

2017 - 2018 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

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 2017 - 2018 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
CONTACT INFORMATION

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.

Mailing Address

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

Compensation Office Hours

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

Compensation Staff

Employee Alpha A – L:

Vanessa Camarena, Compensation Assistant, (817) 814-2082
Email: vanessa.camarena@fwisd.org
Data Entry, Audits, Salary Adjustments

Employee Alpha M – Z:

Domingo Garcia, Compensation Assistant, (817) 814-2083
Email: domingo.garcia@fwisd.org
Data Entry, Audits, Salary Adjustments

Brenda DeLeon, Director, Compensation & Employee Records (817) 814-2087
Email: brenda.deleon@fwisd.org

Longdien Le, Manager, Compensation (817) 814-2088
Email: longdien.le@fwisd.org

Sandra Huerta, Compensation Analyst, (817) 814-2084
Email: sandra.huerta@fwisd.org

Lanette Jones, Compensation Specialist, (817) 814-2086
Email: lanette.jones@fwisd.org

Patricia Olivas, Compensation/Payroll Assistant, (817) 814-2081
Email: patricia.olivas@fwisd.org

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Notice of Non-Discrimination

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

Title IX Coordinator
Patrick Smith
Director, Employee Relations
100 N. University Drive
Fort Worth, TX 76107
(817) 814-2790

ADA/Section 504 Coordinator
June Davis
Director, Special Programs
100 N. University Drive
Fort Worth, TX 76107
(817) 814-2878

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



BOARD OF TRUSTEES



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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 Charter Cable Channel 192, AT&T U-Verse 99, and via live streaming video on the District website's Video on Demand. 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, Equity and Excellence

Vicki Burris
Chief, Capital Improvement Program

Ramona Soto
General Counsel

Charles Carroll
Chief Academic Officer

Art Cavazos
Chief, District Operations

Kyle Davie
Chief Technology Officer

Barbara Griffith
Sr. Communications Officer

Karen Molinar
Chief, Elementary Schools

Sammy Monge
Chief, Policy and Planning

Elsie Schiro
Chief Financial Officer

Cherie Washington
Chief, Secondary Schools

Cynthia Rincon
Chief, Human Capital Management

Section I

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
- be 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 and Pay Ranges

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

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

Salary Advancement

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

Transfers between Employee Job Groups

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

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

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

Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

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

- Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115), or a similar form containing the same information.
- Career and Technology teachers may count up to two years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians and Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to degree level and creditable years of experience.
- FWISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate

information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

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

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

School Nurses

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

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

- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exception:

Exception to Compensation Policy

- Validated non-school based nursing experience will be credited on a one-for-one year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA or a private college or university accredited by a TEA recognized regional accrediting agency.
- Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule also applies to out-of-state substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service. A valid emergency or local permit also meets the certification requirement.

Speech-Language Pathologists, OT's, PT's, O&M Specialists, Audiologists, LSSP's

- FWISD grants one (1) year of experience for each 12-months of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, and teaching hospitals.

Up to ten (10) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children or youth may be credited toward advanced salary placement.

- The limit on the number of non-education related creditable years accepted is 10. This is a local credit only (FWISD). As a local credit this service credit may/may not be recognized by other Texas school districts (public or private).

Junior Reserve Officers Corp (JROTC) and Middle School Junior Cadet Corp (JCC)

- The **Junior Reserve Officers Corp (JROTC)** employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The **Junior Cadet Corp (JCC)** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career and Technology Teachers.

- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. ***The 10-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.***

JROTC/JCC instructors transferring to a full-time position will not receive military experience credit unless it meets TEA guidelines.

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	\div \$15.87	Percent of Midpoint	\times .91
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).

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 30th, 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 30th of the school year hired will not qualify for/or receive back pay.

Salary Increase Eligibility

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

Approval Process for Policy Exceptions

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

Section II

Classroom Teacher Salary Schedule

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.

2017 - 2018 Teacher Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$52,000	\$53,000	\$54,000
1	\$52,200	\$53,250	\$54,350
2	\$52,428	\$53,448	\$55,141
3	\$52,836	\$53,856	\$55,938
4	\$53,244	\$54,264	\$56,260
5	\$53,652	\$54,672	\$56,766
6	\$54,060	\$55,080	\$57,037
7	\$54,468	\$55,578	\$57,971
8	\$54,915	\$56,085	\$59,509
9	\$55,182	\$56,315	\$59,793
10	\$55,746	\$56,913	\$60,044
11	\$56,116	\$57,382	\$60,370
12	\$56,711	\$57,984	\$60,683
13	\$57,308	\$58,621	\$62,092
14	\$57,681	\$58,979	\$62,409
15	\$58,044	\$59,338	\$62,644
16	\$58,407	\$59,702	\$62,747
17	\$58,768	\$60,563	\$62,840
18	\$59,139	\$60,707	\$63,617
19	\$59,639	\$60,960	\$63,932
20	\$60,019	\$61,384	\$64,082
21	\$60,623	\$62,174	\$64,274
22	\$61,324	\$62,793	\$64,489
23	\$62,761	\$63,938	\$67,828
24	\$63,627	\$65,099	\$68,763
25	\$64,259	\$65,646	\$68,954
26	\$65,145	\$66,538	\$69,166
27	\$66,142	\$68,149	\$69,428
28	\$68,284	\$69,480	\$73,378
29	\$68,400	\$70,262	\$73,496
30	\$68,898	\$70,438	\$73,611
31	\$69,948	\$71,320	\$74,278
32+	\$80,429	\$82,338	\$86,344

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 187 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

Section III

Counselor, Librarian, and Nurse Salary Schedules

2017 - 2018 Elementary Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$55,000	\$56,000	\$57,000
1	\$55,300	\$56,300	\$57,300
2	\$55,749	\$56,749	\$58,422
3	\$56,379	\$57,401	\$59,153
4	\$57,036	\$58,057	\$60,007
5	\$57,450	\$58,474	\$60,517
6	\$57,875	\$58,901	\$60,788
7	\$58,257	\$59,376	\$61,728
8	\$58,655	\$59,831	\$63,255
9	\$58,923	\$60,061	\$63,533
10	\$59,491	\$60,665	\$63,777
11	\$59,861	\$61,137	\$64,096
12	\$60,460	\$61,740	\$64,403
13	\$61,060	\$62,384	\$65,778
14	\$61,436	\$62,739	\$66,086
15	\$61,800	\$63,089	\$66,315
16	\$62,166	\$63,444	\$66,415
17	\$62,529	\$64,284	\$66,507
18	\$62,894	\$64,425	\$67,269
19	\$63,382	\$64,671	\$67,584
20	\$63,754	\$65,085	\$67,738
21	\$64,342	\$65,857	\$67,929
22	\$65,028	\$66,461	\$68,146
23	\$66,429	\$67,593	\$71,502
24	\$67,279	\$68,759	\$72,443
25	\$67,914	\$69,309	\$72,635
26	\$68,805	\$70,206	\$72,848
27	\$69,807	\$71,826	\$73,111
28	\$71,959	\$73,164	\$77,082
29	\$72,077	\$73,951	\$77,200
30	\$72,579	\$74,128	\$77,317
31	\$73,634	\$75,013	\$77,988
32+	\$84,170	\$86,090	\$90,118

New hires are required to submit original service records for verification of prior experience no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 188 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

2017 - 2018 Middle School Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$57,925	\$58,978	\$60,032
1	\$58,241	\$59,294	\$60,348
2	\$58,714	\$59,767	\$61,529
3	\$59,377	\$60,455	\$62,299
4	\$60,070	\$61,145	\$63,199
5	\$60,506	\$61,584	\$63,736
6	\$60,953	\$62,034	\$64,022
7	\$61,356	\$62,534	\$65,011
8	\$61,775	\$63,014	\$66,620
9	\$62,057	\$63,255	\$66,912
10	\$62,655	\$63,892	\$67,169
11	\$63,045	\$64,388	\$67,506
12	\$63,676	\$65,024	\$67,828
13	\$64,308	\$65,703	\$69,277
14	\$64,703	\$66,076	\$69,602
15	\$65,087	\$66,445	\$69,842
16	\$65,473	\$66,818	\$69,948
17	\$65,855	\$67,703	\$70,045
18	\$66,239	\$67,852	\$70,848
19	\$66,753	\$68,111	\$71,179
20	\$67,146	\$68,547	\$71,341
21	\$67,764	\$69,360	\$71,543
22	\$68,486	\$69,997	\$71,771
23	\$69,963	\$71,188	\$75,306
24	\$70,858	\$72,416	\$76,296
25	\$71,527	\$72,995	\$76,498
26	\$72,465	\$73,940	\$76,723
27	\$73,520	\$75,646	\$77,000
28	\$75,786	\$77,056	\$81,182
29	\$75,910	\$77,884	\$81,306
30	\$76,440	\$78,071	\$81,429
31	\$77,550	\$79,003	\$82,136
32+	\$88,648	\$90,669	\$94,912

New hires are required to submit original service records for verification of prior experience no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 198 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

2017 - 2018 High School Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$61,436	\$62,553	\$63,670
1	\$61,771	\$62,888	\$64,005
2	\$62,272	\$63,389	\$65,258
3	\$62,976	\$64,119	\$66,075
4	\$63,710	\$64,850	\$67,029
5	\$64,173	\$65,316	\$67,599
6	\$64,648	\$65,794	\$67,902
7	\$65,075	\$66,324	\$68,951
8	\$65,519	\$66,833	\$70,657
9	\$65,818	\$67,089	\$70,967
10	\$66,452	\$67,764	\$71,240
11	\$66,866	\$68,291	\$71,597
12	\$67,535	\$68,965	\$71,939
13	\$68,206	\$69,685	\$73,475
14	\$68,625	\$70,080	\$73,820
15	\$69,032	\$70,472	\$74,075
16	\$69,441	\$70,868	\$74,187
17	\$69,846	\$71,806	\$74,290
18	\$70,254	\$71,964	\$75,141
19	\$70,799	\$72,239	\$75,493
20	\$71,215	\$72,702	\$75,664
21	\$71,871	\$73,564	\$75,879
22	\$72,637	\$74,239	\$76,120
23	\$74,203	\$75,503	\$79,870
24	\$75,152	\$76,805	\$80,921
25	\$75,862	\$77,419	\$81,135
26	\$76,857	\$78,421	\$81,373
27	\$77,976	\$80,231	\$81,666
28	\$80,379	\$81,726	\$86,102
29	\$80,511	\$82,605	\$86,234
30	\$81,073	\$82,802	\$86,365
31	\$82,250	\$83,791	\$87,114
32+	\$94,020	\$96,164	\$100,664

New hires are required to submit original service records for verification of prior experience no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 210 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

2017 - 2018 Librarian Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$53,500	\$54,500	\$55,500
1	\$53,750	\$54,770	\$55,990
2	\$53,989	\$55,009	\$56,702
3	\$54,468	\$55,485	\$57,546
4	\$55,071	\$56,088	\$58,055
5	\$55,481	\$56,499	\$58,561
6	\$55,896	\$56,917	\$58,831
7	\$56,290	\$57,406	\$59,766
8	\$56,709	\$57,879	\$61,285
9	\$56,977	\$58,109	\$61,562
10	\$57,540	\$58,708	\$61,804
11	\$57,911	\$59,178	\$62,122
12	\$58,506	\$59,779	\$62,427
13	\$59,103	\$60,415	\$63,794
14	\$59,476	\$60,771	\$64,102
15	\$59,839	\$61,120	\$64,329
16	\$60,202	\$61,473	\$64,429
17	\$60,563	\$62,309	\$64,521
18	\$60,927	\$62,448	\$65,275
19	\$61,411	\$62,694	\$65,588
20	\$61,781	\$63,106	\$65,739
21	\$62,367	\$63,873	\$65,931
22	\$63,048	\$64,475	\$66,145
23	\$64,444	\$65,594	\$69,484
24	\$65,284	\$66,755	\$70,420
25	\$65,916	\$67,302	\$70,611
26	\$66,801	\$68,193	\$70,823
27	\$67,799	\$69,806	\$71,083
28	\$69,939	\$71,136	\$75,034
29	\$70,056	\$71,919	\$75,152
30	\$70,555	\$72,095	\$75,268
31	\$71,604	\$72,976	\$75,935
32+	\$82,084	\$83,994	\$87,999

New hires are required to submit original service records for verification of prior experience no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 187 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

2017 - 2018 Nurse Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$52,000	\$53,000	\$54,000
1	\$52,200	\$53,250	\$54,350
2	\$52,428	\$53,448	\$55,141
3	\$52,836	\$53,856	\$55,938
4	\$53,244	\$54,264	\$56,260
5	\$53,652	\$54,672	\$56,766
6	\$54,060	\$55,080	\$57,037
7	\$54,468	\$55,578	\$57,971
8	\$54,915	\$56,085	\$59,509
9	\$55,182	\$56,315	\$59,793
10	\$55,746	\$56,913	\$60,044
11	\$56,116	\$57,382	\$60,370
12	\$56,711	\$57,984	\$60,683
13	\$57,308	\$58,621	\$62,092
14	\$57,681	\$58,979	\$62,409
15	\$58,044	\$59,338	\$62,644
16	\$58,407	\$59,702	\$62,747
17	\$58,768	\$60,563	\$62,840
18	\$59,139	\$60,707	\$63,617
19	\$59,639	\$60,960	\$63,932
20	\$60,019	\$61,384	\$64,082
21	\$60,623	\$62,174	\$64,274
22	\$61,324	\$62,793	\$64,489
23	\$62,761	\$63,938	\$67,828
24	\$63,627	\$65,099	\$68,763
25	\$64,259	\$65,646	\$68,954
26	\$65,145	\$66,538	\$69,166
27	\$66,142	\$68,149	\$69,428
28	\$68,284	\$69,480	\$73,378
29	\$68,400	\$70,262	\$73,496
30	\$68,898	\$70,438	\$73,611
31	\$69,948	\$71,320	\$74,278
32+	\$80,429	\$82,338	\$86,344

New hires are required to submit original service records for verification of prior experience in a school district or university no later than June 30, 2018 for consideration in the 2017-2018 school year.

This salary schedule is based on 187 days for the 2017 – 2018 school year only and cannot be used to predict future salaries.

Section IV

Pay Grades and Ranges of Pay

2017–2018 Administrative Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
101					
	Admin Associate I – SERS	220	\$88.32	\$110.40	\$132.48
	Storekeeper/Delivery Sp Ed	220	19,430	24,288	29,146
102					
	Office Assistant IIa – Special Education	210	\$98.08	\$122.56	\$147.04
	Office Assistant IIc – Elementary School (ES)	183	17,949	22,428	26,908
	Office Assistant IIc – High School (HS)	183	19,420	24,267	29,114
	Office Assistant IIc – Middle School (MS)	183	20,597	25,738	30,878
	Office Assistant IIc – Special/Alt. School	183	23,539	29,414	35,290
	Receptionist	240			
103					
	Admin Associate Ia – AAIL	240	\$121.60	\$152.00	\$182.40
	Admin Associate Ia – Adult Education	240	187 Days	22,739	28,424
	Admin Associate Ia – Student Placement Center (Admissions Advisor)	198	188 Days	22,861	28,576
	Admin Associate Ia – Athletics	240	198 Days	24,077	30,096
	Admin Associate Ia – Bilingual/ESL	198	210 Days	25,536	31,920
	Admin Associate Ia – CTE	240	215 Days	26,144	32,680
	Admin Associate Ia – Child Find	240	217 Days	26,387	32,984
	Admin Associate Ia – CIP	240	240 Days	29,184	36,480
	Admin Associate Ia – CNS	240			43,776
	Admin Associate Ia – Central Filing – Special Ed	240			
	Admin Associate Ia – ECE Clerk	217			
	Admin Associate Ia – Ed Technology	240			
	Admin Associate Ia – Employee Relations	240			
	Admin Associate Ia – Facilities Planning	240			
	Admin Associate Ia – Family and Community Resources	240			
	Admin Associate Ia – Health Services	240			
	Admin Associate Ia – Employee Records	240			
	Admin Associate Ia – Library Media	210			
	Admin Associate Ia – Maintenance	240			
	Admin Associate Ia – Nutrition Services	240			
	Admin Associate Ia – Psychological Services	240			
	Admin Associate Ia – Purchasing	240			
	Admin Associate Ia – Research and Evaluation	240			
	Admin Associate Ia – RTI	217			
	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 and Placement	240
Admin Associate Ia – Student Records	240
Admin Associate Ia – Transition Center	240
Admin Associate Ia – Transportation	240
Admin Associate Ic – HS SIP	187
Admin Associate Ic – MS Counselor Clerk	188

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Admin Associate Ia – Strategic Operations	240
Admin Associate II – Science	240
Admin Associate II- Guidance and Counseling	240
Admin Associate IIa – Adolescent Pregnancy Services	240
Admin Associate IIa – Adult Education	240
Admin Associate IIa – Accounts Payable	240
Admin Associate IIa – Student Placement Ctr.	240
Admin Associate IIa – Art Ed	240
Admin Associate IIa – Bilingual/ESL	240
Admin Associate IIa – CIP	240
Admin Associate IIa – CNS	240
Admin Associate IIa – Customer Service DOT	240
Admin Associate IIa – District Records Management	240
Admin Associate IIa – DOT Records	240
Admin Associate IIa – Literacy	240
Admin Associate IIa – Family and Community Resources	240
Admin Associate IIa – Fort Worth After School	240
Admin. Associate IIa – Grants & Development	240
Admin Associate IIa – Guidance and Counseling	240
Admin Associate IIa – HCM Administration	240
Admin Associate IIa – Health Services	240
Admin Associate IIa – Health/PE	240
Admin Associate IIa – Employee Records	240
Admin Associate IIa – Maintenance	240
Admin Associate IIa – Math	240
Admin Associate IIa – Music	240
Admin Associate IIa – Office/Professional Standards	240
Admin Associate IIa – Parents as Teachers	240
Admin Associate IIa – Psychological Services	240
Admin Associate IIa – Purchasing	240

	Daily	\$132.56	\$165.68	\$198.80
183	Days	24,258	30,319	36,380
187	Days	24,789	30,982	37,176
193	Days	25,584	31,976	38,368
198	Days	26,247	32,805	39,362
210	Days	27,838	34,793	41,748
215	Days	28,500	35,621	42,742
220	Days	29,163	36,450	43,736
240	Days	31,814	39,763	47,712

Admin Associate IIa – Safety/Security	240
Admin Associate IIa – Special Education	240
Admin Associate IIa – Social Studies	240
Admin Associate II – Student Assessment – ADQ	240
Admin Associate IIa – Student Engagement	240
Admin Associate IIa – Student Discipline and Placement	240
Admin Associate IIa – Transportation	240
Admin Associate IIa – Warehouse	240
Admin Associate IIa – World Languages	240
Admin Associate IIc – ES Secretary	215, 240
Admin Associate IIc – HS Counselor	198, 220 210, 215, 220
Admin Associate IIc – Sp/Alt	220
Attendance Clerk – Alt/Sp	210
Attendance Clerk – HS	183, 187 183, 193,
Attendance Clerk – MS	198
Cash Management Assistant	240
Technician I – Medicaid/SHARS	240
Technician I – Print Center	240

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Admin Assistant I – Grants and Development	240
Admin Assistant Ia – Athletics	240
Admin Assistant Ia – Bilingual/ESL	240
Admin Assistant Ia – Board of Education	240
Admin Assistant Ia – Broadcast & Traffic Assistant	240
Admin Assistant Ia – CTE	240
Admin Assistant Ia – Controller’s Office	240
Admin Assistant Ia – Curriculum	240
Admin Assistant Ia – Div of Technology	240
Admin Assistant Ia – Employee Relations	240
Admin Assistant Ia – Family and Community Resources	240
Admin Assistant Ia – Fine Arts	240
Admin Assistant Ia – Grants & Development	240
Admin Assistant Ia – HCM	240
Admin Assistant Ia – Internal Audit	240
Admin Assistant Ia – Elementary/Secondary Leadership Directors	240
Admin Assistant Ia – Literacy	240
Admin Assistant Ia – Maintenance/Ops	240
Admin Assistant Ia – MCP	240
Admin Assistant Ia – Nutrition Services	240
Admin Assistant Ia – Payroll	240
Admin Assistant Ia – Purchasing	240

	Daily	\$151.12	\$188.88	\$226.64
183	Days	27,655	34,565	41,475
198	Days	29,922	37,398	44,875
215	Days	32,491	40,609	48,728
220	Days	33,246	41,554	49,861
240	Days	36,269	45,331	54,394

Admin Assistant Ia – Risk Management	240
Admin Assistant Ia – Strategic Operations	240
Admin Assistant Ia – Transportation	240
Admin Associate IIIa – Benefits	240
Admin Associate IIIa – Community & Strat. Partnerships	240
Admin Associate IIIa – Early Childhood	240
Admin Associate IIIa – Family Communications	240
Admin Associate IIIa – Legal	240
Admin Associate IIIa – Maintenance	240
Admin Associate IIIa – Nutrition Services	240
Admin Associate IIIa – Transportation Finance	240
Admin Associate IIIa – Transportation	245
Admin Associate IIIa – Workers’ Compensation	240
Admin Associate IIIc – Boulevard Heights	240
Admin Associate IIIc – HS Sec	183, 193, 240
Admin Associate IIIc – MS Sec	215
Admin Associate IIIc – International Newcomers Acad.	240
Assistant Trainer – Nutrition	240
Data Clerk – Alt/Sp	198, 215
Data Clerk – HS	215
Data Clerk – MS	198
Data Clerk – Student Discipline and Placement	220
HS Registrar	240
Sr. Clerk – Accounting	240
Sr. Clerk – Accounts Payable	240
Sr. Clerk – Purchasing	240
Technician II – Central Calling	240
Training Coordinator	245
Transactional Team – HCM	240

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Admin Assistant IIa – Budget and Management	240
Admin. Assistant IIa – AAIL	240
Admin Assistant IIa – Ed Tech	240
Admin Assistant IIa – ADQ	240
Admin Assistant IIa – Special Ed	240
Admin Assistant IIa – Legal	240
Admin Assistant IIa – Op Management	240
Admin Assistant IIa – Student Support Services	240
Compensation Assistant	240
Compensation/Payroll Assistant	240
Exec Secretary BOE	240
Payroll Assistant	240

	Daily	\$167.76	\$209.68	\$251.60
220	Days	36,907	46,130	55,352
240	Days	40,262	50,323	60,384
245	Days	41,101	51,372	61,642

Specialist I – Dispatch 245
 Specialist I – Transportation N 245

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Admin Assistant IIIa – Division Chief 240
 Admin Assistant IIIa – Library Media 240
 Analyst I – Lead Data – Bilingual ESL 240
 Specialist – Compensation 240
 Specialist – Employee Records 240
 Specialist – HCM Transactional Team 240
 Specialist – Payroll 240

Daily		\$184.48	\$230.64	\$276.80
240	Days	44,275	55,354	66,432

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Admin Assistant IV – Superintendent 240

Daily		\$206.64	\$258.32	\$310.00
240	Days	49,594	61,997	74,400

2017–2018 Instructional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Daily	\$91.20	\$114.00	\$136.80
	Teacher Assistant I – Adult Education	220	183 Days	16,690	20,862	25,034
	Teacher Assistant I – Bilingual	183	220 Days	20,064	25,080	30,096
	Teacher Assistant I – ES	183				
	Teacher Assistant I – ES Spanish Immersion	183				
	Teacher Assistant I – HS	183				
	Teacher Assistant I – MS	183				
	Teacher Assistant I – Pre K	183				
	Teacher Assistant I – Resource Title I	183				
	Teacher Assistant I – Sp Ed Resource	183				
202			Daily	\$98.48	\$123.12	\$147.76
	Vacant	183	183 Days	18,022	22,531	27,040
203			Daily	\$121.12	\$151.44	\$181.76
	Health Assistant	183	183 Days	22,165	27,714	33,262
	Library Clerk	183	187 Days	22,649	28,319	33,989
	Teacher Assistant III – SEAS	183	198 Days	23,982	29,985	35,988
	Teacher Assistant III – CAI Adult Ed.	220	220 Days	26,646	33,317	39,987
	Teacher Assistant III – CAI Lab	183				
	Teacher Assistant III – Deaf Education	183				
	Teacher Assistant III – Dyslexia	183				
	Teacher Assistant III – ES Science Lab	187				
	Teacher Assistant III – HS Science Lab	198				
	Teacher Assistant III – In-House	183				
	Teacher Assistant III – LINC	183				
	Teacher Assistant III – Peak HS Science Lab	183				
	Teacher Assistant III – PPCD	183				
	Teacher Assistant III – Science Lab	187				
	Teacher Assistant III – Severe Needs	183				
	Teacher Assistant III – TAP	183				
	Community Health Worker	220				
204			Daily	\$132.00	\$165.04	\$198.08
	Parent Educator	183	183 Days	24,156	30,202	36,249
	Parent Specialist	187	187 Days	24,684	30,862	37,041
	American Indian Liaison	220	220 Days	29,040	36,308	43,577

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Deaf Education Transcriber	183
Deaf Interpreter	183
Dyslexia Assistant	183
Program Assistant	183
Sp Ed Brailist	187

Daily		\$150.56	\$188.16	\$225.76
183	Days	27,552	34,433	41,314
187	Days	28,155	35,186	42,217

2017–2018 Operations Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
301	Bus Attendant	183	Hourly	\$10.08	\$12.60	\$15.12
			183 Days	14,757	18,446	22,136
302	Campus Monitor	183	Hourly	\$11.09	\$13.86	\$16.63
			Daily	\$88.72	\$110.88	\$133.04
	Custodian I	240, 245	183 Days	16,236	20,291	24,346
	Fuel Attendant	245	240 Days	21,293	26,611	31,930
	Nutrition Services Worker	183	245 Days	21,736	27,166	32,595
303	Grounds Worker	245	Hourly	\$12.30	\$15.38	\$18.46
			Daily	\$98.40	\$123.04	\$147.68
	Truck Driver I	245	245 Days	24,108	30,145	36,182
304	Apprentice Mechanic	245	Hourly	\$15.14	\$18.92	\$22.70
			Daily	\$121.12	\$151.36	\$181.60
	Bus Driver	183	183 Days	22,165	27,699	33,233
	Concrete Finisher	245	189 Days	22,892	28,607	34,322
	Custodian II – Head ES	245	240 Days	29,069	36,326	43,584
	HVAC Technician I Chillers	245	245 Days	29,674	37,083	44,492
	Irrigator Technician I	245				
	Mechanic Assistant	245				
	Nutrition Services Manager I	189				
	Painter I	245				
	Plumber I	245				
	PM Service Person	245				
	Security Monitor	245				
	Truck Driver II	240				
	Warehouse Person I	245				
	Warehouse Specialist	240				
	305	Assistant Router and Scheduler	245	Hourly	\$16.50	\$20.62
Daily				\$132.00	\$164.96	\$197.92
Back Hoe Operator		245	183 Days	24,156	30,188	36,219
Bus Driver – Team Lead		183	189 Days	24,948	31,177	37,407
Custodian III – Head MS		245	245 Days	32,340	40,415	48,490
Environmental Worker		245				
Floor/Hardware Technician		245				
General Maintenance Worker II		245				
Locker Repairer		245				
Machine Operator		245				

Mason Journeyman	245
Nutrition Services Manager II	189
Nutrition Services Manager III	189
Painter III	245
Safety Officer	245
Skilled Maintenance General I	245
Warehouse Person II	245

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Appliance Repair II	245
Appliance Repair Journeyman	245
Carpenter II	245
Central Warehouse Specialist I	245
Custodian IV – Head HS	245
Head Custodian – Special Campus	245
Skilled Maintenance General II	245
Specialist I – Auxiliary Services	245
Specialist I – Free Lunch	240
Specialist I – Lot Supervisor North	245
Specialist I – Lot Supervisor West	245
Specialist I – Nutrition Services	245

Daily	\$150.48	\$188.08	\$225.68
240 Days	36,115	45,139	54,163
245 Days	36,868	46,080	55,292

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Building Manager - Central	245
Exterminator	245
Fire Alarm Technician III	245
Glazier II	245
Irrigator Technician III	245
Lay-In Ceiling Technician	245
Locksmith Journeyman	245
Mechanic II	245
Plasterer II	245
Refrigeration Technician I	245
Router and Scheduler II	245
Sewer Technician II	245
Sheet Metal Worker I	245
Skilled Maintenance General III	245
University Grill/Catering Specialist	240
Welder II	245

Daily	\$168.48	\$210.64	\$252.80
240 Days	40,435	50,554	60,672
245 Days	41,278	51,607	61,936

308

Advanced Environment	245
Electrician Journeyman	245
EMS Technician III	245
HVAC II Rooftops	245

Daily	\$185.36	\$231.68	\$278.00
240 Days	44,486	55,603	66,720
245 Days	45,413	56,762	68,110

HVAC Journeyman 245
 Plumber II 240, 245

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Asst Foreperson – Carpentry 245
 Asst Foreperson – CNS 245
 Asst Foreperson – Electronic 245
 Asst Foreperson – EMS 245
 Asst Foreperson – Hardware/Ceil 245
 Asst Foreperson – HVAC 245
 Asst Foreperson – Metal Shop 245
 Asst Foreperson – Paint Shop 245
 Asst Foreperson – Plumbing 245
 Asst Foreperson – Small Equipment 245
 Asst Foreperson – Transportation 245

Daily	\$213.12	\$266.40	\$319.68
245 Days	52,214	65,268	78,322

2017-2018 Campus Administration Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Daily	\$290.00	\$347.30	\$404.60
	Asst Principal – ES	205	205 Days	59,450	71,197	82,943
	Dean of Instruction – ES	205	220 Days	63,800	76,406	89,012
	Asst Principal- *Como Elementary, *Mitchell Blvd., *Maude Logan, *JT White	220				
402			Daily	\$304.50	\$364.67	\$424.84
	Asst Principal – MS	215	215 Days	65,468	78,404	91,341
	Dean of Instruction – MS	215	220 Days	66,990	80,227	93,464
	Asst Principal- *Forest Oak	220				
403			Daily	\$325.47	\$382.90	\$440.34
	Asst Principal – Boulevard Heights	215	215 Days	69,976	82,324	94,673
	Asst Principal – HS	215				
	Asst Principal – Int’l Newcomer Academy	215				
	Dean of Instruction – HS	215				
	Dean of Instruction – Int’l Newcomer Academy	215				
404			Daily	\$371.45	\$417.36	\$463.27
	Principal – ES	220	220 Days	81,719	91,819	101,919
	Principal –ES *Como Elementary,*Mitchell Blvd., *Maude Logan, * JT White	240	240 Days	89,148	100,166	111,184
405			Daily	\$397.46	\$446.58	\$495.70
	Principal – Int’l Newcomer Academy	240	220 Days	87,441	98,248	109,054
	Principal – MS	220	240 Days	95,390	107,179	118,968
	Principal – Boulevard Heights/Transition Center, *Forest Oak	240				
406			Daily	\$441.17	\$495.70	\$550.23
	Principal – HS	240	240 Days	105,881	118,968	132,055

*Leadership Academies

2017–2018 Campus-Professional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint**	Maximum	
601			Daily	\$212.53	\$265.66	\$318.79
	Specialist II	240	187 Days	39,743	49,678	59,615
	Specialist II – CC Readiness	187	210 Days	44,631	55,789	66,947
	Specialist II – Parent Outreach	210	240 Days	51,007	63,758	76,511
602			Daily	\$233.79	\$292.24	\$350.68
	Coordinator II – Home School Program	240	187 Days	43,718	54,649	65,577
	Coordinator II – Social Services	210	193 Days	45,121	56,402	67,681
	JROTC Staff	260	210 Days	49,095	61,370	73,643
	School Manager TTIPS (Teacher Manager)	210	240 Days	56,109	70,138	84,163
	Social Worker I	240	260 Days	60,784	75,982	91,177
	Speech-Language Pathology Assistant	187				
603			Daily	\$261.84	\$327.30	\$392.76
	Athletic Trainer	202	183 Days	47,917	59,896	71,875
	Campus Coordinator/Operations Manager	215, 240	187 Days	48,964	61,205	73,446
	Campus Instructional Coach	193, 220	193 Days	50,535	63,169	75,803
	CTE Instructional Coach	220	198 Days	51,844	64,805	77,767
	Curriculum Network Specialist	220	202 Days	52,892	66,115	79,338
	Data Analyst	187, 220	207 Days	54,201	67,751	81,301
	Data Analyst – Assessment	187	210 Days	54,986	68,733	82,480
	DII Coach	210	215 Days	56,296	70,370	84,443
	Dyslexia Evaluator	210	220 Days	57,605	72,006	86,407
	Dyslexia Specialist	220	240 Days	62,842	78,552	94,262
	Intervention Specialist IV	187, 193, 220				
	Music Therapist	187				
	Orientation & Mobility Specialist	202				
	RTI Specialist	207, 220				
	Social Worker II	183, 193, 202, 210				
	Specialist – Early Childhood	220				
	Specialist- Restorative Practices	220				
604			Daily	\$298.50	\$373.13	\$447.75
	Audiologist	202	187 Days	55,820	69,775	83,730
	Diagnostic Eval Specialist	193, 210, 240	193 Days	57,611	72,014	86,416
	LSSP	193, 210, 240	202 Days	60,297	75,372	90,446
	Instructional Specialist	187	210 Days	62,685	78,357	94,028
	Occupational Therapist	202	240 Days	71,640	89,551	107,460
	Physical Therapist	202				
	Speech-Language Pathologist	187, 202, 210				

2017–2018 Technology Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
701			Daily	\$174.41	\$214.00	\$253.59
	IT Specialist I – Infrastructure	240	240 Days	41,858	51,360	60,862
	IT Specialist I – Logistics	240				
	IT Specialist I – Procurement	240				
	Technician II – IT School Solutions	240				
702			Daily	\$195.34	\$239.68	\$284.02
	Application Specialist	240	240 Days	46,882	57,523	68,165
	IT Coordinator I – Customer Services DOT	240				
	IT Coordinator I – Procurement	240				
	IT Specialist II – Customer Services	240				
	IT Specialist II – Infrastructure	240				
	IT Specialist II – Team Lead	240				
	IT Specialist II – Transcripts	240				
	IT Technician III – Telecommunications	240				
	IT Warehouse Supervisor	240				
	Physical Security Technician	240				
	Trainer – Admin Applications	240				
	Trainer – School Solutions	240				
703			Daily	\$218.78	\$268.44	\$318.10
	IT Specialist III – Campus Support	240	220 Days	48,132	59,057	69,982
	IT Specialist III – CTE	240	240 Days	52,507	64,426	76,344
	IT Specialist III – Customer Service	240				
	IT Specialist III – Legacy	240				
	IT Specialist III – School Solutions	240				
	IT Supervisor II	240				
	Specialist III – Data	240				
	Technology Learning Coach	220, 240				
704			Daily	\$249.41	\$306.02	\$362.63
	IT Specialist IV – Network Engineer	240	240 Days	59,858	73,445	87,031
	IT ERP Systems Specialist	240				
	Network Specialist	240				
	Specialist IV – IT School Solutions	240				
	Specialist IV - CNS	240				
	IT Specialist IV – Lead Campus Support	240				
705			Daily	\$269.36	\$330.50	\$391.64

Data Analyst	240	240 Days	64,646	79,320	93,994
Database Administrator	240				
IT .Net Programmer	240				
IT Analyst IV	240				
IT Dbase Analyst IV	240				
IT Manager I – Help Desk	240				
IT Manager I – Infrastructure	240				
IT Network Administrator	240				
IT Sr .Net Programmer	240				

706

Daily	\$304.38	\$373.47	\$442.56
240 Days	73,051	89,633	106,214

Digital Learning Coordinator	240
Director-PEIMS & Student Records	240
Director- Technology Learning Integration Instructional Technology Project Support Coordinator	240
IT Director I – Customer Experience	240
IT Manager II – Campus Support	240
IT Manager II – Network Operations	240
IT Manager II – Projects	240
IT Manager II- School Software Development	240
Network Manager	240
Senior Systems Analyst	240

707

Daily	\$353.08	\$433.23	\$513.38
240 Days	84,739	103,975	123,211

Business Intelligence Administrator	240
Director I – Network Engineering	240
Director II – SIS	240
Director – Instructional Technology Professional Development	240
Director – Instructional Technology Project Management	240
IT Director II – School Software Dev/PEIMS	240

708

Daily	\$401.39	\$472.22	\$543.05
240 Days	96,334	113,333	130,332

Exec Director – Application Development	240
Exec Director – Customer Services	240
IT Director III – Strategic Operations	240

2017–2018 Business & Operations Exempt Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
801			Daily	\$187.45	\$230.00	\$272.55
	Analyst I – Budget/Grant	240	240 Days	44,988	55,200	65,412
	Analyst I – Energy Management	240				
	Buyer	240				
	Public Information Coordinator	240				
	Specialist I – Operations	240				
	Specialist I – CIP	240				
	Specialist II – Benefits	240				
	Specialist II – Hub	240				
	Specialist II – Research	240				
802			Daily	\$202.45	\$248.40	\$294.35
	Compliance Analyst	240	198 Days	40,085	49,183	58,281
	Coordinator II – Internal Comm.	240	220 Days	44,539	54,648	64,757
	Dietitian	240	240 Days	48,588	59,616	70,644
	Specialist III – ADQ	240	245 Days	49,600	60,858	72,116
	Specialist III – Assessment	240				
	Specialist III – Facilities Planning	240				
	Specialist III – Project Development	240				
	Specialist III – Student Engagement	240				
	Supervisor II – Central Calling	240				
	Supervisor II – Custodial	245				
	Supervisor II – Print Shop	240				
803			Daily	\$242.94	\$298.08	\$353.22
	Accountant	240	193 Days	46,887	57,529	68,171
	Analyst III – Budget, PC	240	198 Days	48,102	59,019	69,937
	Analyst III – Compensation	240	220 Days	53,447	65,578	77,708
	Analyst III – Special Ed Budget	240	240 Days	58,306	71,539	84,773
	Coordinator II – Textbooks	245	245 Days	59,520	73,030	86,539
	Coordinator III – Branding	240				
	Coordinator III – Community Partnerships	240				
	Coordinator III – Corporate Partnerships	240				
	Coordinator III – Employee Records	240				
	Coordinator III – District Records Mgmt.	240				
	Coordinator III – Medicaid/SHARS	240				
	Coordinator III – Partnership	240				
	Coordinator III – Safety & Security	193, 240				
	Coordinator III – Social Media	240				
	Coordinator III – Textbooks	240				

Coordinator III – Web Communications	240
Editor/Photographer	240
Foreperson – Maintenance	245
Foreperson Fleet Operations	245
Internal Auditor	240
Internal Finance Specialist	240
Investigator	240
Senior Buyer	240
Specialist IV – Asbestos	240
Specialist IV – Environmental	240
Specialist IV – Family Communications	220
Supervisor III – Campus Safety	240
Supervisor III – Nutrition Services	198, 220

804

Analyst IV – ADQ	240
Analyst IV – Research & Accountability	240
Comm Coordinator IV – TTIPS	198
Compliance Coordinator	240
Coordinator IV – Capital Imp Program	240
Coordinator IV – Chief	240
Coordinator IV – HCM Central Office	240
Coordinator IV – HCM Compliance	240
Coordinator IV – HCM Employee Relations	240
Coordinator IV – Operations Management	240
Coordinator IV – Payroll	240
Coordinator IV – Prof. Learning & Impr.	240
Coordinator IV – Purchasing HUB – CIP	240
Coordinator IV – Strategic Communications	240
Data Analysis Specialist	240
HCM Campus Coordinator	240
Manager I – Transportation	240
Manager I – Transactional Team	240
Senior Accountant	240
Senior Compliance Analyst	240
Senior Internal Auditor	240
Specialist V - ADQ	240
Specialist V - ALD	198
Specialist V – Dashboard	240
Specialist V – Data Analytic	240
Specialist V – PLI	210
Specialist V – Sr. Project Development	240
Specialist V – Teacher Induction	205
Supervisor III – Accounts Payable	240
Supervisor IV – Transportation Planning	240

	Daily	\$262.37	\$321.93	\$381.49
198	Days	51,949	63,742	75,535
205	Days	57,786	65,996	78,205
210	Days	55,097	67,605	80,113
240	Days	62,969	77,263	91,558

Talent Management Coordinator 240

805	
Coordinator V – Assessment	240
Coordinator V – Compliance	240
Coordinator V – Data Analysis & Reporting	240
Coordinator V – Special Projects (Communications)	240
Coordinator V – Web & Creative Communications	240
Director II– Board Policy, Governance, & Strategic Support	240
Director I – Adult Education	240
Director I – Facilities	240
Director I – Policy Implementation & Strategic Support	240
Executive Assistant to Supt.	240
Manager II – Lead Environment	240

Daily		\$283.36	\$347.68	\$412.00
240	Days	68,006	83,443	98,880

806	
Assistant Controller	240
Assistant Director – CNS	240
Assistant Director – Transportation	240
Director II – Employee Relations	240
Director I – Fiscal Compliance & District Records Management	240
Director I – Payroll	240
Director II – Assessment & Accountability	240
Director II – Community & Strategic Partnerships	240
Director II – Data Analysis & Reporting	240
Director II – External & Emergency Communications	240
Director II – Family Communications	240
Director II – Federal Programs	240
Director II – Maintenance Central	240
Director II – Maintenance Project	240
Director II – Marketing & Multimedia Strategies	240
Director II – OPS	240
Director II – Program Monitoring & Compliance	240
Director II – Staffing	240
Manager II – Budget Management	240
Manager II – CIP Accounting	240
Manager II – Compensation	240
Manager II – Internal Audit	240
Manager II – Purchasing	240
Manager III – Safety/Construction	240
Staff Attorney	240

Daily		\$325.86	\$399.83	\$473.80
240	Days	78,206	95,959	113,712

Treasurer 240

807

Chief – Internal Audit 240
 Controller 240
 Director III – Safety & Security 240
 Director III – Benefits & Risk Mgmt. 240
 Director III – Compensation & Employee Records 240
 Exec Director – Collective Impact 240
 Exec Director – Communications 240
 Exec Director – HCM SEL/RET 240
 Exec Director – HCM Talent/Dev. 240
 Exec Director – Purchasing 240
 Exec Director – Selection and Retention 240
 Exec Director – Strategic Planning 240
 Exec Director – Talent Acquisition & Dev. 240
 Manager III – Business Operations 240
 Manager III – Design 240

Daily		\$384.52	\$471.80	\$559.08
240	Days	92,285	113,232	134,179

808

Director III – Child Nutrition Services 240
 Director III – Transportation 240
 General Manager – Maintenance & Operations 240

Daily		\$455.65	\$559.08	\$662.51
240	Days	109,356	134,179	159,002

2017–2018 Instructional Programs Exempt Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
901			Daily	\$195.60	\$240.00	\$284.40
	Coordinator I – FWAS	220, 240	210 Days	41,076	50,400	59,724
	Coordinator II – Bilingual/ESL	240	220 Days	43,032	52,800	62,568
	Coordinator II – Instructional Support	240	240 Days	46,944	57,600	68,256
	Coordinator II – Student Placement	210				
	Specialist II – Home Liaison	220				
	Specialist II – Migrant Recruiter	210				
	Supervisor I – Special Education	240				
	Supervisor I – Student Placement	240				
902			Daily	\$228.85	\$280.80	\$332.75
	Coordinator – YWLA	215	187 Days	42,795	52,510	62,224
	Coordinator III – Family Resource	240	193 Days	44,168	54,194	64,221
	Coordinator III – MCP	220	215 Days	49,203	60,372	71,541
	Hearing Officer	193,240	220 Days	50,347	61,776	73,205
	Math Interventionist – MCP	215	240 Days	54,924	67,392	79,860
	Program Specialist IV – MCP	215				
	Reading Interventionist – MCP	193, 215				
	Specialist III – Student Engagement	240				
	Specialist IV – Attendance Control	187, 220				
	Specialist IV – Guidance & Counseling	187				
	Specialist IV – Student Engagement	187				
	Support Specialist IV – MCP	215				
903			Daily	\$274.62	\$336.96	\$399.30
	Coordinator IV – AAIL	240	210 Days	57,670	70,762	83,853
	Coordinator IV – Academics	240	220 Days	60,416	74,131	87,846
	Coordinator IV – Bilingual/ESL	240	240 Days	65,909	80,870	95,832
	Coordinator IV – Business Industries	240				
	Coordinator IV – CTE	240				
	Coordinator IV – Critical Incident	240				
	Coordinator IV – DII	210				
	Coordinator IV – Early Childhood	220				
	Coordinator IV – Elementary Literacy Grant	240				
	Coordinator IV – Equity & Excellence	240				
	Coordinator IV – Fine Arts	240				
	Coordinator IV – Health for Teens	240				
	Coordinator IV – Human Services	240				
	Coordinator IV – Instruction	210				
	Coordinator IV – Library Media	240				

Coordinator IV – Special Ed	240
Coordinator IV – STEM	240
Coordinator IV – United Way	240
Coordinator IV-AVID	210
Coordinator V – Fine Arts	220
Coordinator – Core C&I	220
Nurse Specialist	240
Reading Recovery Coordinator	240

904

Asst Director – Athletics	240
Asst Director – Special Ed	240
Asst Director – Student Discipline	240
Coordinator V – Dyslexia	240
Coordinator V – Early Childhood	240
Coordinator V – Eastside Alliance Community Partnership	193
Coordinator V –Historic Stop Six Initiative	193
Coordinator V – MCP	215, 240
Coordinator V – Parents as Teachers	240
Coordinator V – RTI	240
Director I – Adolescent Pregnancy	240
Director I – Family Resource	240
Director I - Student Placement	240
Director I – Curriculum & Instruction	240
Director II - Art Education	240
Director II - Choral Music	240
Director II – Elementary Math Lit.	240
Director II – Elementary Lit.	240
Director II - Health & PE	240
Director II - Instrumental Music	240
Director II – PK-12 SCI STM	240
Director II – PK-12 SS	240
Director II – Secondary Math Lit.	240
Director II – Secondary Lit.	240

	Daily	\$315.81	\$387.50	\$459.19
193 Days		60,951	74,788	88,624
215 Days		67,899	83,313	98,726
240 Days		75,794	93,000	110,206

905

Director II – Academic Achievement	240
Director II - Athletics	240
Director II – Bilingual/ESL	240
Director II - Counseling	240
Director II – Eastside Alliance Community Partnership	220

	Daily	\$347.39	\$426.25	\$505.11
220 Days		76,426	93,775	111,124
240 Days		83,374	102,300	121,226
260 Days		90,321	110,825	131,329

Director II – Family Communications	240
Director II - FW After School	240
Director II - Guidance	240
Director II - Health Services	240
Director II – Historic Stop Six Initiative	240
Director II - JROTC	260
Director II - Intervention	240
Director II - Library Media	240
Director II – Psychological Services	240
Director II – Special Ed	240
Director II – Student Discipline	240
Director II – Student Engagement and Completion	240
Director II – Teacher Induction	240

906

Director III – MCP	240
Exec Director – Admin Learning & Improvement	240
Exec Director – Classified Learning	
Exec Director - Early Academic Success & Acceleration	240
Exec Director – Literacy	240
Exec Director – Teacher Learning & Improvement	240
Exec Director – Visual and Performing Arts	240

Daily	\$399.50	\$490.19	\$580.88
240 Days	95,880	117,646	139,411

907

Director III – Athletics	240
Director III –Elementary/Secondary School Leadership	240
Executive Director – CTE	240

Daily	\$447.44	\$549.01	\$650.58
240 Days	107,386	131,762	156,139

2017–2018 Executives Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
EE1					
	Asst Superintendent - Advanced & Accelerated Learning	240			
	Asst Superintendent – Curriculum & Instruction	240			
	Asst Superintendent – Educational Technology	240			
	Asst Superintendent – Special Populations	240			
	Asst Superintendent – Student Support Services	240			
	General Counsel	240			
	Senior Communications Officer	240			
	Senior Officer – Budget	240			
	Senior Officer – Grants & Development	240			
	Senior Officer – Payroll, Benefits, & Risk Management	240			
EE2					
	Assoc. Superintendent – Systemic Accountability	240			
	Chief – Academic Officer	240			
	Chief – Capital Improvement Program	240			
	Chief – District Operations	240			
	Chief – Elementary Schools	240			
	Chief – Equity and Excellence	240			
	Chief – Financial Officer	240			
	Chief – Human Capital Management	240			
	Chief – Policy and Planning	240			
	Chief – Secondary Schools	240			
	Chief - Technology Officer	240			

Daily	Minimum	Midpoint	Maximum
	\$480.85	\$590.00	\$699.15
240 Days	115,404	141,600	167,796

Daily	Minimum	Midpoint	Maximum
	\$577.02	\$708.00	\$838.98
240 Days	138,485	169,920	201,355

Section V

Supplemental Pay Schedules (Stipends)

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

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

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

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

Academic Coaches Evaluation

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

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

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

Additional Job Responsibilities

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

Athletic Coaches Stipends

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

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

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

Pay Code	Athletic Stipend (Other)	
600	Athletic Coordinator	\$4000
601	Athletic Trainer	6500
623	Defensive Coordinator – Football (one stipend only)	8200
645	Offensive Coordinator – Football (one stipend only)	8200

Pay Code	Head Coach for High School	
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
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
647	Head Powerlifting	3300

Pay Code	Assistant Coach for High School	
605	Assistant Baseball	\$4000
606/607	Assistant Basketball	4000
609	Assistant Cross Country	1000
610	Assistant Football	6800
611	Assistant Golf	2800
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
646	Assistant Powerlifting	2200

Pay Code	Head Coach for Middle School	
648	Head Baseball	\$2000
649/650	Head Basketball	2000
651	Head Cross Country	2000
653	Head Football	2700
656/657	Head Soccer	2000
660/661	Head Track	2000
662	Head Volleyball	2550

Pay Code	Cheerleading/Drill Team Stipend	
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	\$ 2160
411	General Counsel	2246
410	Director – After School Program	2160
410	Director – Athletics	2160
410	Director – Facilities and Planning	2160
412	Director – School Leadership	3510
413	Division Chief	4500
412	Executive Director/ Asst. Supt./ Assoc. Supt./ Senior Officer	3510
410	Facilities Manager – Athletics	2160
409	Superintendent	per contract

Bilingual/ESL Education Stipend

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information please call **817/814-2410**.

Pay Code	Position	Annual Rate
766	Language Center Team Leader (Elementary)	\$ 675
766	Language Center Team Leader (Secondary)	1125
503	Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i>	450
763	Teacher, Elementary DLE	3150
764	Teacher, Elementary ESL Only	450
768	Teacher, Language Center Elementary/Secondary	900
767	Teacher, Transition ESL (Secondary)	450
750	Bilingual Signing Bonus	2000

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/General Counsel	720
416	Other Executive Staff/Senior Staff	600
415	Principals	480

CTE Agriculture Stipend

This rate is designed to compensate CTE Agriculture teachers for working extended hours to maintain the District barn and campus greenhouse as well as preparing animals and students for competitive events.

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

Deaf Education Interpreter Stipend

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

Doctorate Stipend (Pay Code 537)

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

Enrollment Stipend

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

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

Exempt Employees

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

JROTC Stipend (Pay Code 507/510)

This stipend (amounts vary) is designed to compensate high school JROTC/JCC instructors for extra curricular duties. For additional information please call **817/871-3495**.

Leadership Academy Stipends

This stipend is only for campuses designated as Leadership Academies. (Como Elementary, Mitchell Blvd., Maude Logan, JT White, Forest Oak). Stipend will be paid out in 3 installments.

Position	Annual Rate
Principal	\$ 15,000
Assistant Principal	13,500
Teacher	10,000
Administrative Associate	2,500
Attendance Clerk	1,500
Teacher Assistant	2,500
Counselor	10,000
Instructional Coach	8,000
Librarian	8,000
Custodian	1,500
Nutrition Worker	1,500
Nurse	2,500
Campus Monitor	1,500
Data Clerk	1,500
Parent Educator	1,500
Parent Liaison	1,500
Intervention Specialist	8,000
Data Analyst/PLC Coordinator	8,000

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**.

502	Hourly Employee – Night Shift (Custodians)	PER YEAR	\$ 420.00
501	Substitute Head Custodian (Acting – current employee)	PER DAY	16.00
557	Truck Driver Warehouse	PER YEAR	540.00
427	Substitute Lead Mechanic	PER DAY	18.00

Math Stipend

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

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

Mileage Reimbursement

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

Miscellaneous

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

Pay Code	Position	Annual Rate	Daily Rate	Hourly Rate
527	Assistant, Vocational	\$ 405		
561	Curriculum Network Specialist	1500		
511	Coordinator, Programs of Choice	2700		
	Coordinator, Technology	900		
512	Counselor, Lead	450		
552	Coordinator, AVID	1800		
562	Teacher, Bridge	675		
521	Teacher, Resource	313		
	Panelist (Legal Department)		\$130	
588	New Teacher Conference		60	
506	Mobile Campus Monitor	1370		
	Second Appraiser			\$35
	Title I Support Teacher		90	
509	Library Clerk (Dual Sites)	700		
591	Lead Parent Educator	2700		

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 Director at 817/814-2640.

Pay Code	Position	Annual Rate
684	High School Assistant Band Director	\$ 6500
692	High School Assistant Theatre Director	3500
680	High School Assistant Choral	3500
678	High School Choral Director	7000
695	High School Dance Director	4500
676	High School Head Band Director	9500
674	High School Jazz Band Director	5500
675	High School Mariachi Director	7000
667	High School Mariachi Director (supplement to other duties)	2150
673	High School Orchestra Director	4500
691	High School Theatre Director	5000
677	Middle School Assistant Band Director	4200
679	Middle School Choral Director	3000
696	Middle School Dance Director	1800
672	Middle School Head Band Director	6500
685	Middle School Orchestra Director	3000
697	Middle School Mariachi Director	3000
698	Middle School Mariachi Director (supplement to other duties)	1500
693	Middle School Theatre Director	2200
686	Middle School/High School Orchestra School Director (conducts both HS & MS)	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
683	Elementary Strings Teacher	850
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
569	Teacher, Secondary Science (campus based – one-time payment)	\$ 1800

Special Education Stipend

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments. For additional information please call **817/814-2834**.

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 Stipend (annual)

These stipends were 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 additional information please call **817/814-2080**.

536	Associates Degree	\$ 450
535	Bachelor's Degree	600

Section VI

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

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

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

Baseball (Central Site)			
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

Swimming			
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

Wrestling			
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

Volleyball (Central Site)			
Manager	45.00	55.00	60.00
Scorer	25.00	30.00	35.00
Libero Tracker	25.00	30.00	35.00
Ticket Seller	30.00	35.00	40.00
Ticket Taker	30.00	35.00	40.00
Announcer	40.00	50.00	55.00

Softball (Central Site)			
Manager	45.00	55.00	60.00
Seller	40.00	45.00	50.00
Taker/Clock	30.00	35.00	45.00
Score/Announcer	40.00	50.00	55.00

Soccer (Central Site)			
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

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

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

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

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

Adult Education- Vocational Technical Rate

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

Position	Hourly Rate
HVAC (prison)	\$ 22.61

Campus Safety and Security Hourly Rates

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

Position		
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	35.00
Off Duty Police Sergeants and Lieutenants (supervisory role only)	PER HOUR	38.00

Child Nutrition Services Additional Rates

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

Position		
Nutrition Services Education Stipend (TCCD Approved/Maximum 12 courses)	P/COURSE	25.00
Nutrition Services Emergency Gasoline Allowance	P/DAY	2.25
Nutrition Services Sub Worker	P/HOUR	7.50
Nutrition Services Substitute Manager (current employee)	P/HOUR	0.75
Nutrition Services Uniform Allowance	P/HOUR	6.50

Exempt Employees

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

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

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

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

Fort Worth After-School (FWAS) Tutorial Program Rates

These rates are approved for the after-school tutoring program only. For additional information please call **817/492-7945**.

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
FWAS Program Coordinator	13.00

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

Position	Pay Code
Tutor for Elementary Schools	Pay Code 454
Tutor for Middle Schools	Pay Code 456
Tutor for High Schools	Pay Code 455

Part-time and 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**.

Position	Hourly Rate
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
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)	
Parent Liaison	10.00
Secretary	10.00
Warehouse Textbooks Summer employee	10.50
Summer Enrichment Program Hourly Rates	
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
Professional Development – Exempt Professional Staff Only (designated staff development waiver days not included as staff are already compensated for such days)	
Weekend or after normal working hours during contract year or after last working day	\$21

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 and other Hourly Rates**. For other rates of pay relative to summer school contact Compensation at **817/814-2080**.

Position	Hourly
Principal	\$ 27.00
Assistant Principal	26.00
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 in summer school and summer enrichment programs will earn the designated rates of pay after they fulfill the normal contractual and/or assigned days for the position. When normal working days and summer school work runs concurrently – **THERE IS NO ADDITIONAL PAY FOR THESE DAYS WHEN WORKED 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		
Bus Driver/Team Leader	PER YEAR	\$ 765.00
Transportation Certification Training	PER HOUR	5.00
Transportation Field Trips	PER HOUR	15.14
Transportation Gasoline Allowance	PER DAY	2.40
Transportation Split Routes (am/pm)	FLAT RATE	1.20

Tutorial Rates/BTAP (school-based ONLY)

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.

Position	Hourly Rate
Tutor – Certified Teacher	\$ 21
Tutor – Degree/Not certified	19
Tutor – No Degree/90 college hours	17
Tutor – No Degree/60 college hours	15
Tutor – No Degree/30 college hours	12
Tutor – No Degree/less than 30 college hours or High School Student	10

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

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

Substitute Teacher – Continuous Assignment

Substitute teachers with a bachelor's degree, working in a single classroom assignment past ten days, are eligible for the regular substitute daily rate of pay plus an additional daily amount. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment. DPB (LOCAL). If the substitute misses more than one day per month, then the rate will revert to the regular rate of \$80/day for the next ten days. **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.** Long-term substitute teachers who are used in other capacities will not be eligible to receive the higher rate of pay.

Substitute Teacher Absences

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

FICA Alternative

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

Substitute Rates

Position	Requirement	Daily or Hourly Rate
Substitute Teacher **	60 college hours/daily	\$ 75.00
Substitute Teacher/Librarian/Counselor/Nurse**	Bachelor's degree/daily	82.00
Substitute Teacher**	Bachelor's degree/certified/daily	92.00
(long term rate beginning the 11 th day in same assignment)		127.00
Substitute Teacher – Special Ed Intensive assignments*	Daily	5.00 extra per day
Compliance Substitute Teacher**	Degreed/certified/daily	75.00
Pyramid Substitute Teacher**	Bachelor's Degree/daily	
	0-3 yrs. P-Sub experience	130.00
	4-6 yrs. P-Sub experience	133.00
	7-9 yrs. P-Sub experience	136.00
	10+ yrs. P-Sub experience	140.00

* 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.

Substitute Clerk	Daily	64.00
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	66.00
Substitute Teacher Assistant	Daily	64.00
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

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/

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** on page 62 for more detailed information.

Terminal pay shall not be provided to employees hired 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:

3. 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.

The computed daily rate of pay is calculated by dividing the employee’s salary on August 31, 2012, by 183.

4. 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 of Pay
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	Rate of Pay
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

Employee Benefits Information

Employee Insurance and Fringe Benefits

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

Medical	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.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided \$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.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction (403B and 457B plans).
Leaves of Absence	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Sick Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Bereavement Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Family Emergency/Illness Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Personal Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
Long Term Care	Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Vacation	Twelve-month employees (240 or more days), with total service in FWISD; <ul style="list-style-type: none">• Two weeks per year for the first ten years.• Three weeks per year after ten years-beginning with the eleventh year.• Four weeks per year after twenty years - beginning with the twenty-first year.
Payroll Deductions	<ol style="list-style-type: none">1. Credit Union/Bank Deposits2. FWISD Education Foundation3. Dues4. Annuities5. Insurance6. MACE, UNCF, and United Way Contributions

NOTE: All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2017**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.