	36,917	43,776
	Admin Associate Ia – CTE	240				
	Admin Associate Ia – Early Learning	240				
	Admin Associate Ia – Educational Technology	240				
	Admin Associate Ia – Employee Records	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 – 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 Engagement & School Completion	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 College & Career Readiness	187, 210
Admin Associate Ic – MS-Counseling Clerk	188

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Admin Associate Ia – Strategic Operations	240
Admin Associate IIa – Accounts Payable	240
Admin Associate IIa – Adolescent Pregnancy Services	240
Admin Associate IIa – Adult Education	240
Admin Associate IIa – ADQ	240
Admin Associate IIa – Art Ed	240
Admin Associate IIa – Bilingual ESL	240
Admin Associate IIa – Child Nutrition Services	240
Admin Associate IIa – CIP	240
Admin Associate IIa – Compliance TTIPS – EDGAR	198
Admin Associate IIa – Crisis Response & Intervention	240
Admin Associate IIa – Customer Service DOT	240
Admin Associate IIa – District Records Management	240
Admin Associate IIa – DOT Records	240
Admin Associate IIa – Dyslexia	240
Admin Associate IIa – Employee Records	240
Admin Associate IIa – Family & Community Resources	240
Admin Associate IIa – Fort Worth After School	240
Admin Associate IIa – Grants & Development	240
Admin Associate IIa – Guidance & Counseling	240
Admin Associate IIa – Health Services	240
Admin Associate IIa – Health & PE	240
Admin Associate IIa – JROTC	240
Admin Associate IIa – Legal	240
Admin Associate IIa – Literacy	240
Admin Associate IIa – Maintenance	240
Admin Associate IIa – Math	240
Admin Associate IIa – Music	240
Admin Associate IIa – Office of Professional Standards	240
Admin Associate IIa – Parents as Teachers	240
Admin Associate IIa – Psychological Services	240
Admin Associate IIa –Purchase Card/Travel Clerk	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

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

Admin Associate IIa – Student Engagement	240
Admin Associate IIa – Student Discipline & Placement	240
Admin Associate IIa – Student Placement Center	240
Admin Associate IIa – Transportation	240
Admin Associate IIa – Warehouse	240
Admin Associate IIa – Warehouse & Textbooks	240
Admin Associate IIc – ES Secretary	215
Admin Associate IIc – HS Counseling Clerk	198
Admin Associate IIc – ALT/SP	210, 215, 220
Attendance Clerk – HS	187
Attendance Clerk – MS	183
Attendance Clerk – ALT/SP	210
Cash Management Assistant	240
Technician I –Purchasing	240

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Admin Assistant Ia – Athletics	240
Admin Assistant Ia – Bilingual ESL	240
Admin Assistant Ia – Child Nutrition Services	240
Admin Assistant Ia – Communications	240
Admin Assistant Ia – Controller	240
Admin Assistant Ia – CTE	240
Admin Assistant Ia – Technology	240
Admin Assistant Ia – Student & School Support	240
Admin Assistant Ia – Family Communications	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 Operations	240
Admin Assistant Ia – Payroll Customer Service	240
Admin Assistant Ia – Policy & Planning	240
Admin Assistant Ia –Prof Learning	240
Admin Assistant Ia – Purchasing	240
Admin Assistant Ia – Transportation	240
Admin Assistant Ia – Visual & Performing Arts	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

	Daily	\$ 155.65	\$ 191.15	\$ 226.64
<b>193 Days</b>		30,040	36,892	43,742
<b>198 Days</b>		30,819	37,848	44,875
<b>215 Days</b>		33,465	41,097	48,728
<b>220 Days</b>		34,243	42,053	49,861
<b>240 Days</b>		37,356	45,876	54,394
<b>245 Days</b>		38,134	46,832	55,527

Admin Associate IIIa – Transportation Finance	240
Admin Associate IIIa – Transportation	245
Admin Associate IIIc – Boulevard Heights	240
Admin Associate IIIc – HS Secretary	193, 240
Admin Associate IIIc – MS Secretary	215
Admin Associate IIIc – International Newcomers Acad.	240
Data Clerk – ALT/SP	215, 220
Data Clerk – HS	215
Data Clerk – MS/SPED	198
Registrar – HS	240
Specialist – District Operations	240
Sr. Clerk – Accounting	240
Sr. Clerk – Accounts Payable	240
Sr. Clerk – Purchasing	240
Technician II – HCM	240
Technician II – Medicaid/SHARS	240
Trainer I – Child Nutrition Services	240
Trainer I – Transportation	245
Transactional Team – HCM	240

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Admin Assistant IIa – ADQ	240
Admin Assistant IIa – Board of Education	240
Admin Assistant IIa – Educational Technology	240
Admin Assistant IIa – Grants & Development	240
Admin Assistant IIa – Legal	240
Admin Assistant IIa – Management & Budget	240
Admin Assistant IIa – Operations Management	240
Admin Assistant IIa – Special Ed	240
Admin Assistant IIa – Student Support Services	240
Admin Assistant IIa – Teaching & Learning	240
Compensation Assistant	240
Payroll Assistant	240
Payroll Assistant – Child Nutrition Services	240
Specialist I – Dispatch – Maintenance	245

	Daily	\$ 172.79	\$ 212.20	\$ 251.60
<b>240</b>	<b>Days</b>	41,470	50,928	60,384
<b>245</b>	<b>Days</b>	42,334	51,989	61,642

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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

	Daily	\$ 190.01	\$ 233.41	\$ 276.80
<b>240</b>	<b>Days</b>	45,602	56,018	66,432

Specialist – Risk Management 240

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Admin Assistant IV – Board of Education 240

Admin Assistant IV – Superintendent 240

Daily	\$ 212.84	\$ 261.42	\$ 310.00
240 Days	51,082	62,741	74,400

## 2020 – 2021 Instructional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>201</b>			<b>Daily</b>	<b>\$ 95.76</b>	<b>\$ 116.28</b>	<b>\$ 136.80</b>
	Teacher Assistant I – Bilingual	183	<b>183 Days</b>	17,524	21,279	25,034
	Teacher Assistant I – ES	183				
	Teacher Assistant I – ES Spanish Immersion	183				
	Teacher Assistant I – HS	183				
	Teacher Assistant I – Special Ed Inclusion	183				
	Teacher Assistant I – MS	183				
	Teacher Assistant I – Pre-K	183				
	Teacher Assistant I – Special Ed Resource	183				
	Teacher Assistant I – Resource – Title I	183				
<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
<b>203</b>			<b>Daily</b>	<b>\$ 124.75</b>	<b>\$ 153.26</b>	<b>\$ 181.76</b>
	Health Associate – Health Services	183	<b>183 Days</b>	22,829	28,047	33,262
	Library Clerk	183	<b>187 Days</b>	23,328	28,660	33,989
	Teacher Assistant III – CAI Computer Lab	183	<b>198 Days</b>	24,701	30,345	35,988
	Teacher Assistant III – Deaf Education	183	<b>220 Days</b>	27,445	33,717	39,987
	Teacher Assistant III – Early Childhood – Special Ed	183				
	Teacher Assistant III – In-House In-School Suspension	183				
	Teacher Assistant III – LINC – Special Ed	183				
	Teacher Assistant III – Science Lab – ES	187				
	Teacher Assistant III – Science Lab – HS	187, 198				
	Teacher Assistant III – Science Lab – MS/HS	187, 198				
	Teacher Assistant III – SEAS – Special Ed	183				
	Teacher Assistant III – Severe Needs – Special Ed	183				
	Teacher Assistant III – TAP – Special Ed	183				
	Teacher Assistant III – Transition – Special Ed	183				
<b>204</b>			<b>Daily</b>	<b>\$ 135.96</b>	<b>\$ 167.02</b>	<b>\$ 198.08</b>
	American Indian Liaison	240	<b>183 Days</b>	24,881	30,565	36,249
	Specialist II – Family Communication	220	<b>220 Days</b>	29,911	36,744	43,577
	Parent Educator	183	<b>240 Days</b>	32,630	40,085	47,539
<b>205</b>			<b>Daily</b>	<b>\$ 155.08</b>	<b>\$ 190.42</b>	<b>\$ 225.76</b>
	Brailist – Special Education	187	<b>183 Days</b>	28,380	34,847	41,314
	Deaf Interpreter – Deaf Education	183	<b>187 Days</b>	29,000	35,609	42,217
	Educational Transcriber – Deaf Education	183	<b>240 Days</b>	37,219	45,701	54,182
	Liaison – Homeless Education	240				

Dyslexia Assistant	183
Program Assistant – Special Ed	183

## 2020 – 2021 Operations Auxiliary Hourly Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301H	Bus Attendant	183	Hourly	\$ 10.79	\$ 12.95	\$ 15.12
302H	Nutrition Services Worker – Child Nutrition Services	183, 240	Hourly	\$ 11.42	\$ 14.03	\$ 16.63
304H	Bus Driver	183	Hourly	\$ 18.00	\$ 21.75	\$ 25.50

## 2020 – 2021 Operations Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum			
<b>301</b>	Vacant	183	<b>Hourly</b>	<b>\$ 10.79</b>	<b>\$ 12.95</b>	<b>\$ 15.12</b>		
			<b>183 Days</b>	15,797	18,959	22,136		
<b>302</b>	Campus Monitor	187	<b>Hourly</b>	<b>\$ 11.42</b>	<b>\$ 14.03</b>	<b>\$ 16.63</b>		
			<b>Daily</b>	<b>\$ 91.36</b>	<b>\$ 112.24</b>	<b>\$ 133.04</b>		
			<b>187 Days</b>	17,084	20,989	24,878		
	Custodian I	245	<b>245 Days</b>	22,383	27,499	32,595		
	Fuel Attendant	245						
<b>303</b>	Grounds Worker	245	<b>Hourly</b>	<b>\$ 12.67</b>	<b>\$ 15.56</b>	<b>\$ 18.46</b>		
			<b>Daily</b>	<b>\$ 101.36</b>	<b>\$ 124.48</b>	<b>\$ 147.68</b>		
			<b>245 Days</b>	24,833	30,498	36,182		
	Truck Driver – Warehouse & Textbooks	245						
<b>304</b>	Custodian II – Head ES	245	<b>Hourly</b>	<b>\$ 15.59</b>	<b>\$ 19.15</b>	<b>\$ 22.70</b>		
			<b>Daily</b>	<b>\$ 124.72</b>	<b>\$ 153.20</b>	<b>\$ 181.60</b>		
			<b>189 Days</b>	23,572	28,955	34,322		
			<b>240 Days</b>	29,933	36,768	43,584		
			<b>245 Days</b>	30,556	37,534	44,492		
				Manager I – Child Nutrition Services - ES	189			
				Operator –Warehouse	240			
				Painter I	245			
				Plumber I	245			
				Preventive Maintenance Service Person	245			
				Security Monitor	245			
				Technician I – HVAC Chillers	245			
				Truck Driver – IT Warehouse	240			
				Warehouse Person I	240, 245			
			<b>305</b>	Backhoe Operator	245	<b>Hourly</b>	<b>\$ 17.00</b>	<b>\$ 20.87</b>
<b>Daily</b>	<b>\$ 136.00</b>	<b>\$ 166.96</b>				<b>\$ 197.92</b>		
<b>183 Days</b>	24,888	30,554				36,219		
<b>189 Days</b>	25,704	31,555				37,407		
<b>240 Days</b>	32,640	40,070				47,501		
<b>245 Days</b>	33,320	40,905				48,490		
	Bus Driver – Team Lead	183						
	Custodian III – Head MS	245						
	Dispatcher – Transportation	240						
	Environmental Worker I	245						
	Floor/Hardware Technician	245						
	General Maintenance Technician I	245						
	General Maintenance Worker II – Athletics	245						
	General Maintenance Worker II – Grounds/Landscaping	245						
	Locker Repairer	245						
	Machine Operator	245						
	Manager II – Child Nutrition Services - MS	189						

Manager III – Child Nutrition Services - HS	189
Painter III	245
Safety Officer Transportation	245
Router & Scheduler – Assistant	245
Warehouse Person II	245

<b>306</b>	
Appliance Repair –Journeyman	245
Appliance Repair – Technician – Child Nutrition Svcs	245
Custodian IV – Head HS	245
Custodian IV – Head Special Campus	245
General Maintenance Technician II	245
Specialist I – Auxiliary Services	245
Specialist I – Central Warehouse	245
Specialist I – Inventory Mgt – Child Nutrition Svcs	240
Specialist I – Warehouse – Child Nutrition Svcs	245
Specialist I – Free Lunch – Child Nutrition Svcs	240
Specialist I – Lot Supervisor	245

<b>Daily</b>	<b>\$ 154.99</b>	<b>\$ 190.34</b>	<b>\$ 225.68</b>
<b>240 Days</b>	37,198	45,682	54,163
<b>245 Days</b>	37,973	46,633	55,292

<b>307</b>	
Building Manager – Central	245
Exterminator	245
General Maintenance Technician III	245
Glazier II	245
Irrigator Technician III	245
Locksmith Journeyman	245
Mechanic II	245
Plasterer II	245
Refrigeration Technician III	245
Router & Scheduler II	245
Sewer Technician II	245
Sheet Metal Worker I	245
Technician III – Fire Alarm	245
University Grill/Catering Specialist	240
Welder II	245

<b>Daily</b>	<b>\$ 173.53</b>	<b>\$ 213.17</b>	<b>\$ 252.80</b>
<b>240 Days</b>	41,647	51,161	60,672
<b>245 Days</b>	42,515	52,227	61,936

<b>308</b>	
Environmental Worker II – Advanced	245
Electrician Journeyman	245
Plumber II	245
Technician II (Journeyman) – HVAC Chillers	245
Technician II (Journeyman) – HVAC Rooftop	245
Technician III – HVAC – Energy Management	245

<b>Daily</b>	<b>\$ 190.92</b>	<b>\$ 234.46</b>	<b>\$ 278.00</b>
<b>245 Days</b>	46,775	57,443	68,110

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Asst. Foreperson – Child Nutrition Services	245
Asst. Foreperson – Electronic	245
Asst. Foreperson – Energy Management	245
Asst. Foreperson – General Maintenance	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

<b>Daily</b>	<b>\$ 219.51</b>	<b>\$ 269.60</b>	<b>\$ 319.68</b>
<b>245 Days</b>	53,780	66,052	78,322

## 2020 – 2021 Campus Administration Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>401</b>						
	Asst Principal – ES	210	<b>Daily</b>	<b>\$ 321.76</b>	<b>\$ 379.13</b>	<b>\$ 436.51</b>
	Asst Principal – ES – Alice Carlson	215	<b>210 Days</b>	67,569	79,617	91,667
	Asst Principal – ES – *Como, *JT White, *Maude Logan, *Mitchell Blvd.	220	<b>215 Days</b>	69,178	81,513	93,850
			<b>220 Days</b>	70,787	83,409	96,032
<b>402</b>						
	Asst Principal – MS	215	<b>Daily</b>	<b>\$ 337.50</b>	<b>\$ 397.68</b>	<b>\$ 457.87</b>
	Asst Principal – MS – *Forest Oak, *Glencrest	220	<b>215 Days</b>	72,563	85,501	98,442
			<b>220 Days</b>	74,250	87,490	100,731
<b>403</b>						
	Assoc Principal – HS – IM Terrell	240	<b>Daily</b>	<b>\$ 354.24</b>	<b>\$ 417.40</b>	<b>\$ 480.57</b>
	Asst Principal – HS	215	<b>215 Days</b>	76,162	89,741	103,323
	Asst Principal – HS – Student Discipline & Placement	220	<b>220 Days</b>	77,933	91,828	105,725
	Dean of Instruction – HS	215, 220	<b>240 Days</b>	85,018	100,176	115,337
	Dean of Students – Early College HS	215				
<b>404</b>						
	Principal – ES	220	<b>Daily</b>	<b>\$ 383.80</b>	<b>\$ 460.56</b>	<b>\$ 537.32</b>
	Principal – ES – *Como, *JT White, *Maude Logan, *Mitchell Blvd, Overton Park	240	<b>220 Days</b>	84,436	101,323	118,210
			<b>240 Days</b>	92,112	110,534	128,957
<b>405</b>						
	Principal – HS Alt – Boulevard Heights/Transition Center	240	<b>Daily</b>	<b>\$ 416.63</b>	<b>\$ 499.95</b>	<b>\$ 583.28</b>
	Principal – MS Alt	220	<b>220 Days</b>	91,659	109,989	128,322
	Principal – MS – *Forest Oak	240	<b>240 Days</b>	99,991	119,988	139,987
<b>406</b>						
	Principal – HS	240	<b>Daily</b>	<b>\$ 452.48</b>	<b>\$ 542.98</b>	<b>\$ 633.47</b>
			<b>240 Days</b>	108,595	130,315	152,033

\* Leadership Academies

## 2020 – 2021 Campus-Professional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>601</b>			<b>Daily</b>	<b>\$ 218.91</b>	<b>\$ 268.85</b>	<b>\$ 318.79</b>
	Specialist II – College & Career Readiness	187	<b>187 Days</b>	40,936	50,275	59,615
	Specialist II – Family & Community Outreach	220, 240	<b>210 Days</b>	45,971	56,459	66,947
	Specialist II – Parent Outreach	210	<b>220 Days</b>	48,160	59,147	70,134
	Specialist II – School Outreach	187	<b>240 Days</b>	52,538	64,524	76,511
<b>602</b>			<b>Daily</b>	<b>\$ 243.14</b>	<b>\$ 298.66</b>	<b>\$ 354.19</b>
	Case Manager – Intervention Services	210	<b>187 Days</b>	45,467	55,849	66,234
	Coordinator II – Home School Program	210	<b>210 Days</b>	51,059	62,719	74,380
	Coordinator II – Social Services	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 (Teacher Manager)	210				
	Social Worker I	240				
	Speech Language Pathology Assistant (SLP Assistant)	187				
<b>603</b>			<b>Daily</b>	<b>\$ 273.62</b>	<b>\$ 336.14</b>	<b>\$ 398.65</b>
	Analyst	187, 240	<b>187 Days</b>	51,167	62,858	74,548
	Aspiring Principal Residency	187	<b>193 Days</b>	52,809	64,875	76,939
	Athletic Trainer	202	<b>198 Days</b>	54,177	66,556	78,933
	Digital Literacy Coach	220	<b>202 Days</b>	55,271	67,900	80,527
	Dyslexia Evaluator	210	<b>210 Days</b>	57,460	70,589	83,717
	Dyslexia Specialist	220	<b>220 Days</b>	60,196	73,951	87,703
	Music Therapist	187	<b>240 Days</b>	65,669	80,674	95,676
	Orientation & Mobility Specialist	202				
	Social Worker II	193, 202, 210, 220				
	Specialist – Career Technical Education (CTE)	220				
	Specialist – Classified Learning	240				
	Specialist – Bilingual ESL Program	220				
	Specialist – DAEP – Intervention Specialist	240				
	Specialist – Curriculum Network	220				
	Specialist – Early Learning	220				
	Specialist – Family Resource Center (FRC)	220				
	Specialist – Intervention Services	187, 193, 220, 240				
	Specialist – Postsecondary Success	220				
	Specialist – Pregnancy Services	210				
	Specialist – Reading Interventionist – FWCP	187, 215				
	Specialist – Restorative Practices	220				
	Specialist – Response to Intervention (MTSS)	220				

Specialist – Student Success (MTSS)	202
Specialist – Visual / Performing Arts	207
Specialist – Web-Based Learning	220

<b>604</b>	
Assessment Data Analyst (Campus Testing Coordinator)	210
Audiologist	210
Instructional Coach	193, 210
Instructional Specialist – Leadership Academy Network	187
Occupational Therapist	202
Physical Therapist	202
School Psychologist (LSSP)	193, 210, 240
Specialist – Diagnostic Evaluation	193, 210, 240
Speech – Language Pathologist (SLP Speech Therapist)	187, 202, 210

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

## 2020 – 2021 Technology Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>701</b>			<b>Daily</b>	<b>\$ 181.28</b>	<b>\$ 218.00</b>	<b>\$ 254.72</b>
	Infrastructure Support	240	<b>240 Days</b>	43,507	52,320	61,133
	Specialist I – Customer Services	240				
	Specialist I – Technical Support	240				
	Technician II – IT School Solutions	240				
<b>702</b>			<b>Daily</b>	<b>\$ 203.20</b>	<b>\$ 244.24</b>	<b>\$ 285.28</b>
	Documentation Specialist – Instructional Design	240	<b>220 Days</b>	44,704	53,733	62,762
	Network Infrastructure Specialist	240, 245	<b>240 Days</b>	48,768	58,618	68,467
	Specialist II – Tech Ops Support	240	<b>245 Days</b>	49,784	59,839	69,894
	Specialist II – SIS	220				
	Specialist II – Team Lead	240				
	Technician – Transportation Technology	245				
<b>703</b>			<b>Daily</b>	<b>\$ 227.44</b>	<b>\$ 273.52</b>	<b>\$ 319.60</b>
	Specialist III – 1 to 1 Team Lead	240	<b>220 Days</b>	50,036	60,174	70,312
	Specialist III – Campus Support	240	<b>240 Days</b>	54,586	65,645	76,704
	Specialist III – CTE	240				
	Specialist III – Customer Service	240				
	Specialist III – Legacy	220, 240				
	Specialist III – Technical Liaison (School Solutions)	240				
	Specialist III – SIS Support	220				
	Specialist III – Telecom	240				
<b>704</b>			<b>Daily</b>	<b>\$ 272.98</b>	<b>\$ 328.22</b>	<b>\$ 383.46</b>
	Administrator – SSRS	240	<b>240 Days</b>	65,515	78,773	92,030
	Network Security Specialist	240				
	ERP Systems Specialist	240				
	Specialist IV – Child Nutrition Services Systems	240				
	Specialist IV – IT School Solutions	240				
	Specialist IV – Lead Campus Support	240				
	Specialist IV – Network Services	240				
	Systems Specialist	240				
<b>705</b>			<b>Daily</b>	<b>\$ 318.40</b>	<b>\$ 387.30</b>	<b>\$ 456.20</b>
	Analyst IV	240	<b>240 Days</b>	76,416	92,952	109,488
	Analyst IV – Database	240				
	Database Administrator	240				
	Manager I – Help Desk	240				
	Network Administrator	240				

Collaboration Engineer	240
Network Engineer	240
Net Programmer	240
Security Analyst	240

<b>706</b>		<b>Daily</b>	<b>\$ 347.88</b>	<b>\$ 418.28</b>	<b>\$ 488.68</b>
Coordinator V – Educational Technology	240	<b>240 Days</b>	83,491	100,387	117,283
Database Developer – Senior	240				
Director – Student Records/PEIMS	240				
Manager – Infrastructure	240				
Network Programmer – Senior	240				
Project Manager	240				
Senior Network Engineer	240				
Senior Network Systems Administrator	240				

<b>707</b>		<b>Daily</b>	<b>\$ 368.76</b>	<b>\$ 443.38</b>	<b>\$ 518.00</b>
Manager – Application Support	240	<b>240 Days</b>	88,502	106,411	124,320
Manager – Campus Support	240				
Manager – Cybersecurity Engineer	240				
Manager – Special Population Software Support	240				

<b>708</b>		<b>Daily</b>	<b>\$ 390.88</b>	<b>\$ 469.98</b>	<b>\$ 549.08</b>
Business Intelligence	240	<b>240 Days</b>	93,811	112,795	131,779
Director – Information Services	240				
Director – Educational Tech. Professional Development	240				
Director – Network Services	240				
Director – Registrar/School Software Support	240				
Director – Student Information	240				
Director – Technology Planning & Management	240				

<b>709</b>		<b>Daily</b>	<b>\$ 431.44</b>	<b>\$ 507.58</b>	<b>\$ 583.72</b>
Exec Director – Application Development	240	<b>240 Days</b>	103,546	121,819	140,093
Exec Director – Customer Services	240				
Exec Director – Network Services	240				

## 2020 – 2021 Business & Operations Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>801</b>			<b>Daily</b>	<b>\$ 194.01</b>	<b>\$ 233.28</b>	<b>\$ 272.55</b>
	Analyst I – Budget – Innovation	240	<b>240 Days</b>	46,562	55,987	65,412
	Analyst I – Budget & Grants – Special Ed	240				
	Analyst I – Energy Management	240				
	Buyer	240				
	Public Information Coordinator	240				
	Specialist I – Office of Professional Standards	240				
	Specialist I – CIP Acct/Record	240				
	Specialist II – Benefits	240				
	Specialist II – Research	240				
<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 – Project Development	240				
	Specialist III – Student Engagement	240				
	Supervisor II – Central Calling	240				
	Supervisor II – Custodial	245				
	Trainer IV – Dietitian	240				
<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 – Compensation	240	<b>220 Days</b>	55,051	66,378	77,708
	Analyst III – Data Quality – Payroll	240	<b>240 Days</b>	60,055	72,413	84,773
	Analyst III – P-Card/Purchasing	240	<b>245 Days</b>	61,306	73,921	86,539
	Coordinator II – Textbooks	245				
	Coordinator III – Branding	240				
	Coordinator III – Board Services	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 – Office of Professional Standards	240				
	Coordinator III – Safety & Security	240				
	Coordinator III – Social Media	240				

Coordinator III – Web Communications	240
Editor/Photographer	240
Foreperson – Automotive Fleet	245
Foreperson – Maintenance	245
Foreperson – Safety & Security	245
Foreperson – Transportation Fleet	245
Foreperson – Warehouse	245
Internal Auditor	240
Investigator – Office of Professional Standards	240
Purchasing/Contract Agent – CIP	240
Senior Buyer	240
Senior Buyer – HUB Analyst	240
Specialist IV – Environment/Asbestos	240
Specialist IV – Family Communications	220
Specialist IV – Parents as Teachers	240
Specialist IV – Safety & Security (Area Advisor)	193, 220, 240
Specialist IV – Volunteers Coord. – Family Comm.	240
Supervisor III – Campus Safety	240
Supervisor III – Child Nutrition Services	220

<b>804</b>
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Analyst IV – Budget/PC	240
Analyst IV – Compensation	240
Coordinator IV – Business Ops – TTIPS	240
Coordinator IV – Chief	240
Coordinator IV – CIP	240
Coordinator IV – Communications	240
Coordinator IV – Gifted & Talented Education	240
Coordinator IV – HCM	240
Coordinator IV – Innovation & Excellence	240
Coordinator IV – Operations Management	240
Coordinator IV – Payroll	240
Coordinator IV – Prof. Learning &. Innovation	240
Manager I – Special Ed Budget & Grants	240
Manager I – Transportation	240
Manager I – Transactional Team	240
Senior Accountant	240
Senior Compliance Analyst	240
Senior Internal Auditor	240
Specialist V – Accountability & Data Quality	240
Specialist V – Accounting	240
Specialist V – Data Analytics	240
Specialist V – Data Reporting	240
Specialist V – Equity & Professional Learning	240
Specialist V –Prof. Learning & Innovation	240

	Daily	\$ 270.24	\$ 325.87	\$ 381.49
<b>198</b>	<b>Days</b>	53,508	64,522	75,535
<b>205</b>	<b>Days</b>	55,399	66,803	78,205
<b>240</b>	<b>Days</b>	64,858	78,209	91,558

Specialist V – Sr. Project Development	240
Supervisor III – Accounts Payable	240
Supervisor IV – Transportation Planning	240

<b>805</b>	
Coordinator V – Arts & Community Partnerships	240
Coordinator V – Assessment – ADQ	240
Coordinator V – Communications	240
Coordinator V – Program Monitoring & Compliance	240
Coordinator V – Research Evaluation – ADQ	240
Coordinator V – Vision Health Partnerships	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

<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

<b>806</b>	
Assistant Controller	240
Assistant Director – Child Nutrition Services	240
Assistant Director – Compliance – Child Nutrition Svcs	240
Assistant Director – Transportation	240
Director II – Assessment & Accountability – ADQ	240
Director II – Benefits	240
Director II – Community & Strategic Partnerships	240
Director II – Communications	240
Director II – Creative Communications	240
Director II – Dyslexia	240
Director II – Employee Relations	240
Director II – Environment	240
Director II – Federal Programs	240
Director II – Maintenance Central	240
Director II – Maintenance Project	240
Director II – Office of Professional Standards	240
Director II – Payroll	240
Director II – Program Monitoring & Compliance	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

<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

Treasurer 240

**807**

Chief – Internal Audit 240  
 Exec Director – Safety & Security 240  
 Exec Director – Communications 240  
 Exec Director – Program Monitoring & Compliance 240  
 Exec Director – HCM Sel/Ret 240  
 Exec Director – HCM Talent/Dev. 240  
 Exec Director – Payroll, Benefits, & Risk Mgt. 240  
 Exec Director – Purchasing 240  
 Manager III – Business Operations 240  
 Manager III – CIP Safety 240  
 Manager III – Design – CIP 240  
 Staff Attorney 240

Daily	\$ 396.06	\$ 477.57	\$ 559.08
<b>240 Days</b>	95,054	114,616	134,179

**808**

Controller 240  
 Director III – Child Nutrition Services 240  
 Director III – Compensation & Employee Records 240  
 Director III – Transportation 240  
 Director III – UIL & Title IX Compliance 240  
 General Manager – Maintenance & Operations 240

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

**809**

Senior Counsel 240

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

## 2020 – 2021 Instructional Programs Exempt Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>901</b>			<b>Daily</b>	<b>\$ 201.47</b>	<b>\$ 245.78</b>	<b>\$ 290.09</b>
	Coordinator I – FW After School	220, 240	<b>210 Days</b>	42,309	51,614	60,919
	Coordinator II – Translator – Bilingual ESL	240	<b>220 Days</b>	44,323	54,072	63,820
	Coordinator II – Instructional Support – Adult Education	240	<b>240 Days</b>	48,353	58,987	69,622
	Coordinator II – Migrant & EL Retention & Achievement	240				
	Specialist II – Homeless Liaison	220				
	Supervisor I – Special Education	240				
	Supervisor I – Student Placement	240				
<b>902</b>			<b>Daily</b>	<b>\$ 233.43</b>	<b>\$ 283.09</b>	<b>\$ 332.75</b>
	Coordinator III – Academics Special Projects	240	<b>187 Days</b>	43,651	52,938	62,224
	Coordinator II – BTAP	220	<b>193 Days</b>	45,052	54,636	64,221
	Coordinator III – Family Resource Center	240	<b>215 Days</b>	50,187	60,864	71,541
	Coordinator III – Student Dev. & Acceleration – YWLA	215	<b>220 Days</b>	51,355	62,280	73,205
	English Learner Home Liaison Counselor	220	<b>240 Days</b>	56,023	67,942	79,860
	Hearing Officer	193, 240				
	Specialist <u>IV</u> – Attendance Control	187, 220				
	Specialist – AVID Program	220				
	Specialist – Collegiate Testing & Compliance	220				
	Specialist – Program Specialist – FWCP	193, 215				
	Specialist – Student Engagement & School Completion	187				
	Specialist – Support – FWCP	215				
	Specialist – Support – LAN	215				
	Specialist – Trauma Specialist	220				
<b>903</b>			<b>Daily</b>	<b>\$ 278.74</b>	<b>\$ 339.02</b>	<b>\$ 399.30</b>
	Coordinator IV – AAIL	210, 240	<b>210 Days</b>	58,535	71,194	83,853
	Coordinator IV – Academic Advisement	240	<b>220 Days</b>	61,323	74,584	87,846
	Coordinator IV – Academics	240	<b>240 Days</b>	66,898	81,365	95,832
	Coordinator IV – Bilingual ESL	240				
	Coordinator IV – Child Find	240				
	Coordinator IV – Collegiate Programming	240				
	Coordinator IV – CTE	240				
	Coordinator IV – Early College Programs	240				
	Coordinator IV – Health for Teens	240				
	Coordinator IV – Innovation & Transformation	240				
	Coordinator IV – Instructional Coaching	240				
	Coordinator IV – Library Media	240				
	Coordinator IV – Special Ed	240				
	Coordinator IV – STEM	240				

Manager – Family & Community Partnerships	220
Nurse Specialist	240

<b>904</b>
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Asst. Director – Athletics	240
Asst. Director – Special Ed	240
Asst. Director – Student Discipline & Placement	240
Asst. Director – Student Engagement & Completion	240
Athletic Coordinator - District	197
Coordinator V – Choice Programs	240
Coordinator V – Core Curriculum K-12	220
Coordinator V – Eastside Alliance Cmnty Partnership	215
Coordinator V – Historic Stop Six Initiative	220
Coordinator V – Parents as Teachers	240
Coordinator V – Performing Arts Center	220
Coordinator V –Restorative Practices	240
Director I – Adolescent Pregnancy	240
Director I – Family Resource	240
Director I – Student Placement	240
Director I – Curriculum	240
Director I – Early Learning PK-2nd	240
Director I – Gifted & Talented Education Services	240
Director I – Strategic School Design & Support	240
Director I – World Languages	240
Director – Dance & Theatre	240
Director II – Choral Music	240
Director II – Crisis Response & Prevention	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 – Visual Art Education	240
Coordinator V – FWCP	215

Daily	\$ 323.71	\$ 391.45	\$ 459.19
<b>197 Days</b>	63,770	77,115	90,460
<b>215 Days</b>	69,598	84,162	98,726
<b>220 Days</b>	71,216	86,119	101,022
<b>240 Days</b>	77,690	93,948	110,206

<b>905</b>
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Director II – Athletics	240
Director II – Bilingual ESL	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

Daily	\$ 356.07	\$ 436.91	\$ 517.74
<b>240 Days</b>	85,457	104,858	124,258

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>
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Exec Director – 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 – Core Content – Academics	240
Exec Director – Early Academic Success & Acceleration	240
Exec Director – Equity & Professional Learning	240
Exec Director – Personalized Learning & Enrichment	240
Exec Director – School & Ext'l Partnership Dev. (SEPD)	240
Exec Director – Special Education	240
Exec Director – Teacher Learning & Improvement	240
Exec Director – Visual & Performing Arts	240

<b>Daily</b>	<b>\$ 409.49</b>	<b>\$ 502.44</b>	<b>\$ 595.40</b>
<b>240 Days</b>	98,278	120,586	142,896

<b>907</b>
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Director III – New Teacher Induction	240
Exec Director – Athletics	240
Exec Director – Core Content – Academics	240
Exec Director – Innovation & Transformation	240
Exec Director – Instructional Initiatives	240
Exec Director – Personalized Learning & Enrichment	240
Exec Director – Student & School Support	240

<b>Daily</b>	<b>\$ 458.63</b>	<b>\$ 562.74</b>	<b>\$ 666.84</b>
<b>240 Days</b>	110,071	135,058	160,042

## 2020 – 2021 Executives Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
<b>EE1</b>			<b>Daily</b>	<b>\$ 495.28</b>	<b>\$ 614.69</b>	<b>\$ 734.11</b>	
			<b>240</b>	<b>Days</b>	118,867	147,526	176,186
	Asst. Superintendent – Educational Technology	240					
	Asst. Superintendent – Specialized Academic Support Services	240					
	Asst. Superintendent – Student Support Services	240					
	Asst. Superintendent – Teaching & Learning	240					
	Senior Communications Officer	240					
	Senior Officer – Budget & Finance	240					
	Senior Officer – Grants & Development	240					
	Senior Officer – Operations Management	240					
	Senior Officer – Payroll, Benefits, & Risk Management	240					
	Senior Officer – Technology	240					
<b>EE2</b>			<b>Daily</b>	<b>\$ 594.33</b>	<b>\$ 737.63</b>	<b>\$ 880.93</b>	
			<b>240</b>	<b>Days</b>	142,639	177,031	211,423
	Assoc. Superintendent – Assessment & Accountability	240					
	Chief – Academic Officer	240					
	Chief – Capital Improvement Program	240					
	Chief – District Operations	240					
	Chief – Equity & Excellence	240					
	Chief – Financial Officer	240					
	Chief – Innovation Officer	240					
	Chief – Legal Services	240					
	Chief – Student & School Support	240					
	Chief – Talent Officer	240					
	Chief – Technology Officer	240					
<b>EE3</b>			<b>Daily</b>	<b>\$ 726.98</b>	<b>\$ 886.57</b>	<b>\$1046.15</b>	
			<b>240</b>	<b>Days</b>	174,475	212,776	251,076
	Deputy Superintendent	240					

## 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. For additional information please contact the appropriate Program Director.

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 (exclude One-Act Play, LD Cross-X Debate)	450
541	Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for info.	\$ 800 max.
541	Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for info.	\$ 750/each
541	Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for info.	\$ 750 max.
541	Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for 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 (see Prog. Dir.)**

## 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. 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 at FWISD.
3. Middle school 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**

For additional information please call Athletics at 817/871-3273.

<b>Pay Code</b>	<b>Athletic Stipend (Other)</b>	<b>Annual Rate</b>
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	2500
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	Executive 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 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 (amounts vary) are designed to compensate teachers who provide Bilingual / ESL services to students. The criteria for stipend eligibility are designated by the Bilingual ESL Department for each position. For additional information 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 - Bilingual	4000
764	Teacher, Elementary DLI - ESL	450
767	Teacher, Elementary ESL Only	450
768	Teacher, Language Center	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 manage and maintain the District barn, campus greenhouse, and for additional duties and responsibilities assigned by Career & Technical Education Department.

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

These CTE stipends are contingent upon fulfillment of department requirements. For additional information, call Career & Technical Education at (817) 814-1530.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
550	CTE Agriculture Teachers	\$ 5,000
508	CTE Campus Liaison	1,350

## **Deaf Education Interpreter Stipend**

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

<b>Pay Code</b>	<b>Certification Achieved (Board for Evaluation of Interpreters)</b>	<b>Annual Rate</b>
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 Compensation at **817/814-2080**.

<b>Pay Code</b>	<b>Enrollment Count</b>	<b>Elementary</b>	<b>Middle</b>	<b>High</b>
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 / JCC Stipend**

This stipend (amounts vary) is designed to compensate middle school JCC teachers, high school JROTC instructors and JROTC staff for extracurricular duties, community service events and service learning projects. For additional information please call **817/815-7350**.

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 ES, JT White ES, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS, Glencrest 6th). Stipend will be paid out in 3 installments. For additional information please call **817/814-1701**.

Pay Code	Position	Annual Rate
820	Administrative Associate	\$ 1,000
821	Assistant Principal	8,000
822	Attendance Clerk	600
823	Campus Monitor	600
824	Counselor	4,000
825	Custodian	600
826	Data Analyst	4,000
827	Data Clerk	600
828	Instructional Specialist/Coach	6,000
829	Intervention Specialist	4,000
830	Librarian	4,000
831	Nurse	4,000
832	Nutrition Worker	4000
833	Parent Educator	600
834	Parent Liaison	600
835	Principal	8,000
836	Teacher	4,000
837	Teacher Assistant	1,000

\*Stipend payouts are budget-dependent and subject to change based upon budgetary constraints.\*

## **Language Proficiency Assessment Committee (LPAC)**

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$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**.

Pay Code		Frequency	Amount
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 call **817/814-2540**.

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

## Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually. 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 call Compensation at **817/814-2080**.

Pay Code	Position	Annual Rate	Daily Rate	Hourly Rate
561	Curriculum Network Specialist	\$ 1500		
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	
778	Coordinator, Technology Liaison	817-814-3100	900	
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 **817/814-2620**.

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**.

Pay Code	Position	Annual Rate
488	Teacher, Secondary Science (campus based – one-time payment)	\$ 1800
566	Coordinator	2700

### **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**.

Pay Code	Position	Annual Rate
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 Education 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**.

Pay Code	Degree	Annual Rate
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 / 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

**Facility Worker Rates** (continued)

<b>Soccer (Central Site)</b>	<b>1 Game</b>	<b>2 Games</b>	<b>3 Games</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 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 & 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**.

<b>Position</b>	<b>Frequency</b>	<b>Rate</b>
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**.

<b>Position</b>	<b>Frequency</b>	<b>Rate</b>
Nutrition Services Emergency Gasoline Allowance	Per Round Trip	\$ 2.25
Nutrition Services Substitute Manager (current employee)	Per Hour	0.75
Nutrition Services Uniform Allowance	Per Pay Period	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.

## **FICA Alternative**

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

## **Fort Worth After School (FWAS) Program 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**.

<b>Position</b>	<b>Hourly Rate</b>
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:

<b>Pay Code Description</b>	<b>Pay Code</b>
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
Bus Driver In-Training (Substitute)	10.00
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
Special Ed Translator for ARD	14.00
Special Ed ARD Evaluator	25.00
Warehouse Textbooks Summer employee	10.50

<b>Professional Development – Exempt Professional Staff Only (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 (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 Gasoline Allowance	Per Day	2.40
Transportation Field Trip* Bus Attendant	Per Hour	15.14
Transportation Field Trip* (non-Bus Driver who will Drive a Bus)	Per Hour	18.00

\* Bus Drivers working on Field Trips are paid their regular hourly rate.

## 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.

### **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

\* 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.

Position	Daily or Hourly	Rate
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 & 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>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, 2020**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.