

# 2018 - 2019 COMPENSATION MANUAL

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

AN EQUAL OPPORTUNITY EMPLOYER

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

Neither past *nor* future salaries can be accurately calculated or predicted from information in this manual. *Only salaries for the 2018 - 2019 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**

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## Notice of Non-Discrimination

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

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

**ADA/Section 504 Coordinator**  
**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



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

**Tobi Jackson**  
**President**  
**District 2**

**Christene Moss**  
**District 3**

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**1<sup>st</sup> Vice President**  
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**Dr. Ann Sutherland**  
**2<sup>nd</sup> Vice President**  
**District 6**

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

**Anael Luebanos**  
**Secretary**  
**District 8**

**Ashley Paz**  
**District 9**

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

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

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

# **SUPERINTENDENT'S LEADERSHIP TEAM**



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

**Sherry Breed**  
Chief, Equity and Excellence

**Vicki Burris**  
Chief, Capital Improvement Program

**Charles Carroll**  
Chief Academic Officer

**Art Cavazos**  
Chief, District Operations

**Barbara Griffith**  
Sr. Communications Officer

**Karen Molinar**  
Chief, Policy and Planning

**Raul Pena**  
Chief, Elementary Schools

**Cynthia Rincon**  
Chief, Human Capital Management

**Elsie Schiro**  
Chief Financial Officer

**Cherie Washington**  
Chief, Secondary Schools

**Vacant**  
Associate Superintendent of Technology

**Vacant**  
General Counsel

## **Section I**

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# **Compensation Guidelines**

## **COMPENSATION PHILOSOPHY**

Each year the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of individual jobs. The system shall be administered with the intention that employee pay will:

- stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel
- reflect the levels of skill, effort, and responsibility required for different jobs
- reward continued length of service to the District
- 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 30<sup>th</sup>, 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 30<sup>th</sup> 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 30<sup>th</sup>, 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 30<sup>th</sup> will not qualify for or receive back pay.

## **Promotions**

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

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

Salary placement for a promotion should follow the same guidelines as placement for a new hire. Employees who are promoted internally should not be paid less than a new hire would be paid with the same experience. In any event, an employee who is promoted to a higher pay grade should receive no less than a three percent rate increase (applied to the midpoint of the new pay range) nor be paid any less than the minimum rate of the pay range. Adjustments to promotion increases will be made as necessary to maintain pay equity among peer employees with equal or greater experience.

## **Lateral Transfer (Placements)**

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

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

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

**Contract employees** – For Chapter 21 and non-Chapter 21 contract employees, a reduction in pay as a result of a ***voluntary*** reassignment will be effective with the date of reassignment to the lower pay grade.

For an ***involuntary*** reassignment, a Chapter 21 contract employee will retain their existing daily rate and number of work days through the end of the current school year. It may be extended to comply with Chapter 21 contract requirements. A non-Chapter 21 contract employee will retain their existing daily rate and number of work

days through the end of the current school year only. At the beginning of the school year in which the reduction is to take place, the salary and days will be commensurate with the new position.

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

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

**Reduction calculation** - When the reassignment is from one pay range structure to another pay range structure, the employee's base rate of pay (hourly or daily) will be reduced to the same percent of the range midpoint (rate divided by midpoint) in the lower pay range.

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

<u>Higher Pay Grade</u>		<u>Lower Pay Grade</u>	
Employee Rate	\$14.50	Midpoint Rate	\$13.60
Midpoint Rate	÷ \$15.87	Percent of Midpoint	x .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](http://www.tea.state.tx.us)).

### **College Transcripts**

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

### **Salary Increase Eligibility**

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

*current year to satisfy this requirement, provided the service rendered in the other district is evaluated as creditable according to state and local regulations regarding service credit.”*

**Approval Process for Policy Exceptions**

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

## **Section II**

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# **Classroom Teacher Salary Schedule**

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.

# 2018 - 2019 Teacher Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$53,000	\$54,000	\$55,000
1	\$53,120	\$54,155	\$55,220
2	\$53,244	\$54,315	\$55,437
3	\$53,477	\$54,517	\$56,244
4	\$53,893	\$54,933	\$57,057
5	\$54,309	\$55,349	\$57,385
6	\$54,725	\$55,765	\$57,902
7	\$55,141	\$56,182	\$58,178
8	\$55,557	\$56,690	\$59,131
9	\$56,013	\$57,207	\$60,699
10	\$56,285	\$57,441	\$60,989
11	\$56,861	\$58,051	\$61,244
12	\$57,238	\$58,530	\$61,578
13	\$57,845	\$59,143	\$61,897
14	\$58,455	\$59,794	\$63,334
15	\$58,834	\$60,159	\$63,658
16	\$59,205	\$60,525	\$63,896
17	\$59,575	\$60,896	\$64,001
18	\$59,943	\$61,774	\$64,097
19	\$60,322	\$61,921	\$64,890
20	\$60,832	\$62,179	\$65,210
21	\$61,219	\$62,611	\$65,364
22	\$61,836	\$63,418	\$65,559
23	\$62,551	\$64,049	\$65,779
24	\$64,016	\$65,217	\$69,184
25	\$64,899	\$66,401	\$70,138
26	\$65,544	\$66,959	\$70,333
27	\$66,448	\$67,868	\$70,549
28	\$67,465	\$69,512	\$70,817
29	\$69,649	\$70,870	\$74,846
30	\$69,768	\$71,668	\$74,966
31	\$70,276	\$71,847	\$75,084
32+	\$82,037	\$83,984	\$88,070

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2019 for consideration in the 2018-2019 school year.

*This salary schedule is based on 187 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.*

## **Section III**

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

## 2018 - 2019 Elementary Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$56,000	\$57,000	\$58,000
1	\$56,200	\$57,220	\$58,240
2	\$56,406	\$57,426	\$58,446
3	\$56,864	\$57,884	\$59,590
4	\$57,506	\$58,549	\$60,336
5	\$58,177	\$59,218	\$61,207
6	\$58,599	\$59,643	\$61,727
7	\$59,032	\$60,079	\$62,004
8	\$59,422	\$60,563	\$62,963
9	\$59,828	\$61,028	\$64,520
10	\$60,101	\$61,262	\$64,803
11	\$60,680	\$61,878	\$65,052
12	\$61,059	\$62,359	\$65,378
13	\$61,670	\$62,975	\$65,691
14	\$62,281	\$63,632	\$67,093
15	\$62,664	\$63,993	\$67,408
16	\$63,036	\$64,351	\$67,641
17	\$63,409	\$64,713	\$67,743
18	\$63,779	\$65,570	\$67,837
19	\$64,152	\$65,714	\$68,615
20	\$64,649	\$65,964	\$68,935
21	\$65,029	\$66,387	\$69,092
22	\$65,628	\$67,174	\$69,288
23	\$66,328	\$67,791	\$69,509
24	\$67,758	\$68,945	\$72,932
25	\$68,624	\$70,134	\$73,892
26	\$69,272	\$70,695	\$74,087
27	\$70,181	\$71,610	\$74,305
28	\$71,203	\$73,262	\$74,573
29	\$73,398	\$74,628	\$78,624
30	\$73,518	\$75,430	\$78,744
31	\$74,031	\$75,610	\$78,863
32+	\$85,853	\$87,811	\$91,920

New hires are required to submit original service records for verification of prior experience no later than June 30, 2019 for consideration in the 2018-2019 school year.

*This salary schedule is based on 188 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.*

## 2018 - 2019 Middle School Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$58,978	\$60,031	\$61,085
1	\$59,189	\$60,263	\$61,337
2	\$59,406	\$60,480	\$61,555
3	\$59,888	\$60,963	\$62,760
4	\$60,565	\$61,664	\$63,545
5	\$61,272	\$62,368	\$64,463
6	\$61,716	\$62,816	\$65,010
7	\$62,172	\$63,275	\$65,302
8	\$62,583	\$63,784	\$66,312
9	\$63,010	\$64,274	\$67,952
10	\$63,298	\$64,521	\$68,250
11	\$63,908	\$65,170	\$68,512
12	\$64,306	\$65,676	\$68,856
13	\$64,950	\$66,324	\$69,185
14	\$65,594	\$67,017	\$70,662
15	\$65,998	\$67,397	\$70,994
16	\$66,389	\$67,773	\$71,239
17	\$66,782	\$68,155	\$71,347
18	\$67,172	\$69,057	\$71,445
19	\$67,564	\$69,209	\$72,265
20	\$68,088	\$69,473	\$72,602
21	\$68,488	\$69,918	\$72,768
22	\$69,119	\$70,747	\$72,974
23	\$69,856	\$71,396	\$73,206
24	\$71,362	\$72,612	\$76,812
25	\$72,275	\$73,865	\$77,822
26	\$72,957	\$74,455	\$78,028
27	\$73,914	\$75,419	\$78,257
28	\$74,991	\$77,159	\$78,540
29	\$77,302	\$78,597	\$82,806
30	\$77,429	\$79,442	\$82,932
31	\$77,969	\$79,632	\$83,058
32+	\$90,420	\$92,482	\$96,809

**New hires are required to submit original service records for verification of prior experience no later than June 30, 2019 for consideration in the 2018-2019 school year.**

***This salary schedule is based on 198 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.***

# 2018 - 2019 High School Counselor Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$62,553	\$63,670	\$64,787
1	\$62,776	\$63,915	\$64,055
2	\$63,006	\$64,146	\$65,285
3	\$63,518	\$64,657	\$66,564
4	\$64,236	\$65,401	\$67,396
5	\$64,985	\$66,147	\$68,370
6	\$65,456	\$66,623	\$68,950
7	\$65,940	\$67,109	\$69,260
8	\$66,376	\$67,650	\$70,331
9	\$66,829	\$68,169	\$72,070
10	\$67,134	\$68,431	\$72,387
11	\$67,781	\$69,119	\$72,665
12	\$68,204	\$69,657	\$73,029
13	\$68,886	\$70,344	\$73,378
14	\$69,569	\$71,078	\$74,945
15	\$69,998	\$71,482	\$75,296
16	\$70,412	\$71,881	\$75,556
17	\$70,829	\$72,285	\$75,671
18	\$71,243	\$73,243	\$75,775
19	\$71,659	\$73,404	\$76,644
20	\$72,215	\$73,683	\$77,002
21	\$72,639	\$74,156	\$77,178
22	\$73,308	\$75,035	\$77,396
23	\$74,090	\$75,724	\$77,643
24	\$75,687	\$77,013	\$81,467
25	\$76,655	\$78,341	\$82,539
26	\$77,379	\$78,968	\$82,757
27	\$78,393	\$79,990	\$83,000
28	\$79,535	\$81,836	\$83,300
29	\$81,987	\$83,361	\$87,825
30	\$82,121	\$84,257	\$87,959
31	\$82,694	\$84,458	\$88,092
32+	\$95,900	\$98,087	\$102,677

New hires are required to submit original service records for verification of prior experience no later than June 30, 2019 for consideration in the 2018-2019 school year.

*This salary schedule is based on 210 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.*

# 2018 - 2019 Librarian Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$54,500	\$55,500	\$56,500
1	\$54,570	\$55,590	\$56,610
2	\$54,825	\$55,865	\$57,110
3	\$55,068	\$56,109	\$57,836
4	\$55,557	\$56,595	\$58,696
5	\$56,173	\$57,210	\$59,216
6	\$56,590	\$57,629	\$59,733
7	\$57,014	\$58,055	\$60,008
8	\$57,416	\$58,554	\$60,961
9	\$57,843	\$59,036	\$62,511
10	\$58,116	\$59,271	\$62,793
11	\$58,691	\$59,882	\$63,040
12	\$59,069	\$60,361	\$63,365
13	\$59,676	\$60,974	\$63,675
14	\$60,285	\$61,624	\$65,070
15	\$60,665	\$61,987	\$65,384
16	\$61,036	\$62,343	\$65,615
17	\$61,406	\$62,702	\$65,717
18	\$61,774	\$63,555	\$65,811
19	\$62,145	\$63,697	\$66,581
20	\$62,639	\$63,947	\$66,900
21	\$63,016	\$64,368	\$67,054
22	\$63,614	\$65,151	\$67,250
23	\$64,309	\$65,764	\$67,468
24	\$65,732	\$66,906	\$70,874
25	\$66,589	\$68,090	\$71,828
26	\$67,234	\$68,648	\$72,023
27	\$68,137	\$69,557	\$72,239
28	\$69,155	\$71,202	\$72,505
29	\$71,338	\$72,558	\$76,535
30	\$71,457	\$73,357	\$76,655
31	\$71,966	\$73,537	\$76,773
32+	\$83,725	\$85,673	\$89,758

New hires are required to submit original service records for verification of prior experience no later than June 30, 2019 for consideration in the 2018-2019 school year.

*This salary schedule is based on 187 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.*

# 2018 - 2019 Nurse Salary Schedule



<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
0	\$53,000	\$54,000	\$55,000
1	\$53,120	\$54,155	\$55,220
2	\$53,244	\$54,315	\$55,437
3	\$53,477	\$54,517	\$56,244
4	\$53,893	\$54,933	\$57,057
5	\$54,309	\$55,349	\$57,385
6	\$54,725	\$55,765	\$57,902
7	\$55,141	\$56,182	\$58,178
8	\$55,557	\$56,690	\$59,131
9	\$56,013	\$57,207	\$60,699
10	\$56,285	\$57,441	\$60,989
11	\$56,861	\$58,051	\$61,244
12	\$57,238	\$58,530	\$61,578
13	\$57,845	\$59,143	\$61,897
14	\$58,455	\$59,794	\$63,334
15	\$58,834	\$60,159	\$63,658
16	\$59,205	\$60,525	\$63,896
17	\$59,575	\$60,896	\$64,001
18	\$59,943	\$61,774	\$64,097
19	\$60,322	\$61,921	\$64,890
20	\$60,832	\$62,179	\$65,210
21	\$61,219	\$62,611	\$65,364
22	\$61,836	\$63,418	\$65,559
23	\$62,551	\$64,049	\$65,779
24	\$64,016	\$65,217	\$69,184
25	\$64,899	\$66,401	\$70,138
26	\$65,544	\$66,959	\$70,333
27	\$66,448	\$67,868	\$70,549
28	\$67,465	\$69,512	\$70,817
29	\$69,649	\$70,870	\$74,846
30	\$69,768	\$71,668	\$74,966
31	\$70,276	\$71,847	\$75,084
32+	\$82,037	\$83,984	\$88,070

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, 2019 for consideration in the 2018-2019 school year.

*This salary schedule is based on 187 days for the 2018 – 2019 school year only and cannot be used to predict future salaries.*

## **Section IV**

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### **Pay Grades and Ranges of Pay**

## 2018–2019 Administrative Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>101</b>					
	Admin Associate I	220	<b>\$88.32</b>	<b>\$110.40</b>	<b>\$132.48</b>
	Storekeeper/Delivery – Sp Ed	220	<b>220 Days</b>	19,430	24,288
				29,146	
<b>102</b>					
	Office Assistant IIa – Communications	240	<b>\$98.08</b>	<b>\$122.56</b>	<b>\$147.04</b>
	Office Assistant IIa – Intake (Student Placement)	240	<b>183 Days</b>	17,949	22,428
	Office Assistant IIa – P-Card	240	<b>210 Days</b>	20,597	25,738
	Office Assistant IIa – Teacher Learning	240	<b>240 Days</b>	23,539	29,414
	Office Assistant IIc – Elementary School (ES)	183			35,290
	Office Assistant IIc – High School (HS)	183			
	Office Assistant IIc – Middle School (MS)	183			
	Office Assistant IIc – Special/Alt. School (Sp/Alt)	183			
	Office Assistant IIc – Special Education	210			
<b>103</b>					
	Admin Associate Ia – AAIL	240	<b>\$121.60</b>	<b>\$152.00</b>	<b>\$182.40</b>
	Admin Associate Ia – Adult Education	240	<b>183 Days</b>	22,252	27,816
	Admin Associate Ia – Attendance Control	183	<b>187 Days</b>	22,739	28,424
	Admin Associate Ia – Athletics	240	<b>188 Days</b>	22,861	28,576
	Admin Associate Ia – Bilingual/ESL	198	<b>198 Days</b>	24,077	30,096
	Admin Associate Ia – Central Filing – Special Ed	240	<b>210 Days</b>	25,536	31,920
	Admin Associate Ia – Child Find	240	<b>215 Days</b>	26,144	32,680
	Admin Associate Ia – CIP	240	<b>240 Days</b>	29,184	36,480
	Admin Associate Ia – CNS	240			43,776
	Admin Associate Ia – CTE	240			
	Admin Associate Ia – Early Learning	240			
	Admin Associate Ia – Ed Technology	240			
	Admin Associate Ia – Employee Records	240			
	Admin Associate Ia – Employee Relations	240			
	Admin Associate Ia – Facilities Planning	240			
	Admin Associate Ia – Family & Community Resources	240			
	Admin Associate Ia – Health Services	240			
	Admin Associate Ia – Library Media	210			
	Admin Associate Ia – Maintenance	240			
	Admin Associate Ia – Psychological Services	240			
	Admin Associate Ia – Purchasing	240			
	Admin Associate Ia – Research & Evaluation	240			
	Admin Associate Ia – RTI	240			
	Admin Associate Ia – Safety	240			

Admin Associate Ia – School Solutions	240
Admin Associate Ia – SERS	240
Admin Associate Ia – Special Education	210, 240
Admin Associate Ia – Special Education/Budget	240
Admin Associate Ia – Student Discipline and Placement	240
Admin Associate Ia – Student Placement Center (Admissions Advisor)	198
Admin Associate Ia – Student Records	240
Admin Associate Ia – Transition Center	240
Admin Associate Ia – Transportation	240
Admin Associate Ic – HS SIP	187, 215
Admin Associate Ic – MS Counselor Clerk	188

<b>104</b>		<b>Daily</b>	<b>\$132.56</b>	<b>\$165.68</b>	<b>\$198.80</b>
Admin Associate Ia – Strategic Operations	240	<b>183 Days</b>	24,258	30,319	36,380
Admin Associate IIa – Accounts Payable	240	<b>187 Days</b>	24,789	30,982	37,176
Admin Associate IIa – Adolescent Pregnancy Services	240	<b>198 Days</b>	26,247	32,805	39,362
Admin Associate IIa – Adult Education	240	<b>210 Days</b>	27,838	34,793	41,748
Admin Associate IIa – Accounts Payable	240	<b>215 Days</b>	28,500	35,621	42,742
Admin Associate IIa – Art Ed	240	<b>220 Days</b>	29,163	36,450	43,736
Admin Associate IIa – Bilingual/ESL	240	<b>240 Days</b>	31,814	39,763	47,712
Admin Associate IIa – CIP	240				
Admin Associate IIa – CNS	240				
Admin Associate IIa – Compliance TTIPS-EDGAR	198				
Admin Associate IIa – Customer Service DOT	240				
Admin Associate IIa – District Records Management	240				
Admin Associate IIa – DOT Records	240				
Admin Associate IIa – Employee Records	240				
Admin Associate IIa – Family & Community Resources	240				
Admin Associate IIa – Fort Worth After School	240				
Admin Associate IIa – Grants & Development	240				
Admin Associate IIa – Guidance and Counseling	240				
Admin Associate IIa – HCM Administration	240				
Admin Associate IIa – Health Services	240				
Admin Associate IIa – Health/PE	240				
Admin Associate IIa – JROTC	240				
Admin Associate IIa – Literacy	240				
Admin Associate IIa – Maintenance	240				
Admin Associate IIa – Math	240				
Admin Associate IIa – Music	240				
Admin Associate IIa – Office/Professional Standards	240				
Admin Associate IIa – Parents as Teachers	240				
Admin Associate IIa – Psychological Services	240				
Admin Associate IIa – Purchasing	240				
Admin Associate IIa – Safety/Security	240				
Admin Associate IIa – Science	240				

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

<b>105</b>
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Admin Assistant Ia – AAIL	240
Admin Assistant Ia – Athletics	240
Admin Assistant Ia – Bilingual/ESL	240
Admin Assistant Ia – Board of Education	240
Admin Assistant Ia – Communications	240
Admin Assistant Ia – Controller’s Office	240
Admin Assistant Ia – CTE	240
Admin Assistant Ia – Curriculum	240
Admin Assistant Ia – Div of Technology	240
Admin Assistant Ia – Family Communications	240
Admin Assistant Ia – Fine Arts	240
Admin Assistant Ia – FWCP	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 – Nutrition Services	240
Admin Assistant Ia – Payroll	240
Admin Assistant Ia – Policy & Planning	240
Admin Assistant Ia – Purchasing	240
Admin Assistant Ia – Risk Management	240
Admin Assistant Ia – Strategic Operations	240
Admin Assistant Ia – Teacher Learning	240

	Daily	\$151.12	\$188.88	\$226.64
<b>193 Days</b>		29,166	36,454	43,742
<b>198 Days</b>		29,922	37,398	44,875
<b>215 Days</b>		32,491	40,609	48,728
<b>220 Days</b>		33,246	41,554	49,861
<b>240 Days</b>		36,269	45,331	54,394

Admin Assistant Ia – Transportation	240
Admin Assistant Ia – World Languages	240
Admin Associate IIIa – Benefits	240
Admin Associate IIIa – Community & Strat. Partnerships	240
Admin Associate IIIa – Early Learning	240
Admin Associate IIIa – Family & Community Resources	240
Admin Associate IIIa – Guidance & Counseling	240
Admin Associate IIIa – Legal	240
Admin Associate IIIa – Library Media Services	240
Admin Associate IIIa – Maintenance	240
Admin Associate IIIa – Transportation Finance	240
Admin Associate IIIa – Transportation	245
Admin Associate IIIc – Boulevard Heights	240
Admin Associate IIIc – HS Sec	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, 220
Data Clerk – HS	215
Data Clerk – MS	198
Data Clerk – Student Discipline & Placement	220
District Operations Assistant	240
HS Registrar	240
Sr. Clerk – Accounting	240
Sr. Clerk – Accounts Payable	240
Sr. Clerk – Purchasing	240
Technician II – Central Calling	240
Technician II – Medicaid/SHARS	240
Trainer - CNS	240
Training Coordinator - Transportation	245
Transactional Team – HCM	240

<b>106</b>
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Admin Assistant IIa – ADQ	240
Admin Assistant IIa – Ed Tech	240
Admin Assistant IIa – Grants & Development	240
Admin Assistant IIa – Legal	240
Admin Assistant IIa – Lit Hum	240
Admin Assistant IIa – Management & Budget	240
Admin Assistant IIa – Op Management	240
Admin Assistant IIa – Special Ed	240
Admin Assistant IIa – Student Support Services	240
Compensation Assistant	240
Exec Secretary BOE	240
Payroll Assistant	240

	Daily	\$167.76	\$209.68	\$251.60
<b>240 Days</b>		40,262	50,323	60,384
<b>245 Days</b>		41,101	51,372	61,642

Payroll Assistant - CNS	240
Specialist I – Dispatch	245
Specialist I – Transportation North	245

<b>107</b>
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<b>Daily</b>	<b>\$184.48</b>	<b>\$230.64</b>	<b>\$276.80</b>
<b>240 Days</b>	44,275	55,354	66,432

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

<b>108</b>
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<b>Daily</b>	<b>\$206.64</b>	<b>\$258.32</b>	<b>\$310.00</b>
<b>240 Days</b>	49,594	61,997	74,400

Admin Assistant IV – Superintendent	240
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## 2018–2019 Instructional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>201</b>			<b>Daily</b>	<b>\$91.20</b>	<b>\$114.00</b>	<b>\$136.80</b>
	Teacher Assistant I – Adult Education	220	<b>183 Days</b>	16,690	20,862	25,034
	Teacher Assistant I – Bilingual	183	<b>220 Days</b>	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 Inclusion	183				
	Teacher Assistant I – Sp Ed Resource	183				
<b>202</b>			<b>Daily</b>	<b>\$98.48</b>	<b>\$123.12</b>	<b>\$147.76</b>
	Vacant	183	<b>183 Days</b>	18,022	22,531	27,040
<b>203</b>			<b>Daily</b>	<b>\$121.12</b>	<b>\$151.44</b>	<b>\$181.76</b>
	Community Health Worker	220	<b>183 Days</b>	22,165	27,714	33,262
	Health Associate	183	<b>187 Days</b>	22,649	28,319	33,989
	Library Clerk	183	<b>198 Days</b>	23,982	29,985	35,988
	Teacher Assistant III – BIC	183	<b>220 Days</b>	26,646	33,317	39,987
	Teacher Assistant III – CAI Adult Ed.	220				
	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 – MS Science Lab	198				
	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, 198				
	Teacher Assistant III – PPCD	183				
	Teacher Assistant III – SEAS	183				
	Teacher Assistant III – Severe Needs	183				
	Teacher Assistant III – TAP	183				

<b>204</b>
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Family Communication Specialist	220
Parent Educator	183
Parent Specialist	187
American Indian Liaison	240

Daily		\$132.00	\$165.04	\$198.08
<b>183</b>	<b>Days</b>	24,156	30,202	36,249
<b>187</b>	<b>Days</b>	24,684	30,862	37,041
<b>220</b>	<b>Days</b>	29,040	36,308	43,577
<b>240</b>	<b>Days</b>	31,680	39,610	47,539

<b>205</b>
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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
<b>183</b>	<b>Days</b>	27,552	34,433	41,314
<b>187</b>	<b>Days</b>	28,155	35,186	42,217

## 2018–2019 Operations Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>301</b>	Bus Attendant	183	<b>Hourly</b>	<b>\$10.08</b>	<b>\$12.60</b>	<b>\$15.12</b>
			<b>183 Days</b>	14,757	18,446	22,136
<b>302</b>	Campus Monitor	183	<b>Hourly</b>	<b>\$11.09</b>	<b>\$13.86</b>	<b>\$16.63</b>
			<b>Daily</b>	<b>\$88.72</b>	<b>\$110.88</b>	<b>\$133.04</b>
			<b>183 Days</b>	16,236	20,291	24,346
			<b>240 Days</b>	21,293	26,611	31,930
			<b>245 Days</b>	21,736	27,166	32,595
<b>303</b>	Grounds Worker	245	<b>Hourly</b>	<b>\$12.30</b>	<b>\$15.38</b>	<b>\$18.46</b>
			<b>Daily</b>	<b>\$98.40</b>	<b>\$123.04</b>	<b>\$147.68</b>
			<b>245 Days</b>	24,108	30,145	36,182
			<b>245 Days</b>			
			<b>245 Days</b>			
<b>304</b>	Apprentice Mechanic	245	<b>Hourly</b>	<b>\$15.14</b>	<b>\$18.92</b>	<b>\$22.70</b>
			<b>Daily</b>	<b>\$121.12</b>	<b>\$151.36</b>	<b>\$181.60</b>
			<b>183 Days</b>	22,165	27,699	33,233
			<b>189 Days</b>	22,892	28,607	34,322
			<b>240 Days</b>	29,069	36,326	43,584
			<b>245 Days</b>	29,674	37,083	44,492
			<b>240 Days</b>			
			<b>240 Days</b>			
			<b>240 Days</b>			
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			<b>240 Days</b>			
			<b>240 Days</b>			
			<b>240 Days</b>			
<b>305</b>	Assistant Router and Scheduler	245	<b>Hourly</b>	<b>\$16.50</b>	<b>\$20.62</b>	<b>\$24.74</b>
			<b>Daily</b>	<b>\$132.00</b>	<b>\$164.96</b>	<b>\$197.92</b>
			<b>183 Days</b>	24,156	30,188	36,219
			<b>189 Days</b>	24,948	31,177	37,407
			<b>240 Days</b>	31,680	39,590	47,501
			<b>245 Days</b>	32,340	40,415	48,490
			<b>245 Days</b>			
			<b>245 Days</b>			
			<b>245 Days</b>			
			<b>245 Days</b>			
			<b>245 Days</b>			
			<b>245 Days</b>			
			<b>245 Days</b>			

Nutrition Services Manager II	189
Nutrition Services Manager III	189
Painter III	245
Safety Officer Transportation	245
Skilled Maintenance General I	245
Transportation Dispatcher	240
Warehouse Person II – Central	245
Warehouse Person II – West Lot	245

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Appliance Repair II	245
Appliance Repair Journeyman	245
Carpenter II	245
Custodian IV – Head HS	245
Head Custodian – Special Campus	245
Skilled Maintenance General II	245
Specialist I – Auxiliary Services	245
Specialist I – Central Warehouse	245
Specialist I – CNS Inventory Mgt	240
Specialist I – CNS Warehouse	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
<b>240</b>	<b>Days</b>	36,115	45,139	54,163
<b>245</b>	<b>Days</b>	36,868	46,080	55,292

<b>307</b>
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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 III	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
<b>240</b>	<b>Days</b>	40,435	50,554	60,672
<b>245</b>	<b>Days</b>	41,278	51,607	61,936

<b>308</b>	
Advanced Environmental Worker	245
Electrician Journeyman	245
EMS Technician III	245
HVAC II Rooftops	245
HVAC Journeyman	245
Plumber II	240, 245

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

<b>309</b>	
Asst. Foreperson – Carpentry	245
Asst. Foreperson – CNS	245
Asst. Foreperson – Electronic	245
Asst. Foreperson – EMS	245
Asst. Foreperson – General Maintenance	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 – Safety & Security	245
Asst. Foreperson – Small Equipment	245
Asst. Foreperson – Transportation	245

<b>Daily</b>		<b>\$213.12</b>	<b>\$266.40</b>	<b>\$319.68</b>
<b>245</b>	<b>Days</b>	52,214	65,268	78,322

## 2018-2019 Campus Administration Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>401</b>			<b>Daily</b>	<b>\$317.00</b>	<b>\$372.48</b>	<b>427.95</b>
	Asst Principal – ES	205	<b>205 Days</b>	64,985	76,357	87,729
	Dean of Instruction – ES	205	<b>220 Days</b>	69,740	81,944	94,149
	Asst Principal – *Como Elementary, *Mitchell Blvd., *Maude Logan, *JT White	220				
<b>402</b>			<b>Daily</b>	<b>\$332.51</b>	<b>\$390.70</b>	<b>\$448.89</b>
	Asst Principal – MS	215	<b>215 Days</b>	71,489	84,000	96,511
	Dean of Instruction – MS	215	<b>220 Days</b>	73,152	85,953	98,755
	Asst Principal – *Forest Oak	215				
<b>403</b>			<b>Daily</b>	<b>\$349.00</b>	<b>\$410.08</b>	<b>\$471.15</b>
	Assoc Principal – IM Terrell	240	<b>215 Days</b>	75,035	88,166	101,297
	Asst Principal – Boulevard Heights	215	<b>220 Days</b>	76,780	90,218	103,653
	Asst Principal – HS	215, 220	<b>240 Days</b>	83,760	98,419	113,076
	Asst Principal – Int'l Newcomer Academy	215				
	Dean of Instruction – HS	215, 220				
	Dean of Instruction – Int'l Newcomer Academy	215				
	Dean of Students – HS	215				
<b>404</b>			<b>Daily</b>	<b>\$380.00</b>	<b>\$456.00</b>	<b>\$532.00</b>
	Principal – ES	220	<b>220 Days</b>	83,600	100,320	117,040
	Principal – ES *Como Elementary, *Mitchell Blvd., *Maude Logan, * JT White	240	<b>240 Days</b>	91,200	109,440	127,680
<b>405</b>			<b>Daily</b>	<b>\$412.50</b>	<b>\$495.00</b>	<b>\$577.50</b>
	Principal – Int'l Newcomer Academy	240	<b>220 Days</b>	90,750	108,900	127,050
	Principal – MS	220	<b>240 Days</b>	99,000	118,800	138,600
	Principal HS Alt – Boulevard Heights/Transition Center, *Forest Oak	240				
<b>406</b>			<b>Daily</b>	<b>\$448.00</b>	<b>\$537.60</b>	<b>\$627.20</b>
	Principal – HS	240	<b>240 Days</b>	107,520	129,024	150,528

\* Leadership Academies

## 2018–2019 Campus-Professional Support Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>601</b>			<b>Daily</b>	<b>\$212.53</b>	<b>\$265.66</b>	<b>\$318.79</b>
	Specialist II	240	<b>187 Days</b>	39,743	49,678	59,615
	Specialist II – CC Readiness	187	<b>210 Days</b>	44,631	55,789	66,947
	Specialist II – Family & Community Outreach	220	<b>220 Days</b>	46,757	58,445	70,134
	Specialist II – Parent Outreach	210	<b>240 Days</b>	51,007	63,758	76,511
	Specialist II – School Outreach	187				
<b>602</b>			<b>Daily</b>	<b>\$233.79</b>	<b>\$292.24</b>	<b>\$350.68</b>
	Coordinator II – Home School Program	240	<b>187 Days</b>	43,718	54,649	65,577
	Coordinator II – Social Services	210	<b>210 Days</b>	49,095	61,370	73,643
	FWCP Case Manager	210	<b>240 Days</b>	56,109	70,138	84,163
	JROTC Instructor	260	<b>260 Days</b>	60,784	75,982	91,177
	JROTC Staff	260				
	School Manager TTIPS (Teacher Manager)	210				
	Social Worker I	240				
	Speech – Language Pathology Assistant	187				
<b>603</b>			<b>Daily</b>	<b>\$261.84</b>	<b>\$327.30</b>	<b>\$392.76</b>
	Athletic Trainer	202	<b>187 Days</b>	48,964	61,205	73,446
	Campus Instructional Coach	193, 220	<b>193 Days</b>	50,535	63,169	75,803
	CII Instructional Coach	210	<b>198 Days</b>	51,844	64,805	77,767
	CTE Instructional Coach	220	<b>202 Days</b>	52,892	66,115	79,338
	Curriculum Network Specialist	220	<b>210 Days</b>	54,986	68,733	82,480
	Data Analyst	187, 220	<b>220 Days</b>	57,605	72,006	86,407
	Data Analyst – Assessment	187	<b>240 Days</b>	62,842	78,552	94,262
	Dual Language Instructional Coach	198				
	Dyslexia Evaluator	210				
	Dyslexia Specialist	220				
	FWCP Instructional Coach	210				
	FWCP Intervention Specialist	187				
	Intervention Specialist IV	187, 193, 220, 240				
	Music Therapist	187				
	Orientation & Mobility Specialist	202				
	Social Worker II	193, 202, 210				
	Specialist – Early Learning	220				
	Specialist – Restorative Practices	187, 220				
	Specialist – Response to Intervention	220				

604	
Audiologist	210
Diagnostic Eval Specialist	193, 210, 240
Instructional Specialist	187
LSSP	193, 210, 240
Occupational Therapist	202
Physical Therapist	202
Speech-Language Pathologist	187, 202, 210

Daily		\$298.50	\$373.13	\$447.75
<b>187</b>	<b>Days</b>	55,820	69,775	83,730
<b>193</b>	<b>Days</b>	57,611	72,014	86,416
<b>202</b>	<b>Days</b>	60,297	75,372	90,446
<b>210</b>	<b>Days</b>	62,685	78,357	94,028
<b>240</b>	<b>Days</b>	71,640	89,551	107,460

## 2018–2019 Technology Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>701</b>			<b>Daily</b>	<b>\$174.41</b>	<b>\$214.00</b>	<b>\$253.59</b>
	IT Specialist I – Customer Services	240	<b>240 Days</b>	41,858	51,360	60,862
	IT Specialist I – Logistics	240				
	IT Specialist I – Procurement	240				
	IT Specialist I – Tech Supp	240				
	Technician II – IT School Solutions	240				
<b>702</b>			<b>Daily</b>	<b>\$195.34</b>	<b>\$239.68</b>	<b>\$284.02</b>
	Network Infrastructure Specialist	240	<b>240 Days</b>	46,882	57,523	68,165
	IT Specialist II – Customer Services	240	<b>245 Days</b>	47,858	58,722	69,585
	IT Specialist II – SIS	220				
	IT Specialist II – Team Lead	240				
	IT Specialist II – Transcripts	240				
	IT Technician III – Telecommunications	240				
	IT Warehouse Supervisor	240				
	Physical Security Technician	245				
	Trainer – Admin Applications	240				
	Trainer – School Solutions	240				
<b>703</b>			<b>Daily</b>	<b>\$218.78</b>	<b>\$268.44</b>	<b>\$318.10</b>
	IT Specialist III – 1 to 1 Team Lead	240	<b>220 Days</b>	48,132	59,057	69,982
	IT Specialist III – Campus Support	240	<b>240 Days</b>	52,507	64,426	76,344
	IT Specialist III – CTE	240				
	IT Specialist III – Customer Service	240				
	IT Specialist III – Legacy	240				
	IT Specialist III – School Solutions	240				
	IT Specialist III – SIS Support	220				
	IT Supervisor II	240				
	Specialist III – Data	240				
	Technology Learning Coach	220, 240				
<b>704</b>			<b>Daily</b>	<b>\$249.41</b>	<b>\$306.02</b>	<b>\$362.63</b>
	Administrator - SSRS	240	<b>240 Days</b>	59,858	73,445	87,031
	IT ERP Systems Specialist	240				
	IT Specialist IV – Lead Campus Support	220, 240				
	IT Specialist IV – Network Engineer	240				
	Network Security Specialist	240				
	Network Specialist	240				
	Specialist IV – IT School Solutions	240				
	Specialist IV – CNS	240				

<b>705</b>	
Database Administrator	240
IT Analyst IV	240
IT Manager I – Help Desk	240
IT Manager I – Infrastructure	240
IT Net Programmer	240
IT Network Administrator	240
IT Sr. Net Programmer	240

<b>Daily</b>		<b>\$269.36</b>	<b>\$330.50</b>	<b>\$391.64</b>
<b>240</b>	<b>Days</b>	64,646	79,320	93,994

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

<b>Daily</b>		<b>\$304.38</b>	<b>\$373.47</b>	<b>\$442.56</b>
<b>240</b>	<b>Days</b>	73,051	89,633	106,214

<b>707</b>	
Business Intelligence Administrator	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

<b>Daily</b>		<b>\$353.08</b>	<b>\$433.23</b>	<b>\$513.38</b>
<b>240</b>	<b>Days</b>	84,739	103,975	123,211

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

<b>Daily</b>		<b>\$401.39</b>	<b>\$472.22</b>	<b>\$543.05</b>
<b>240</b>	<b>Days</b>	96,334	113,333	130,332

## 2018–2019 Business & Operations Exempt Compensation Plan

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

Coordinator III – Social Media	240
Coordinator III – Web Communications	240
Editor/Photographer	240
Foreperson – Fleet Operations	245
Foreperson – Maintenance	245
Foreperson – Safety & Security	245
Foreperson – Warehouse	245
Internal Auditor	240
Investigator	240
Purchasing/Contract Agent – CIP	240
Senior Buyer	240
Senior Buyer – HUB Analyst	240
Specialist IV – Environment/Asbestos	240
Specialist IV – Family Communications	220
Specialist IV – Parents as Teachers	240
Specialist IV – Safety & Security	193, 220, 240
Supervisor III – Campus Safety	240
Supervisor III – Nutrition Services	198, 220

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Analyst IV – ADQ	240
Analyst IV – Research & Accountability	240
Coordinator IV – Business Ops - TTIPS	215
Coordinator IV – Chief	240
Coordinator IV – Communications	240
Coordinator IV – HCM Central Office	240
Coordinator IV – HCM Certification & Compliance	240
Coordinator IV – HCM Employee Relations	240
Coordinator IV – HCM Talent Management	240
Coordinator IV – Innovation & Excellence	240
Coordinator IV – Operations Management	240
Coordinator IV – Payroll	240
Coordinator IV – Prof. Learning & Impr.	240
Data Analysis Specialist	240
HCM Campus Coordinator	240
Manager I – Transportation	240
Manager I – Transactional Team	240
Senior Accountant	240
Senior Accountant – CIP	240
Senior Accountant – Nutrition Services	240
Senior Compliance Analyst	240
Senior Internal Auditor	240
Specialist V – ADQ	240
Specialist V – Accounting	240
Specialist V – ALD	198

	Daily	\$262.37	\$321.93	\$381.49
<b>198</b>	<b>Days</b>	51,949	63,742	75,535
<b>205</b>	<b>Days</b>	53,785	65,996	78,205
<b>210</b>	<b>Days</b>	55,097	67,605	80,113
<b>240</b>	<b>Days</b>	62,969	77,263	91,558

Specialist V – Data Analytic	240
Specialist V – Equity & Excellence	240
Specialist V – PLI	240
Specialist V – Sr. Project Development	240
Specialist V – Teacher Induction	205, 210
Supervisor III – Accounts Payable	240
Supervisor IV – Transportation Planning	240

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Coordinator V – Assessment	240
Coordinator V – Program Monitoring & Compliance	240
Coordinator V – Leadership Development	240
Coordinator V – Research Evaluation	240
Coordinator V – CIP Safety	240
Coordinator V – Special Projects (Communications)	240
Coordinator V – Web & Creative Communications	240
Director I – Adult Education	240
Director I – Facilities	240
Director I – Law Enforcement	240
Director II – Board Policy, Governance, & Strategic Support	240
Executive Assistant to Supt.	240

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

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Assistant Controller	240
Assistant Director – CNS	240
Assistant Director – CNS Compliance	240
Assistant Director – Transportation	240
Director II – Assessment & Accountability	240
Director II – Benefits.	240
Director II – Community & Strategic Partnerships	240
Director II – Dyslexia	240
Director II – Employee Relations	240
Director II – Environment	240
Director II – Communications	240
Director II – Maintenance Central	240
Director II – Maintenance Project	240
Director II – OPS	240
Director II – Payroll	240
Director II – Research & Evaluation	240
Director II – Risk Management	240
Director II – Staffing	240
Manager II – Budget Management	240
Manager II – CIP Program Control	240
Manager II – Compensation	240

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

Manager II – Internal Audit	240
Manager II – Purchasing	240
Manager III – CIP Safety/Construction	240
Staff Attorney	240
Treasurer	240

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Chief – Internal Audit	240
Director III – Safety & Security	240
Exec Director – Communications	240
Exec Director – Grants & Development	240
Exec Director – HCM SEL/RET	240
Exec Director – HCM Talent/Dev.	240
Exec Director – Program Monitoring & Compliance	240
Exec Director – Purchasing	240
Manager III – Business Operations	240
Manager III – Design	240

<b>Daily</b>	<b>\$384.52</b>	<b>\$471.80</b>	<b>\$559.08</b>
<b>240 Days</b>	92,285	113,232	134,179

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

<b>Daily</b>	<b>\$455.65</b>	<b>\$559.08</b>	<b>\$662.51</b>
<b>240 Days</b>	109,356	134,179	159,002

## 2018–2019 Instructional Programs Exempt Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>901</b>			<b>Daily</b>	<b>\$195.60</b>	<b>\$240.00</b>	<b>\$284.40</b>
	Coordinator I – FWAS	220, 240	<b>210 Days</b>	41,076	50,400	59,724
	Coordinator II – Bilingual/ESL	240	<b>220 Days</b>	43,032	52,800	62,568
	Coordinator II – BTAP	210	<b>240 Days</b>	46,944	57,600	68,256
	Coordinator II – Instructional Support	240				
	Coordinator II – EL Retention	240				
	Specialist II – Home Liaison	220				
	Supervisor I – Special Education	240				
	Supervisor I – Student Placement	240				
<b>902</b>			<b>Daily</b>	<b>\$228.85</b>	<b>\$280.80</b>	<b>\$332.75</b>
	Coordinator III – Family Resource	240	<b>187 Days</b>	42,795	52,510	62,224
	Coordinator III – Student Dev. & Acceleration - YWLA	215	<b>193 Days</b>	44,168	54,194	64,221
	Coordinator III – Student Engagement	240	<b>210 Days</b>	48,059	58,968	69,878
	Hearing Officer	193, 240	<b>215 Days</b>	49,203	60,372	71,541
	Home Liaison Counselor	210	<b>220 Days</b>	50,347	61,776	73,205
	Specialist IV – Attendance Control	187, 220	<b>240 Days</b>	54,924	67,392	79,860
	Specialist IV – FWCP Math Interventionist	215				
	Specialist IV – FWCP Program Specialist	193, 215				
	Specialist IV – FWCP Reading Interventionist	187, 215				
	Specialist IV – FWCP Support	215				
	Specialist IV – Student Engagement	187				
	Specialist IV – Trauma Specialist	220				
<b>903</b>			<b>Daily</b>	<b>\$274.62</b>	<b>\$336.96</b>	<b>\$399.30</b>
	Coordinator IV – AAIL	210, 240	<b>210 Days</b>	57,670	70,762	83,853
	Coordinator IV – Academics	240	<b>220 Days</b>	60,416	74,131	87,846
	Coordinator IV – Bilingual/ESL	240	<b>240 Days</b>	65,909	80,870	95,832
	Coordinator IV – Business Industries	240				
	Coordinator IV – Child Find	240				
	Coordinator IV – CTE	240				
	Coordinator IV – Early Learning	220				
	Coordinator IV – Fine Arts	240				
	Coordinator IV – Health for Teens	240				
	Coordinator IV – Human Services	240				
	Coordinator IV – Instructional	220				
	Coordinator IV – Library Media	240				
	Coordinator IV – Literacy	220				
	Coordinator IV – Special Ed	240				
	Coordinator IV – STEM	240				

Coordinator IV – Transformation Zone Project Manager	240
Coordinator V – Fine Arts	240
Coordinator – Core C&I	220
Nurse Specialist	240

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Asst. Director – Athletics	240
Asst. Director – Athletics Tickets and Facilities	240
Asst. Director – Special Ed	240
Asst. Director – Student Discipline	240
Coordinator V – Early Learning	240
Coordinator V – Eastside Alliance Community Partnership	215
Coordinator V – FWCP	215
Coordinator V – Historic Stop Six Initiative	220
Coordinator V – Parents as Teachers	240
Coordinator V – RTI	240
Coordinator V – RP	240
Director I – Adolescent Pregnancy	240
Director I – Family Resource	240
Director I – Student Placement	240
Director I – Curriculum & Instruction	240
Director II – Art Education	240
Director II – Choral Music	240
Director II – Crisis Response & Prevention	240
Director II – Elementary Lit.	240
Director II – Elementary Math Lit.	240
Director II – Health & PE	240
Director II – Instrumental Music	240
Director II – PK-12 SCI STM	240
Director II – PK-12 SS	240
Director II – Secondary Lit.	240
Director II – Secondary Math Lit.	240

Daily		\$315.81	\$387.50	\$459.19
<b>215</b>	<b>Days</b>	67,899	83,313	98,726
<b>220</b>	<b>Days</b>	69,479	85,250	101,022
<b>240</b>	<b>Days</b>	75,794	93,000	110,206

<b>905</b>
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Director II – Athletics	240
Director II – Bilingual/ESL	240
Director II – Counseling	240
Director II – Eastside Alliance Community Partnership	240
Director II – Family Communications	240
Director II – FW After School	240
Director II – FWCP	240
Director II – Guidance	240
Director II – Health Services	240
Director II – Historic Stop Six Initiative	240

Daily		\$347.39	\$426.25	\$505.11
<b>240</b>	<b>Days</b>	83,374	102,300	121,226
<b>260</b>	<b>Days</b>	90,321	110,825	131,329

Director II – Intervention	240
Director II – JROTC	260
Director II – Library Media	240
Director II – Psychological Services	240
Director II – Special Ed	240
Director II – Student Discipline	240
Director II – Student Engagement and Completion	240

<b>906</b>
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Exec Director – Classified Learning	240
Exec Director – Early Academic Success & Acceleration	240
Exec Director – Multilingual	240
Executive Director - School & External Partnership Development (SEPD)	240
Exec Director – Teacher Learning & Improvement	240
Exec Director – Visual and Performing Arts	240

<b>Daily</b>	<b>\$399.50</b>	<b>\$490.19</b>	<b>\$580.88</b>
<b>240 Days</b>	95,880	117,646	139,411

<b>907</b>
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Director III – New Teacher Induction	240
Director III – Elementary/Secondary School Leadership	240
Executive Director – Office of Innovation	240
Executive Director – Athletics	240
Executive Director – C&C Readiness	240

<b>Daily</b>	<b>\$447.44</b>	<b>\$549.01</b>	<b>\$650.58</b>
<b>240 Days</b>	107,386	131,762	156,139

## 2018–2019 Executives Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>EE1</b>			<b>Daily</b>	<b>\$480.85</b>	<b>\$590.00</b>	<b>\$699.15</b>
	Asst. Superintendent – Curriculum & Instruction	240	<b>240 Days</b>	115,404	141,600	167,796
	Asst. Superintendent – Educational Technology	240				
	Asst. Superintendent – Innovation	240				
	Asst. Superintendent – Special Populations	240				
	Asst. Superintendent – Strategic Planning	240				
	Asst. Superintendent – Student Support Services	240				
	General Counsel	240				
	Senior Communications Officer	240				
	Senior Officer – Budget & Management	240				
	Senior Officer – Grants & Development	240				
	Senior Officer – Payroll, Benefits, & Risk Management	240				
<b>EE2</b>			<b>Daily</b>	<b>\$577.02</b>	<b>\$708.00</b>	<b>\$838.98</b>
	Assoc. Superintendent – Assessment & Accountability	240	<b>240 Days</b>	138,485	169,920	201,355
	Assoc. Superintendent – Technology	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				

## Section V

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### Supplemental Pay Schedules (Stipends)

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

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

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

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

## Academic Coaches Evaluation

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

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

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

## Additional Job Responsibilities

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

## Athletic Coaches Stipends

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

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

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

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

<b>Pay Code</b>	<b>Head Coach for High School</b>	
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

<b>Pay Code</b>	<b>Assistant Coach for High School</b>	
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

<b>Pay Code</b>	<b>Head Coach for Middle School</b>	
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

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

### **Auto Allowance**

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

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
410	Assistant Director – Athletics / Facilities Manager – 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
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**.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
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 (determined on an annual basis)	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.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
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.

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

### **Deaf Education Interpreter Stipend**

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

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

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

### **Enrollment Stipend**

This stipend is for PRINCIPALS ONLY. For additional information please contact 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

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

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the district LPAC manual. The stipend is paid annually up to \$1300 per year. For additional information please call **817/815-7700**.

## **Maintenance Department Stipend**

### **Night Stipend**

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

<b>Pay Code</b>		<b>Frequency</b>	<b>Amount</b>
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**.

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

### **Mileage Reimbursement**

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

### **Miscellaneous**

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

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
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.

<b>Pay Code</b>	<b>Position</b>	<b>Annual Rate</b>
684	High School Assistant Band Director	\$ 6500
692	High School Assistant Theatre Director	3500
680	High School Assistant Choral	3500
678	High School Choral Director	7000

695	High School Dance Director	4500
676	High School Head Band Director	9500
674	High School Jazz Band Director	5500
675	High School Mariachi Director	7000
667	High School Mariachi Director (supplement to other duties)	2150
673	High School Orchestra Director	4500
691	High School Theatre Director	5000
677	Middle School Assistant Band Director	4200
679	Middle School Choral Director	3000
696	Middle School Dance Director	1800
672	Middle School Head Band Director	6500
685	Middle School Orchestra Director	3000
697	Middle School Mariachi Director	3000
698	Middle School Mariachi Director (supplement to other duties)	1500
693	Middle School Theatre Director	2200
686	Middle School/High School Orchestra School Director (conducts both MS & HS)	3750
699	Sixth Grade Assistant Band Director	1500
681	Sixth Grade Choral Director	1500
671	Sixth Grade Head Band Director	2500
682	Sixth Grade Orchestra Director	1500
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
488	Teacher, Secondary Science (campus based – one-time payment)	\$ 1800

### **Special Education Stipend**

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

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**.

Pay Code	Degree	Annual Rate
536	Associates Degree	\$ 450
535	Bachelor's Degree	600

## **Section VI**

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

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All unapproved rates submitted will be deleted or adjusted by Payroll and/or Compensation. Exceptions will require the approval of the Superintendent or Leadership Team-level designee.

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

## Facility Worker Rates

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **Campus Safety and Security Hourly Rates**

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

<b>Position</b>		
Metal Detector Detail/Court Related Services (special approval only)	PER HOUR	\$ 21.00
Metal Detector Facility Coordinator	PER HOUR	23.00
Off Duty Police Officers	PER HOUR	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**.

<b>Position</b>		
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**.

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

<b>Position</b>	<b>Pay Code</b>
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**.

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

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

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

## 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**.

<b>Position</b>	<b>Hourly Rate</b>
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	Frequency	Hourly Rate
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	\$ 21.00
Tutor – Degree/Not certified	19.00
Tutor – No Degree/90 college hours	17.00
Tutor – No Degree/60 college hours	15.00
Tutor – No Degree/30 college hours	12.00
Tutor – No Degree/less than 30 college hours or High School Student	10.00

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

Position / School Level	Pay Code
Tutor for Elementary Schools	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

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

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

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

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

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

## **Section VII**

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

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

**You may call:** 1/800/223-8778

**You may also write:**

TRS  
1000 Red River Street  
Austin, TX 78701

**Or visit the website at:** [www.trs.state.tx.us/](http://www.trs.state.tx.us/)

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

There have been significant changes to TRS rules for employment after service retirement. IT IS THE RESPONSIBILITY OF THE RETIREE TO VERIFY HOW THESE CHANGES WILL IMPACT THEIR ANNUITY SHOULD THEY DECIDE TO RETURN TO WORK AT A TRS-PARTICIPATING ENTITY. It is also important to note that any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement (see Board Policy DC Regulation).

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

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

<b>Retired Position</b>	<b>Requirement</b>	<b>Daily Rate</b>
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

<b>Retired Position Substituting Daily As</b>	<b>Requirement</b>	<b>Daily Rate</b>
Assistant Principal/ES	Former FWISD Administrator	Minimum daily rate of the pay grade assigned to substitute in.
Assistant Principal/MS	Former FWISD Administrator	
Assistant Principal/HS	Former FWISD Administrator	
Principal/ES	Former FWISD Administrator	
Principal/MS	Former FWISD Administrator	
Principal/HS	Former FWISD Administrator	

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

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

## **Section VIII**

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# **Employee Benefits Information**

## **Employee Insurance and Fringe Benefits**

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

<b>Medical</b>	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a select plan, a PPO plan, and one HMO plan are available at group rates.
<b>Cancer</b>	High and low cancer plan options are available to each employee at group rates through payroll deductions.
<b>Dental</b>	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
<b>Life</b>	Each employee is provided \$5,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$30,000 spousal coverage is available to employees at group rates.
<b>Vision</b>	Vision insurance is available through payroll deduction at group rates.
<b>Workers' Compensation</b>	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
<b>Income Protection</b>	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
<b>Tax-sheltered Annuity</b>	Tax-sheltered annuities are available through payroll deduction (403B and 457B plans).
<b>Leaves of Absence</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Sick Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Bereavement Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Family Emergency/Illness Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Personal Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Flexible Spending Accounts</b>	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
<b>Long Term Care</b>	Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction.
<b>Health Savings Accounts</b>	Available to employees who select a High Deductible health plan.
<b>Vacation</b>	Twelve-month employees (240 or more days), with total service in FWISD; <ul style="list-style-type: none"><li>• Two weeks per year for the first ten years.</li><li>• Three weeks per year after ten years-beginning with the eleventh year.</li><li>• Four weeks per year after twenty years - beginning with the twenty-first year.</li></ul>
<b>Payroll Deductions</b>	<ol style="list-style-type: none"><li>1. Credit Union/Bank Deposits</li><li>2. FWISD Education Foundation</li><li>3. Dues</li><li>4. Annuities</li><li>5. Insurance</li><li>6. MACE, UNCF, and United Way Contributions</li></ol>

**NOTE:** All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2018**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.