

2022-2023

COMPENSATION MANUAL



Fort Worth
INDEPENDENT SCHOOL DISTRICT



DIVISION OF
TALENT MANAGEMENT



100 N. UNIVERSITY DR., FORT WORTH, TX 76107



www.fwisd.org



817.814.2080



compensation@fwisd.org

Fort Worth Independent School District

Division of Talent Management

100 N. University Drive

Fort Worth, TX 76107

(817) 814.2717

www.fwisd.org/talent

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 2022 - 2023 school year may be obtained from the information in this manual.***

The Compensation 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 continuous compensation review in conjunction with TASB as well as 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.

NOTE: All policies and procedures are in accordance with FWISD Board of Education Policy and/or local regulations as of August 24, 2022. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

Compensation Department

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

Contact Information

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Notice of Non-Discrimination

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

Interim Title IX Coordinator: **Michael Menchaca**
Director, Interim Title IX Coordinator
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ADA/Section 504 Coordinator: **Patricia Sutton**
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Board of Trustees

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Board President

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1st Vice President

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Roxanne Martinez
2nd Vice President

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, the Fort Worth ISD Live channel on YouTube, and via live streaming video on the District website's [Board Meeting Videos](#). Minutes may be reviewed [online](#). For additional information, please contact the Office of the Board of Education, 817. 814.1920.

Superintendent's Leadership Team



Karen Molinar
Interim Superintendent

Vacant
Chief of Equity & Excellence

Vacant
Chief of Capital Improvement Program

Joseph Coburn
Chief of District Operations

Barbara Griffith
Sr. Communications Officer

Marcey Sorensen
Chief Academic Officer

Jerry Moore
Chief of School Leadership

Cynthia Rincón
Chief of Legal Services

Carmen Arrieta-Candelaria
Chief Financial Officer

Marlon Shears
Chief Information Technology Officer

David Saenz
Chief Innovation Officer

Raúl Peña
Chief Talent Officer

Cherie Washington
Chief of Student Support Services

Section I: Compensation Guidelines

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

Compensation Philosophy

The compensation philosophy serves as a tool to attract and retain a high-performing, diverse and motivated workforce. 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 is designed to reflect the business needs of the District while providing appropriate and competitive pay. 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;
- Foster understanding of pay decisions and responsible pay practices;
- Reward and recognize continued length of service to the District;
- Remain fiscally controlled and cost effective;
- Encourage and support skill development and advancement for each person;
- Maintain a fair and transparent process for compensation decisions to minimize inequities and develop consistency in pay for equal work requiring equal skills, abilities and responsibilities;
- Comply with all federal, state, and local laws, and Board of Education policies;
- Prohibit discrimination or adverse impact or treatment in regards to an individual's race, color, national origin, religion, sex (including pregnancy), age, disability, sexual orientation, gender expression or gender identity and other protected classes.

Pay Structures & Pay Ranges

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

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

Salary Advancement

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

Transfers between Employee Job Groups

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

1. Teacher assistant to secretary/clerk;
2. Secretary/clerk to teacher assistant;
3. Teacher assistant to teacher (see Credit for Prior Experience 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).

Compensation Definitions

Minimum of the Range

The Minimum of the Range is the lowest salary rate for the range for that specific position.

Midpoint of the Range

The Midpoint of the Range represents the market value for the position and is the salary amount halfway between the lowest and highest salary rate for that specific position.

Salary Range Maximum

The Maximum of the Range is the highest salary rate for that specific position.

Internal Equity

Internal equity identifies and addresses equity in employee compensation between employees who are considered similarly situated and are performing similarly.

Internal equity does not attempt to make pay exactly the same for employees simply because they are in the same job title. Consideration is taken on the similarities and dissimilarities in experience, skills, abilities, and record of job performance, and aligns the pay fairly and equitably based on those factors.

External Market Equity

External market equity is an assessment of external market compensation that attempts to ensure competitiveness in pay practices for the same duties. This process is used as a tool to compare similar positions with external organizations and industries to align pay practices.

Position Change/Movement

Position change/movement occurs when an employee moves from their current position to a new position in the same or different department/division within the District.

Promotion

Promotion is a job movement from a position in a lower classification/range/salary schedule to a *different position* in a higher classification/range/salary schedule. Promotions, demotions, or lateral moves are determined by comparing the midpoints of the positions.

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

Demotion

Demotion is a job movement from a position in a higher classification/range/salary schedule to a *different position* in a lower classification/range/salary schedule. Promotions, demotions, or lateral moves are determined by comparing the midpoints of the positions.

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.

Lateral

A lateral transfer is a movement to another job assigned to the same pay grade. Promotions, demotions, or lateral moves are determined by comparing the midpoints of the positions.

Position Reassignment

Position reassignment is a movement from a pay range structure to an experience-based placement scale (teacher, counselor, or librarian). Salary placement will be made according to years of creditable experience.

Reinstatement

Reinstatement occurs when an employee is rehired following a separation or break-in-service from the District.

Salary Compression

Salary compression occurs when there is little difference in pay between employees despite tenure, skills, experience, and performance.

Salary Proration

Salary proration occurs when an employee starts their new position after the start date for the position calendar and salary is determined based on the total number of days remaining.

Supplemental Pay

Supplemental pay is an additional stipend or extra duty pay that is paid 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

Job classification/reclassification is the process for accurately and objectively defining the position/job duties, responsibilities, tasks, level of authority and minimum requirements.

All positions, with the exception of teachers, librarians, counselors, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment.

Pay Determination Guidelines

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.

Salary Ranges and Quartiles

Salary range is an established range of pay organized into salary grades. Each job is assigned a pay grade that represents the job classification/reclassification.

Quartiles are guidelines to assist with employee salary range placement. Compensation places employees in quartiles based on the guidelines for new hires, position movements, and reinstatements.

Salary Placement	Minimum of Range – Entry Level	
	First Quartile	<ul style="list-style-type: none"> Has little or no previous experience* Meets minimum qualifications Requires additional training to build knowledge and skills
	Second Quartile	<ul style="list-style-type: none"> Some previous experience* Demonstrated ability to perform duties May need additional training to perform duties independently
	Midpoint of Range – Seasoned Professional/Mid-Career	
	Third Quartile	<ul style="list-style-type: none"> Extensive previous experience* Demonstrated ability to perform duties independently Consistently exhibits core competencies
	Fourth Quartile	<ul style="list-style-type: none"> Subject Matter Expert Exhibits broad and deep knowledge of job and related areas Senior-level job expertise
	Maximum of Range	

*As determined by [Credit for Prior Experience](#) section of this manual.

Additional salary range placement guidelines include:

- New Hires are not placed above midpoint of the range without the approval of the Superintendent or designee.
- New Salaries may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee.
- Other exceptions to compensation guidelines also require the Superintendent or designee's approval.

Service Records

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. Copies will not be accepted.

- 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. Employee service records can also be electronically sent directly from the previous District or Educational institution to the compensation department at compensation@fwisd.org.
- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Compensation **no later than 5:00 pm on June 30th, following your hire date of the current school year**. Service records received after this date that qualify for a salary adjustment will be processed at the beginning of the new (next) school year. Service records received after June 30th of the current school year hired will not qualify for/or receive back pay.
- Certain positions may be eligible for additional compensation for earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be submitted to **Compensation no later than 5:00 pm on June 30th, following your hire date of the current school year (for new employees) or following the date the degree was conferred (for current employees)**. Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the new (next) school year. Transcripts received after June 30th of the current school year hired will not qualify for/or receive back pay.

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”.

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).

Creditable Years

Creditable service does not include part-time/temporary employment or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

College Transcripts

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

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 creditable years of experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

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

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

Librarians & Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to 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

- FWISD grants one (1) year of experience for each appropriate creditable year of experience.
 - A bachelor's degree and registered nurse's license (RN) are required for employment as a school nurse.
- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exception:

Exception to Compensation Policy

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

Speech-Language Pathologists, OT'S, PT'S, O&M Specialists, Audiologists, LSSP'S, Social Workers

- 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, teaching hospitals and the other organization who provide similar services.
- Up to eighteen (18) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children, youth, and/or adults may be credited toward advanced salary placement.
- The limit on the number of non-education related creditable years accepted is 18. This is a local credit only (FWISD). As a local credit this service credit may/may not be recognized by other Texas school districts (public or private).

Junior Reserve Officers Training Corp (JROTC) & Middle School Junior Cadet Corp (JCC)

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

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

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

Other Permanent Employees Paid on Salary Ranges

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

Prorated Salary for New Hires

Salary is based on the total number of days worked in the school year for that specific calendar. To obtain the prorated salary:

- Multiply the anticipated number of days left to work in the school year by the daily rate of pay to identify the prorated annual salary.
- Take the prorated annual salary and divide it by the number of months remaining in the school year to get the monthly rate. (September through August)

Salary Proration Examples:

Non-Prorated Salary	
Calendar Start Date	8/8/2022
New Employee Actual Start Date	8/8/2022
Position Calendar Days for SY	187
Anticipated Days Left to Work in SY	187
Current Position Daily Rate	121
New Position Daily Rate	\$203.45
New Position Annual Rate Prorated	\$38,045.15
New Position Monthly Rate Prorated	\$3,170.43

Prorated Salary	
Calendar Start Date	8/8/2022
New Employee Actual Start Date	1/17/2023
Position Calendar Days for SY	187
Anticipated Days Left to Work in SY	89
Current Position Daily Rate	121
New Position Daily Rate	\$203.45
New Position Annual Rate Prorated	\$18,107.05
New Position Monthly Rate Prorated	\$2,586.72

Salary Guidelines for Current Employees

Promotions

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.

Promoted employees should receive no less than a three percent rate increase, based on the midpoint of the new pay range, nor paid any less than the minimum rate of the pay range.

Adjustments to promotion increases will be made to maintain pay equity among peer employees with equal or greater experience, as necessary.

Promotion Examples:

Promotion to Minimum of New Range	
At New Rate Minimum	No
Internal Equity Adjustment	No
Current Position Midpoint	\$141.32
Current Position Daily Rate	\$120.58
New Position Midpoint	\$165.98
New Position Work Days	210
New Position Increase	\$4.98
New Position Daily Rate	\$125.56
New Position Daily Rate	\$135.74
New Position Annual Rate	\$28,505.40

Promotion with Internal Equity Review	
At New Rate Minimum	Yes
Internal Equity Adjustment	Yes, 2 YOS
Current Position Midpoint	\$141.32
Current Position Daily Rate	\$135.00
New Position Midpoint	\$165.98
New Position Work Days	210
New Position Increase	\$4.98
New Position Daily Rate	\$139.98
New Position Daily Rate	\$138.46
New Position Annual Rate	\$29,075.55

Lateral Transfers (Placements)

Lateral moves may involve a change of work days (shortened or lengthened calendar). However, the daily rate of pay remains the same. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable.

Lateral placements can also be classified as voluntary or involuntary. 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 Executive Director of Compensation and Employee Records.

Lateral Transfer Examples:

Lateral Move to New Position, Same Days		Lateral Move to New Position, Different Days	
Current Position Midpoint	\$141.32	Current Position Midpoint	\$141.32
Current Position Daily Rate	\$120.58	Current Position Daily Rate	\$120.58
Current Position Work Days	210	Current Position Work Days	210
New Position Midpoint	\$141.32	New Position Midpoint	\$141.32
New Position Work Days	210	New Position Work Days	198
New Position Daily Rate	\$120.58	New Position Daily Rate	\$120.58
New Position Annual Rate	\$25,321.80	New Position Annual Rate	\$23,874.84

Demotions - Pay Adjustments for Reassignment to a Lower Pay Grade

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 unless one of the criteria is met below.

- **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.
- **Non-contract employees**
 - For a non-contract employee, 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 non-contract 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.

Demotion Calculation and Example:

Demotion Calculation				
Current - Higher Pay Grade		New - Lower Pay Grade		
Example A	Demotion for Hourly Employee			
	Current Hourly Rate	\$14.50	New Position Midpoint Hourly Rate	\$13.60
	Current Position Midpoint Hourly Rate	$\div \$15.87$	Percent of Midpoint	$\times 0.91$
	Percent of Midpoint	0.91	New Position Hourly Rate	\$12.38
	Current Daily Rate	\$116.00	New Position Daily Rate	\$99.04
Example B	Demotion Maintaining Calendar Days			
	Current Daily Rate	\$116.00	New Position Midpoint Daily Rate	\$108.80
	Current Position Midpoint Daily Rate	\$126.96	New Position Work Days	220
	Current Position Work Days	220	New Position Daily Rate	\$99.04
	Current Position Annual Rate	\$25,520.00	New Position Annual Rate	\$21,788.80
Example C	Demotion with Change in Calendar Days			
	Current Daily Rate	\$116.00	New Position Midpoint Daily Rate	\$108.80
	Current Position Midpoint Daily Rate	\$126.96	New Position Work Days	210
	Current Position Work Days	220	New Position Daily Rate	\$99.04
	Current Position Annual Rate	\$25,520.00	New Position Annual Rate	\$20,798.40

Prorated Salary for Transfers

Employee transfer salary proration can occur when there is movement to a new position after the start date for that specific calendar.

When there is a change in pay and/or change of work days (shortened or lengthened calendar):

- The salary on the new position will be prorated for the remainder of that school year (see prorated salary calculation instructions below).
- Salary impact may occur on the final check for the previous position, resulting in a final position payout OR recoup of overpaid monies.

Employee impact will vary on the individual's specific transfer situation. For a summary of how a transfer could impact your pay, please contact the Compensation Department at 817.814.2080.

Prorated Salary Calculation Instructions:

Salary is based on the total number of days worked in the school year for that specific calendar. To obtain the prorated salary:

- Multiply the anticipated number of days left to work in the school year by the daily rate of pay to identify the prorated annual salary.
- Take the prorated annual salary and divide it by the number of months in the school year to get the monthly rate.

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.

Job Classification/Reclassification

- 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.

Salary Increase Eligibility

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

FWISD Designation System: Teacher Incentive Allotment (TIA)

- In compliance with HB3, 90% of the TIA must be spent in teacher compensation. Any funds received by Fort Worth ISD for a designated teacher under the Teacher Incentive Allotment (TIA), will be divided as follows: a percentage will be paid to the designated teacher, a percentage will be paid to non-TIA eligible teachers on the designated teacher's campus, and ten percent (10%) will go to the district. The district may spend the ten percent (10%) on training and support of the system, expansion of the system, administrative expenses as allowed by HB3.
- In the case a TIA designated teacher resigns, retires, or separates from Fort Worth ISD after the Winter Class Roster and **after** the end of the school year, the district will forward payment to the teacher by August 31st.
- In the case a TIA designated teacher resigns, retires, or separates from Fort Worth ISD after the Winter Class Roster but **before** the end of the school year, the TIA funding amount allocated to them based on the allotment approved by TEA will be equitably redistributed to the other 087 PEIMS coded teachers on the designated teacher's campus.
- A non-designated, potentially eligible TIA teacher who has resigned or retired and separated from Fort Worth ISD **after** the Winter Class Roster but **before** the end of the school year will not be eligible to receive any TIA funding.

Section II: Classroom Teacher Salary Schedules

Teacher* salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year. Future salaries should not be assumed or predicted.

***Per Texas Education Code Section 5.001**

(2) "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

The following salary schedules are based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Teachers Hired in SY 22-23

2022-2023 Teacher Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$60,000	16	\$68,096
1	\$60,321	17	\$68,623
2	\$61,057	18	\$69,258
3	\$61,795	19	\$69,600
4	\$62,532	20	\$69,986
5	\$62,948	21	\$70,371
6	\$63,365	22	\$70,754
7	\$63,780	23	\$71,148
8	\$64,196	24	\$71,574
9	\$64,761	25	\$71,976
10	\$65,125	26	\$72,618
11	\$65,499	27	\$73,362
12	\$65,932	28	\$74,886
13	\$66,529	29	\$75,764
14	\$67,100	30+	\$76,467
15	\$67,600		

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2023 for consideration in the 2022–2023 school year.

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Teachers Hired in SY 19-20, 20-21, or 21-22

2022-2023 Teacher Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$60,000	16	\$68,096
1	\$60,321	17	\$68,623
2	\$61,057	18	\$69,258
3	\$61,795	19	\$69,600
4	\$62,532	20	\$69,986
5	\$62,948	21	\$70,371
6	\$63,365	22	\$70,754
7	\$63,780	23	\$71,148
8	\$64,196	24	\$71,574
9	\$64,761	25	\$71,976
10	\$65,125	26	\$72,618
11	\$65,499	27	\$73,362
12	\$65,932	28	\$74,886
13	\$66,529	29	\$75,764
14	\$67,100	30+	\$76,467
15	\$67,600		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Teachers with Advanced Degrees:

A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%.
This will not apply to all steps.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Teachers Hired Prior to SY 19-20

2022-2023 Teacher Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$60,000	17	\$68,623
1	\$60,321	18	\$69,258
2	\$61,057	19	\$69,600
3	\$61,795	20	\$69,986
4	\$62,532	21	\$70,371
5	\$62,948	22	\$70,754
6	\$63,365	23	\$71,148
7	\$63,780	24	\$71,574
8	\$64,196	25	\$71,976
9	\$64,761	26	\$72,618
10	\$65,125	27	\$73,362
11	\$65,499	28	\$74,886
12	\$65,932	29	\$75,764
13	\$66,529	30	\$76,467
14	\$67,100	31	\$77,465
15	\$67,600	32+	\$82,037*
16	\$68,096		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Teachers with Advanced Degrees: A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%. This will not apply to all steps.

***Advanced Degrees for Teachers in Year 32:** Teachers holding a Master's Degree will receive \$83,984. Those holding a Doctorate Degree will receive \$88,070.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Section III: Counselor & Librarian Salary Schedules

The following salary schedules are for the 2022-2023 school year only and cannot be used to predict future salaries.

Elementary Counselors Hired in SY 22-23

2022-2023 Elementary Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$63,000	16	\$71,198
1	\$63,440	17	\$71,833
2	\$64,221	18	\$72,469
3	\$65,000	19	\$72,867
4	\$65,936	20	\$73,254
5	\$66,304	21	\$73,643
6	\$66,671	22	\$74,026
7	\$67,098	23	\$74,414
8	\$67,805	24	\$74,931
9	\$68,334	25	\$75,328
10	\$68,706	26	\$75,951
11	\$69,091	27	\$76,678
12	\$69,496	28	\$78,165
13	\$70,048	29	\$79,066
14	\$70,413	30+	\$79,765
15	\$70,804		

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2023 for consideration in the 2022–2023 school year.

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 188 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Elementary Counselors Hired in SY 19-20, 20-21, or 21-22

2022-2023 Elementary Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$63,000	16	\$71,198
1	\$63,440	17	\$71,833
2	\$64,221	18	\$72,469
3	\$65,000	19	\$72,867
4	\$65,936	20	\$73,254
5	\$66,304	21	\$73,643
6	\$66,671	22	\$74,026
7	\$67,098	23	\$74,414
8	\$67,805	24	\$74,931
9	\$68,334	25	\$75,328
10	\$68,706	26	\$75,951
11	\$69,091	27	\$76,678
12	\$69,496	28	\$78,165
13	\$70,048	29	\$79,066
14	\$70,413	30+	\$79,765
15	\$70,804		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees:

A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%.
This will not apply to all steps.

This salary schedule is based on 188 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Elementary Counselors Hired Prior to SY 19-20

2022-2023 Elementary Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$63,000	17	\$71,833
1	\$63,440	18	\$72,469
2	\$64,221	19	\$72,867
3	\$65,000	20	\$73,254
4	\$65,936	21	\$73,643
5	\$66,304	22	\$74,026
6	\$66,671	23	\$74,414
7	\$67,098	24	\$74,931
8	\$67,805	25	\$75,328
9	\$68,334	26	\$75,951
10	\$68,706	27	\$76,678
11	\$69,091	28	\$78,165
12	\$69,496	29	\$79,066
13	\$70,048	30	\$79,765
14	\$70,413	31	\$80,765
15	\$70,804	32+	\$85,853*
16	\$71,198		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees: A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%. This will not apply to all steps.

***Advanced Degrees for Counselors in Year 32:** Elementary Counselors holding a Master's Degree will receive \$87,811. Those holding a Doctorate Degree will receive \$91,920.

This salary schedule is based on 188 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Middle School Counselors Hired in SY 22-23

2022-2023 Middle School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$66,351	16	\$74,984
1	\$66,815	17	\$75,654
2	\$67,636	18	\$76,323
3	\$68,457	19	\$76,743
4	\$69,442	20	\$77,151
5	\$69,831	21	\$77,559
6	\$70,218	22	\$77,963
7	\$70,667	23	\$78,373
8	\$71,412	24	\$78,916
9	\$71,969	25	\$79,334
10	\$72,360	26	\$79,991
11	\$72,766	27	\$80,756
12	\$73,192	28	\$82,322
13	\$73,773	29	\$83,272
14	\$74,157	30+	\$84,008
15	\$74,569		

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2023 for consideration in the 2022–2023 school year.

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 198 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Middle School Counselors Hired in SY 19-20, 20-21, or 21-22

2022-2023 Middle School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$66,351	16	\$74,984
1	\$66,815	17	\$75,654
2	\$67,636	18	\$76,323
3	\$68,457	19	\$76,743
4	\$69,442	20	\$77,151
5	\$69,831	21	\$77,559
6	\$70,218	22	\$77,963
7	\$70,667	23	\$78,373
8	\$71,412	24	\$78,916
9	\$71,969	25	\$79,334
10	\$72,360	26	\$79,991
11	\$72,766	27	\$80,756
12	\$73,192	28	\$82,322
13	\$73,773	29	\$83,272
14	\$74,157	30+	\$84,008
15	\$74,569		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees:

A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%.
This will not apply to all steps.

This salary schedule is based on 198 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Middle School Counselors Hired Prior to SY 19-20

2022-2023 Middle School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$66,351	17	\$75,654
1	\$66,815	18	\$76,323
2	\$67,636	19	\$76,743
3	\$68,457	20	\$77,151
4	\$69,442	21	\$77,559
5	\$69,831	22	\$77,963
6	\$70,218	23	\$78,373
7	\$70,667	24	\$78,916
8	\$71,412	25	\$79,334
9	\$71,969	26	\$79,991
10	\$72,360	27	\$80,756
11	\$72,766	28	\$82,322
12	\$73,192	29	\$83,272
13	\$73,773	30	\$84,008
14	\$74,157	31	\$85,061
15	\$74,569	32+	\$90,420*
16	\$74,984		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees: A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%. This will not apply to all steps.

***Advanced Degrees for Counselors in Year 32:** Middle School Counselors holding a Master's Degree will receive \$92,482. Those holding a Doctorate Degree will receive \$96,809.

This salary schedule is based on 198 days for the 2022-2023 school year only and cannot be used to predict future salaries.

High School Counselors Hired in SY 22-23

2022-2023 High School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$70,372	16	\$79,529
1	\$70,863	17	\$80,239
2	\$71,735	18	\$80,949
3	\$72,607	19	\$81,394
4	\$73,652	20	\$81,826
5	\$74,064	21	\$82,260
6	\$74,473	22	\$82,688
7	\$74,950	23	\$83,122
8	\$75,739	24	\$83,700
9	\$76,331	25	\$84,142
10	\$76,746	26	\$84,838
11	\$77,176	27	\$85,650
12	\$77,629	28	\$87,312
13	\$78,245	29	\$88,319
14	\$78,652	30+	\$89,098
15	\$79,089		

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2023 for consideration in the 2022–2023 school year.

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 210 days for the 2022-2023 school year only and cannot be used to predict future salaries.

High School Counselors Hired in SY 19-20, 20-21, or 21-22

2022-2023 High School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$70,372	16	\$79,529
1	\$70,863	17	\$80,239
2	\$71,735	18	\$80,949
3	\$72,607	19	\$81,394
4	\$73,652	20	\$81,826
5	\$74,064	21	\$82,260
6	\$74,473	22	\$82,688
7	\$74,950	23	\$83,122
8	\$75,739	24	\$83,700
9	\$76,331	25	\$84,142
10	\$76,746	26	\$84,838
11	\$77,176	27	\$85,650
12	\$77,629	28	\$87,312
13	\$78,245	29	\$88,319
14	\$78,652	30+	\$89,098
15	\$79,089		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees:

A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%.
This will not apply to all steps.

This salary schedule is based on 210 days for the 2022-2023 school year only and cannot be used to predict future salaries.

High School Counselors Hired Prior to SY 19-20

2022-2023 High School Counselor Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$70,372	17	\$80,239
1	\$70,863	18	\$80,949
2	\$71,735	19	\$81,394
3	\$72,607	20	\$81,826
4	\$73,652	21	\$82,260
5	\$74,064	22	\$82,688
6	\$74,473	23	\$83,122
7	\$74,950	24	\$83,700
8	\$75,739	25	\$84,142
9	\$76,331	26	\$84,838
10	\$76,746	27	\$85,650
11	\$77,176	28	\$87,312
12	\$77,629	29	\$88,319
13	\$78,245	30	\$89,098
14	\$78,652	31	\$90,216
15	\$79,089	32+	\$95,900*
16	\$79,529		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Counselors with Advanced Degrees: A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%. This will not apply to all steps.

***Advanced Degrees for Counselors in Year 32:** High School Counselors holding a Master's Degree will receive \$98,087. Those holding a Doctorate Degree will receive \$102,677.

This salary schedule is based on 210 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Librarians Hired in SY 22-23

2022-2023 Librarian Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$61,000	16	\$68,977
1	\$61,360	17	\$69,608
2	\$62,232	18	\$70,242
3	\$63,173	19	\$70,637
4	\$64,225	20	\$71,022
5	\$64,565	21	\$71,408
6	\$64,878	22	\$71,790
7	\$65,190	23	\$72,176
8	\$65,576	24	\$72,690
9	\$65,965	25	\$73,082
10	\$66,398	26	\$73,704
11	\$66,840	27	\$74,426
12	\$67,258	28	\$75,907
13	\$67,702	29	\$76,798
14	\$68,089	30+	\$77,481
15	\$68,584		

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2023 for consideration in the 2022–2023 school year.

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Librarians Hired in SY 19-20, 20-21, or 21-22

2022-2023 Librarian Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$61,000	16	\$68,977
1	\$61,360	17	\$69,608
2	\$62,232	18	\$70,242
3	\$63,173	19	\$70,637
4	\$64,225	20	\$71,022
5	\$64,565	21	\$71,408
6	\$64,878	22	\$71,790
7	\$65,190	23	\$72,176
8	\$65,576	24	\$72,690
9	\$65,965	25	\$73,082
10	\$66,398	26	\$73,704
11	\$66,840	27	\$74,426
12	\$67,258	28	\$75,907
13	\$67,702	29	\$76,798
14	\$68,089	30+	\$77,481
15	\$68,584		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained.
Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Librarians with Advanced Degrees:

A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%.
This will not apply to all steps.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Librarians Hired Prior to SY 19-20

2022-2023 Librarian Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$61,000	17	\$69,608
1	\$61,360	18	\$70,242
2	\$62,232	19	\$70,637
3	\$63,173	20	\$71,022
4	\$64,225	21	\$71,408
5	\$64,565	22	\$71,790
6	\$64,878	23	\$72,176
7	\$65,190	24	\$72,690
8	\$65,576	25	\$73,082
9	\$65,965	26	\$73,704
10	\$66,398	27	\$74,426
11	\$66,840	28	\$75,907
12	\$67,258	29	\$76,798
13	\$67,702	30	\$77,481
14	\$68,089	31	\$78,469
15	\$68,584	32+	\$83,725*
16	\$68,977		

Advanced Degree Stipends	
Master's Degree	\$1,400
Doctorate Degree	\$3,000

Advanced Degree Stipends are awarded based on the highest degree obtained. Employees are eligible to receive only one Advanced Degree Stipend.

Hold Harmless Stipend for Librarians with Advanced Degrees: A Hold Harmless Stipend will be added at steps where the 2022-2023 salary plus Advanced Degree Stipend is not greater than the 2021-2022 salary plus 4%. This will not apply to all steps.

***Advanced Degrees for Librarians in Year 32:** Librarians holding a Master's Degree will receive \$85,673. Those holding a Doctorate Degree will receive \$89,758.

This salary schedule is based on 187 days for the 2022-2023 school year only and cannot be used to predict future salaries.

Section IV: Career Pathway Pay Plans

This section includes the compensation plan for the following employee groups: administrative support, instructional support, operations-auxiliary, operations, campus administration, campus professional support, technology, business and operations, instructional programs (exempt), and executive. This includes specific pay grades, pay ranges, calendar of days and the associated positions/roles, outlined based on groups. Please refer to the position, calendar of days to identify the minimum, midpoint and maximum salary for the position/role.

2022-2023 Executive Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$539.50	\$650.00	\$760.50
	Asst Superintendent Specialized Academic Support Svcs	239	239 Days	128,941	155,350	181,760
	Asst Superintendent Student Support Services	239				
	Asst Superintendent Teaching & Learning	239				
	Asst Superintendent Educational Technology	239				
	Senior Counsel	239				
	Senior Officer Communications	239				
	Senior Officer Enterprise	239				
	Senior Officer Grants & Development	239				
	Senior Officer Operations	239				
	Senior Officer Payroll & Benefits	239				
	Senior Officer Technology	239				
102			Daily	\$642.01	\$773.50	\$905.00
	Assoc Superintendent Accountability & Data Quality	239	239 Days	153,440	184,867	216,295
103			Daily	\$717.50	\$864.46	\$1,011.42
	Chief Academic Officer	239	239 Days	171,483	206,606	241,729
	Chief of Capital Improvement Program	239				
	Chief of District Operations	239				
	Chief of Equity & Excellence	239				
	Chief Financial Officer	239				
	Chief Information Officer	239				
	Chief Innovation Officer	239				
	Chief Legal Officer	239				
	Chief of School Leadership	239				
	Chief of Student Support Services	239				
	Chief Talent Officer	239				
104			Daily	\$862.40	\$1,039.04	\$1,215.68
	Deputy Superintendent	239	239 Days	206,114	248,331	290,548

2022-2023 Campus Professional Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201						
	Specialist I Family Outreach	219, 239	187 Days	\$236.55	\$285.00	\$333.45
	Specialist I College & Career Readiness	187	187 Days	44,235	53,295	62,355
	Specialist I Parent Outreach	210	210 Days	49,676	59,850	70,025
	Specialist I School Outreach	187	219 Days	51,804	62,415	73,026
			239 Days	56,535	68,115	79,695
202						
	Case Manager	210	Daily	\$264.94	\$319.20	\$373.46
	Case Manager FWCP	210	187 Days	49,544	59,690	69,837
	Coord Home School Program	210	210 Days	55,637	67,032	78,427
	Coord Social Services	210	239 Days	63,321	76,289	89,257
	Social Worker I	239	259 Days	68,619	82,672	96,726
	Speech-Language Pathology Assistant	187				
203						
	Analyst Campus Programs	187	Daily	\$302.03	\$363.89	\$425.75
	Music Therapist	187	187 Days	56,480	68,047	79,615
	Social Worker II	193, 210, 219	193 Days	58,292	70,231	82,170
	Specialist II IT Training & Compliance	239	201 Days	61,010	73,506	86,002
	Specialist II Intervention	187, 193, 214, 219, 239	210 Days	63,426	76,417	89,408
	Specialist II Social Services	201, 210, 219	214 Days	64,634	77,872	91,111
	Specialist II Orientation/Mobility	201	219 Days	66,145	79,692	93,239
			239 Days	72,185	86,970	101,754

204	
Dyslexia Evaluator	210
Equity Specialist	239
JROTC Staff	259
JROTC Instructor	259
Legacy Nurse	187
School Nurse	187, 198
Specialist III Art Education	207
Specialist III Biliteracy Int	187
Specialist III Campus Profession	210
Specialist III CTE	219
Specialist III CTE Ind Partner	219
Specialist III Curriculum Network	219
Specialist III Dyslexia	219
Specialist III Early Learning	210
Specialist III FWCP Reading Intervention	187
Specialist III Instrumental Music	207
Specialist III IT Digital Literacy	219
Specialist III MTSS	202
Specialist III MTSS/RTI	219
Specialist III Postsecondary	219
Specialist III Restorative Practices	219
Specialist III Singing/Choral	207
Teacher Manager	210

Daily	\$320.86	\$386.58	\$452.30
187 Days	60,000	72,290	84,580
193 Days	61,925	74,610	87,294
198 Days	63,529	76,543	89,555
201 Days	64,492	77,703	90,912
207 Days	66,417	80,022	93,626
210 Days	67,380	81,182	94,983
214 Days	68,663	82,728	96,792
219 Days	70,267	84,661	99,054
239 Days	76,684	92,393	108,100
259 Days	83,101	100,124	117,146

205	
Assessment/Data Analyst	210
Instruct Coach Campus	210
Instruct Coach Core Curriculum	210, 219
Instruct Coach Core Curriculum DL/ESL	210
Instruct Coach Early Learning	210
Instruct Coach Initiatives	210
Instruct Coach Special Education	210
Instruct Coach World Languages	210
Instructional Specialist	210
Success Coach	210

Daily	\$336.91	\$405.91	\$474.91
188 Days	63,339	76,311	89,283
210 Days	70,751	85,241	99,731
219 Days	73,783	88,894	104,005

206

Athletic Trainer	201
Audiologist	210
LSSP	193, 210, 239
Occupational Therapist	201
Physical Therapist	201
Diagnostician Evaluation Specialist	193, 210, 239
Speech-Language Pathologist	187, 201, 210

Daily	\$353.75	\$426.21	\$498.67
187 Days	66,151	79,701	93,251
193 Days	68,274	82,259	96,243
198 Days	70,043	84,390	98,737
201 Days	71,458	86,094	100,731
210 Days	74,288	89,504	104,721
239 Days	84,546	101,864	119,182

2022-2023 Instructional Programs Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
301			Daily	\$209.16	\$252.00	\$294.84
	Coord I Project ACE-FWAS	219	198 Days	41,414	49,896	58,378
	Coord I Project FWAS	219, 239	219 Days	45,806	55,188	64,570
	Coord I Site ACE 21CCLC	198, 219	239 Days	49,989	60,228	70,467
	Coord I Bilingual/ESL	239				
	Specialist I FES ACE 21CCLC	239				
	Specialist I Workforce Integration	239				
	Supervisor I Student Placement	239				
302			Daily	\$255.18	\$307.44	\$359.70
	Coord II Career Path	239	187 Days	47,719	57,491	67,264
	Coord II Family Resources	239	214 Days	54,609	65,792	76,976
	Coord II PD Instructional Spec	239	219 Days	55,884	67,329	78,774
	Coord II Performance Quality	239	239 Days	60,988	73,478	85,968
	Coord II Project ACE 21CCLC	239				
	Coord II Student	214				
	Hearing Officer	239				
	Specialist II Attend Cntrl Student Engagement	187				
	Specialist II Attendance Control	187, 219				
	Specialist II Rainwater Support	214				
	Specialist II Trauma Counselor	219				

303

Coord III Academics	239
Coord III Bilingual Teacher Asst Program	239
Coord III Case Manager	219
Coord III Child Find	239
Coord III CTE	239
Coord III Dual Lang K-12	219
Coord III EL Retention	239
Coord III ESL K-12	219
Coord III GO Center	239
Coord III Health and PE	239
Coord III Instructional Coach	239
Coord III Literacy Academics	239
Coord III Personalized Learning	239
Coord III Post-Secondary	239
Coord III Project HTYPE	239
Coord III School Leadership	239
Coord III Special Education	239
Coord III Special Programs	239
Coord III T3 Partnership	239
Home Liaison/Counselor	219
Manager Family Community Partnerships	219
Nurse Specialist	239
Supervisor II Special Education	239

Daily	\$314.89	\$379.38	\$443.87
219 Days	68,961	83,084	97,208
239 Days	75,259	90,672	106,085

304

Asst Principal ES	210, 214, 219
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Daily	\$343.66	\$414.05	\$484.44
210 Days	72,168	86,950	101,732
214 Days	73,543	88,606	103,670
219 Days	75,261	90,676	106,092

305

Asst Principal MS	214, 219
Coord IV Arts Center	219
Coord IV Attendance & Credit Recovery	239
Coord IV Choice Programs	239
Coord IV Educational Technology	239
Coord IV Extended Learning	239
Coord IV Family Action Center	219
Coord IV Literacy K-12	219
Coord IV Math K-12	219
Coord IV MCP	219
Coord IV Parent Partnerships	239
Coord IV Post-Secondary Success	239
Coord IV Responsive Education Programs	239
Coord IV Restorative Practices	239
Coord IV Science K-12	219
Coord IV Social Studies K-12	219
Director I Adolescent Pregnancy	239
Director I Adult Education	239
Director I Counseling (ES, MS, or HS)	239
Director I Early Learning	239
Director I Family Resources	239
Director I GT	239
Director I School Design & Support	239
Director I School Leadership Support	239
Director I Student Placement Center	239
Director I Theatre/Dance	239
Director I Art Education	239
Director I Health & Physical Education	239
Director I Health Services	239
Director I Instrumental Music	239

	Daily	\$360.84	\$434.75	\$508.66
214 Days		77,219	93,036	108,853
219 Days		79,023	95,210	111,396
239 Days		86,240	103,905	121,569

306

Assoc Principal HS	239
Asst Director Athletics	239
Asst Director Special Education	239
Asst Director Special Education Related Services	239
Asst Director Student Discipline	239
Asst Principal HS	214, 219
Athletic Coordinator	197, 207, 217

	Daily	\$378.74	\$456.31	\$533.88
197 Days		74,611	89,893	105,174
207 Days		78,399	94,456	110,513
214 Days		81,050	97,650	114,250
217 Days		82,186	99,019	115,851
219 Days		82,944	99,931	116,919
239 Days		90,518	109,058	127,597

307	
Director II Athletics	239
Director II District Professional Learning	239
Director II Dyslexia	239
Director II Educational Technology	239
Director II Family Action Center	239
Director II Family Communication	239
Director II FWAS	239
Director II FWCP	239
Director II Health Services	239
Director II Instructional Coach	239
Director II Intervention	239
Director II JROTC	259
Director II Library Media	239
Director II Psychological Services	239
Director II Special Programs	239
Director II Special Education	239
Director II Student Engagement	239
Director II World Languages	239
Principal ES	219, 239

Daily	\$404.15	\$486.93	\$569.71
219 Days	88,509	106,638	124,766
239 Days	96,592	116,376	136,161
259 Days	104,675	126,115	147,555

308	
Exec Director Bilingual/ESL	239
Exec Director Career Tech Ed	239
Exec Director Choice Enrichment	239
Exec Director Collegiate Programs	239
Exec Director Community Collaboration & Initiatives	239
Exec Director Early Learning	239
Exec Director Equity & Professional Learning	239
Exec Director Fine Arts	239
Exec Director IT Training & Compliance	239
Exec Director Parent Partnerships	239
Exec Director Social Studies Curriculum Supports	239
Exec Director Special Ed	239
Exec Director Teacher & Principal Efficacy	239
Executive Principal	239
Principal Alt Special Assignment	219
Principal HS/Alt	239
Principal MS	219, 239
Principal MS/Alt	219

Daily	\$438.75	\$528.61	\$618.47
219 Days	96,086	115,766	135,445
239 Days	104,861	126,338	147,814

309	
Principal HS	239
Principal Program Administrator	239
Exec Director Health Services	239
Exec Director Instructional Initiatives	239
Exec Director Literacy	239
Exec Director New Teacher	239
Exec Director Math & Science	239

Daily	\$473.85	\$570.90	\$667.95
239 Days	113,250	136,445	159,640

310	
Exec Director Athletics	239
Exec Director School Leadership	239
Exec Director Learning & Enrichment	239

Daily	\$511.75	\$616.57	\$721.39
239 Days	122,308	147,360	172,412

2022-2023 Business & Operations Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
401			Daily	\$219.95	\$265.00	\$310.05
	Analyst I Energy Management	239	239 Days	52,568	63,335	74,102
	Analyst I Payroll	239	244 Days	53,668	64,660	75,652
	Analyst I Compliance	239				
	Buyer Purchasing	239				
	Coord I CIP	239				
	Coord I Internal Communications	239				
	IT Warehouse Supervisor	239				
	Specialist I Accounts Payable	239				
	Specialist I Assessment	239				
	Specialist I Benefits	239				
	Specialist I Student Engagement	239				
	Supervisor I Central Calling	239				
	Supervisor I Custodial	244				
	Trainer	239				

402	
Accountant	239
Analyst II Compensation	239
Analyst II Data Quality	239
Analyst II P-Card/Sr Purchasing	239
Coord II Textbook	244
Coord II Branding	239
Coord II Communications & Web	239
Coord II Communications Partners	239
Coord II Custodial Services	239
Coord II District Operations	239
Coord II District Records	239
Coord II Employee Records	239
Coord II Medicaid	239
Coord II Safety & Security	239
Coord II Social Media	239
Editor/Photographer	239
Foreperson Air Handling/Heating/AC	244
Foreperson Child Nutrition Services	244
Foreperson Electrical	244
Foreperson Energy Management	244
Foreperson General Building Maintenance	244
Foreperson Grounds & Landscaping	244
Foreperson HVAC Shop/Roofing	244
Foreperson Network Services	244
Foreperson Paint Shop	244
Foreperson Plumbing	244
Foreperson Transportation	244
Foreperson Warehouse	244
Internal Auditor	239
Purchasing Contract Agent	239
Specialist II Environment	239
Specialist II Family Communications	219
Specialist II Parent Partnerships	219, 239
Specialist II Project Development	239
Specialist II Safety & Security	193, 219, 239
Sr Buyer	239
Sr Buyer-HUB Analyst	239
Supervisor II Campus Safety	239
Supervisor II Nutrition	219

Daily	\$261.74	\$315.35	\$368.96
193 Days	50,516	60,863	71,209
219 Days	57,321	69,062	80,802
239 Days	62,556	75,369	88,181
244 Days	63,865	76,945	90,026

403

Analyst III - Compensation	239
CIP Sr Internal Auditor	239
Coord III Administrative Services	239
Coord III Advanced Academics	239
Coord III Board Services	239
Coord III Chief Academic Officer Budgets	239
Coord III Capital Improvement Program	239
Coord III Chief of Equity & Excellence	239
Coord III Chief Financial Officer	239
Coord III Chief of School Leadership	239
Coord III Chief of Student Support Services	239
Coord III Communications	239
Coord III Compensation	239
Coord III GT	239
Coord III Innovation & Excellence	239
Coord III Investigator Office of Prof Stds	239
Coord III Leaves & Separations	239
Coord III Payroll	239
Coord III Recruiting	239
Coord III Staffing	239
Coord III Teacher & Principal Efficacy	239
Investigator	239
Manager I Benefits	239
Manager I Talent Management	239
Manager I Transportation	239
Manager I Special Education Budget Grants	239
Paralegal	239
Specialist III Accounting	239
Specialist III Appraisal Ed Quality	239
Specialist III Average Daily Attendance	239
Specialist III Data Analytics	239
Specialist III Prof Learning & Innovation	239
Specialist III Sr Project Development	239
Sr Accountant	239
Sr Compliance Analyst	239
Sr Internal Auditor	239
Supervisor III Accounts Payable	239
Supervisor III Transportation Planning	239

Daily	\$290.53	\$350.04	\$409.55
239 Days	69,437	83,660	97,882

404

Coord IV Assessment	239
Coord IV Certification	239
Coord IV Communications	239
Coord IV Compliance	239
Coord IV Data Fellow	239
Coord IV Data Reporting	239
Coord IV Deputy Superintendent	239
Coord IV Financial Services	239
Coord IV Grant Writer	239
Coord IV Program Integration	239
Coord IV Program Management	239
Coord IV Recruitment Lead	239
Coord IV Staffing Lead	239
Coord IV Strategic ADQ	239
Coord IV Talent Management	239
Coord IV Vision Health Partnerships	239
Director I Safety & Security	239
Director I Policy & Planning	239
Executive Assistant Superintendent	239

Daily	\$324.87	\$391.41	\$457.95
239 Days	77,644	93,547	109,450

405

Assistant Comptroller	239
Asst Director Child Nutrition Services	239
Asst Director Transportation	239
Director II Administrative Services	239
Director II ADQ	239
Director II Assessment	239
Director II Community Strategy Partnerships	239
Director II Communication	239
Director II Custodial Services	239
Director II Creative Communications	239
Director II Data Reporting	239
Director II Environment	239
Director II Maintenance	239
Director II Maintenance Projects	239
Director II Office of Professional Standards	239
Director II Payroll	239
Director II Program Monitoring & Compliance	239
Director II Strategic ADQ	239
Director II Teacher Residents & Pipeline	239
Manager II Budget Management	239
Manager II Compensation	239
Manager II Internal Audit	239
Manager II Program Control	239
Manager II Purchasing	239
Manager II Safety Construction	239
Treasurer	239

Daily	\$406.09	\$489.26	\$572.43
239 Days	97,056	116,933	136,811

406

Manager III Business Operations	239
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Daily	\$434.52	\$523.51	\$612.50
239 Days	103,849	125,118	146,388

407

Chief Internal Auditor	239
Comptroller	239
Exec Director Budget	239
Exec Director Compensation	239
Exec Director Communications	239
Exec Director Hiring	239
Exec Director Facilities & Planning	239
Exec Director Nutrition Services	239
Exec Director Purchasing	239
Exec Director Risk Management	239
Exec Director Safety & Security	239
Exec Director Title IX	239
Exec Director Transportation	239
General Manager Maintenance & Operations	239
Staff Attorney	239

Daily	\$487.30	\$587.11	\$686.92
239 Days	116,465	140,319	164,174

2022-2023 Technology Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
501			Hourly	\$23.18	\$27.93	\$32.68
	IT Specialist I Customer Service	239	Daily	\$185.44	\$223.44	\$261.44
	Specialist Infrastructure Support	239	239 Days	44,320	53,402	62,484
	Technician I	239				
502			Hourly	\$26.25	\$31.63	\$37.01
	IT Specialist II 1 to 1	239	Daily	\$210.00	\$253.04	\$296.08
	IT Specialist II Business Intelligence	239	219 Days	45,990	55,415	64,841
	IT Specialist II Student Information System	219	239 Days	50,190	60,477	70,763
	Specialist Infrastructure	239	244 Days	51,240	61,742	72,244
	Technician II Physical Security	244				
Technician II Transportation Technology	244					
503			Hourly	\$29.14	\$35.11	\$41.08
	IT Specialist III 1 to 1 Team Lead	239	Daily	\$233.12	\$280.88	\$328.64
	IT Specialist III Business Intelligence	239	239 Days	55,716	67,130	78,545
	IT Specialist III Customer Service	239				
	IT Specialist III Student Information System	239				
	IT Specialist III Tech Liaison	239				
	IT Specialist III Network	239				
504			Hourly	\$37.00	\$44.58	\$52.16
	IT Specialist IV CNS	239	Daily	\$296.00	\$356.64	\$417.28
	IT Specialist IV CTE	239	239 Days	70,744	85,237	99,730
	IT Specialist IV Customer Service	239				
	IT Specialist IV Mobile Device Management	239				
	IT Specialist IV School Solutions	239				
	Sharepoint Administrator	239				
505			Daily	\$335.98	\$404.79	\$473.60
	Administrator Mobile Device Management	239	239 Days	80,299	96,745	113,190
	Analyst	239				
	Collaboration Engineer	239				
	IT .Net Programmer	239				
	IT Business Systems Administrator	239				
	Manager I Technology Customer Service	239				
	Network Engineer	239				
	Network Security Analyst	239				
	Network Security Specialist	239				

506	
Coordinator Technology	239
Database Administrator	239
Manager II Network Services	239
Manager II Network Services - Projects	239
IT Network Administrator	239
Sr .Net Programmer	239
Sr Network Engineer	239
Sr Network Operating Systems	239

Daily		\$361.85	\$435.96	\$510.07
239	Days	86,482	104,194	121,907

507	
Manager III Application Development & Support	239
Manager III Cybersecurity Engineer	239
Manager III Network	239
Manager III Student Records & PEIMS	239
Manager III Tech Customer Services	239

Daily		\$387.24	\$466.56	\$545.88
239	Days	92,550	111,508	130,465

508	
Director Application Development & Support	239
Director Business Intelligence	239
Director Network Services	239
Director Student Information System	239
Director Technology	239

Daily		\$410.48	\$494.55	\$578.62
239	Days	98,105	118,197	138,290

509	
Exec Director Application	239
Exec Director Business Intelligence	239
Exec Director Customer Service	239
Exec Director Information Security	239

Daily		\$487.50	\$587.35	\$687.19
239	Days	116,513	140,377	164,238

2022-2023 Instructional Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
601	Teacher Assistant I	183	Hourly \$15.00	\$18.07	\$21.14
	Teacher Assistant I Bilingual	183	Daily \$120.00	\$144.56	\$169.12
	Teacher Assistant I PreK	183	183 Days	21,960	26,454
	Teacher Assistant I PreK3	183			30,949
	Teacher Assistant I Resource Title I	183			
	Teacher Assistant I Title I	183			
602	Teacher Assistant II Sp Ed Inclusion	183	Hourly \$15.75	\$18.98	\$22.21
	Teacher Assistant II Sp Ed Resource	183	Daily \$126.00	\$151.84	\$177.68
			183 Days	23,058	27,787
				32,515	
603	Health Associate	183	Hourly \$16.75	\$20.18	\$23.61
	Library Clerk	183	Daily \$134.00	\$161.44	\$188.88
	Specialist Family Engagement	187, 198	183 Days	24,522	29,544
	Teacher Assistant III CAI	183	187 Days	25,058	30,189
	Teacher Assistant III CAI Title I	183	198 Days	26,532	31,965
	Teacher Assistant III Deaf Ed	183			34,565
	Teacher Assistant III ECSE	183			35,321
	Teacher Assistant III In-House	183			37,398
	Teacher Assistant III RISE	183, 187			
	Teacher Assistant III Science Lab	183, 187, 198			
	Teacher Assistant III SEAS	183			
	Teacher Assistant III Severe Needs	183			
	Teacher Assistant III Transition	183			
604	Lead Parent Educator	219	Hourly \$18.28	\$22.02	\$25.76
	Liaison for American Indian Education	239	Daily \$146.24	\$176.16	\$206.08
	Specialist Family Communication	219	219 Days	32,027	38,579
			239 Days	34,951	42,102
				49,253	
605	Deaf Education Transcriber	183	Hourly \$21.59	\$26.01	\$30.43
	Interpreter for the Deaf	183	Daily \$172.72	\$208.08	\$243.44
	Liaison for Homeless Education	239	183 Days	31,608	38,079
	Program Assistant	183	187 Days	32,299	38,911
	Special Education Brailist	187	239 Days	41,280	49,731
					58,182

2022-2023 Administrative Support Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
701			Hourly	\$15.00	\$18.07	\$21.14
			Daily	\$120.00	\$144.56	\$169.12
	Office Assistant	239	183 Days	21,960	26,454	30,949
	Office Assistant Alt	183	188 Days	22,560	27,177	31,795
	Office Assistant ES	188	219 Days	26,280	31,659	37,037
	Office Assistant HS	183, 239	239 Days	28,680	34,550	40,420
	Office Assistant MS	183, 188				
Storekeeper	219					
702			Hourly	\$16.30	\$19.64	\$22.98
			Daily	\$130.40	\$157.12	\$183.84
	Administrative Assistant Assessment Data Quality	239	183 Days	23,863	28,753	33,643
	Administrative Assistant Administrative Services	239	187 Days	24,385	29,381	34,378
	Administrative Assistant Advanced Academics	239	188 Days	24,515	29,539	34,562
	Administrative Assistant Athletics	239	198 Days	25,819	31,110	36,400
	Administrative Assistant Attendance Control	183	210 Days	27,384	32,995	38,606
	Administrative Assistant CATE	239	219 Days	28,558	34,409	40,261
	Administrative Assistant Career College Readiness	187, 210	239 Days	31,166	37,552	43,938
	Administrative Assistant Central Files	239				
	Administrative Assistant ChildFind	239				
	Administrative Assistant CIP	239				
	Administrative Assistant Early Childhood	239				
	Administrative Assistant Educational Technology	239				
	Administrative Assistant Employee Records	239				
	Administrative Assistant Health Services	239				
	Administrative Assistant Library Media Services	219				
	Administrative Assistant MS Counselor	188				
	Administrative Assistant Nutrition Services	239				
	Administrative Assistant Psych Services	239				
	Administrative Assistant Safety	239				
	Administrative Assistant School Solutions	239				
	Administrative Assistant SERS	239				
	Administrative Assistant Special Education	239				
	Administrative Assistant Spec Campus	239				
	Administrative Assistant Transportation	239				
	Admissions Advisor	198				
	Assistant Student Records	239				

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Administrative Assistant II Adolescent Pregnancy	239
Administrative Assistant II Adult Education	239
Administrative Assistant II Art Education	239
Administrative Assistant II Assessment	239
Administrative Assistant II Athletics	239
Administrative Assistant II Bilingual/ESL	239
Administrative Assistant II Business Intelligence	239
Administrative Assistant II Customer Service	239
Administrative Assistant II Dyslexia	239
Administrative Assistant II Early Learning	239
Administrative Assistant II Employee Records	239
Administrative Assistant II ES Principal	214, 219
Administrative Assistant II Fam/Comm Resource	239
Administrative Assistant II Health & PE	239
Administrative Assistant II HS Counselor	198
Administrative Assistant II Instructional Initiatives	239
Administrative Assistant II JROTC	239
Administrative Assistant II Maintenance	239
Administrative Assistant II Math	239
Administrative Assistant II Music	239
Administrative Assistant II Nutrition Services	239
Administrative Assistant II Office of Prof Stds	239
Administrative Assistant II Parent Partnerships	239
Administrative Assistant II P-Card	239
Administrative Assistant II Prev & Crisis Response	239
Administrative Assistant II Psych Services	239
Administrative Assistant II Social Studies	239
Administrative Assistant II Special Education	239
Administrative Assistant II Sp/Alt Campus	209, 214, 219
Administrative Assistant II SSS Special Programs	239
Administrative Assistant II Strategic Operations	239
Administrative Assistant II Stu Discipline/Placement	239
Administrative Assistant II Student Placement	239
Administrative Assistant II Textbooks	239
Administrative Assistant II Transportation	239
Administrative Assistant II Warehouse	239
Assistant Adult Education	239
Assistant Cash Management	239
Attendance Clerk HS	187
Attendance Clerk MS	183
Technician I Adult Education	239
Technician I District Records	239
Technician I Purchasing	

Hourly	\$17.85	\$21.50	\$25.16
Daily	\$142.80	\$172.00	\$201.28
183 Days	26,132	31,476	36,834
187 Days	26,704	32,164	37,639
198 Days	28,274	34,056	39,853
210 Days	29,988	36,120	42,269
214 Days	30,559	36,808	43,074
219 Days	31,273	37,668	44,080
239 Days	34,129	41,108	48,106

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Accounts Payable Clerk	239
Administrative Assistant III Administrative Services	239
Administrative Assistant III Athletics	239
Administrative Assistant III Bilingual/ESL	239
Administrative Assistant III CATE	239
Administrative Assistant III Collegiate Programs	239
Administrative Assistant III Communications	239
Administrative Assistant III Comptroller	239
Administrative Assistant III Equity & Excellence	239
Administrative Assistant III Family Comm Resource	239
Administrative Assistant III Fine Arts	239
Administrative Assistant III Grants & Compliance	239
Administrative Assistant III Health Services	239
Administrative Assistant III HS Principal	193, 239
Administrative Assistant III Legal	239
Administrative Assistant III Library Media Services	239
Administrative Assistant III Literacy	239
Administrative Assistant III Maintenance	239
Administrative Assistant III Maintenance Operations	239
Administrative Assistant III MCP	239
Administrative Assistant III MS Principal	214
Administrative Assistant III MS/HS Principal	193
Administrative Assistant III Operations	239
Administrative Assistant III Nutrition Services	239
Administrative Assistant III Payroll	239
Administrative Assistant III Purchasing	239
Administrative Assistant III Safety & Security	239
Administrative Assistant III School Leadership	239
Administrative Assistant III Talent Management	239
Administrative Assistant III Technology	239
Administrative Assistant III Teacher Principal Efficacy	239
Administrative Assistant III Teacher Resident Pipeline	239
Administrative Assistant III Transportation	239
Benefits Assistant	239
Data Clerk Alt/Sp	214, 219
Data Clerk HS	214
Data Clerk MS	198
Data Clerk MS/Sped	198
Registrar HS	239
Technician II Administrative Services	239
Technician II After School Programs Teacher Support	239
Technician II Central Calling & Substitutes	239
Technician II Medicaid & SHARS	239
Technician II Onboarding	239

Hourly	\$20.37	\$24.54	\$28.71
Daily	\$162.96	\$196.32	\$229.68
193 Days	31,451	37,890	44,328
198 Days	32,266	38,871	45,477
214 Days	34,873	42,012	49,152
219 Days	35,688	42,994	50,300
239 Days	38,947	46,920	54,894

705

Administrative Assistant IV Academics	239
Administrative Assistant IV Assessment Data Quality	239
Administrative Assistant IV Educational Technology	239
Administrative Assistant IV Grants & Development	239
Administrative Assistant IV Management & Budget	239
Administrative Assistant IV Ops Management	239
Administrative Assistant IV Special Education	239
Administrative Assistant IV Student Support Services	239
Specialist Accounting	239
Specialist Accounts Payable	239
Specialist Compensation	239
Specialist Dispatch	244
Specialist IT Procurement	239
Specialist Payroll	239
Specialist Payroll CNS	239
Specialist Purchasing	239

Hourly	\$22.61	\$27.24	\$31.87
Daily	\$180.88	\$217.92	\$254.96
239 Days	43,230	52,083	60,935
244 Days	44,135	53,172	62,210

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Analyst Bilingual/ESL Data	239
Analyst Budget	239
Analyst Compensation	239
Analyst Innovation	239
Analyst Special Education Budget & Grants	239
Executive Assistant Administrative Service	239
Executive Assistant Capital Improvement Program	239
Executive Assistant District Operations	239
Executive Assistant Equity & Excellence	239
Executive Assistant Innovation	239
Executive Assistant Internal Audit	239
Executive Assistant Policy & Planning	239
Executive Assistant School Leadership	239
Executive Assistant Student Support Services	239
Executive Assistant Technology	239
Executive Assistant Talent Management	239
Specialist Sr Budget	239
Specialist Sr Certification	239
Specialist Sr CIP Acct/Record	239
Specialist Sr Compensation	239
Specialist Sr Employee Records	239
Specialist Sr Operations	239
Specialist Sr Payroll	239
Specialist Sr Public Info	239
Specialist Sr Risk Management	239
Specialist Sr Talent Management	239

Hourly	\$24.87	\$29.96	\$35.05
Daily	\$198.96	\$239.68	\$280.40
239 Days	47,551	57,284	67,016

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Executive Assistant Sr Board Services	239
Executive Assistant Sr Superintendent	239

Hourly	\$28.59	\$34.45	\$40.31
Daily	\$228.72	\$275.60	\$322.48
239 Days	54,664	65,868	77,073

2022-2023 Operations Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
801			Hourly	\$15.75	\$18.97	\$22.19
	Campus Monitor	187	Daily	\$126.00	\$151.76	\$177.52
	Custodian	244	187 Days	23,562	28,379	33,196
	Fuel Attendant	244	244 Days	30,744	37,029	43,315
802			Hourly	\$16.61	\$20.01	\$23.41
	Grounds Worker	244	Daily	\$132.88	\$160.08	\$187.28
	Head Custodian I ES	244	239 Days	31,758	38,259	44,760
	Mechanic Apprentice	244	244 Days	32,423	39,060	45,696
	Painter I	244				
	Plumber I	244				
	Security Monitor	244				
	Technician I HVAC Chillers	239				
	Technician I Preventive Maintenance	244				
	Technician I Irrigation	244				
	Warehouse Driver	244				
	Warehouse Operator	239				
	Warehouseperson I	239, 244				
803			Hourly	\$18.19	\$21.91	\$25.63
	Café Manager I ES	189	Daily	\$145.52	\$175.28	\$205.04
	Environmental Worker I	244	189 Days	27,503	33,128	38,753
	Head Custodian II MS	244	244 Days	35,507	42,768	50,030
	Locker Repairperson	244				
	Painter II	244				
	Safety Officer	244				
	Skilled Maintenance General I	244				
	Warehouseperson II	244				
	Worker II General Maintenance	244				

804	
Backhoe Operator	244
Café Manager II HS	189
Café Manager II MS	189
Café Manager II MS/HS	189
Dispatcher	239
Equipment Operator	244
Floor/Hardware Technician II	244
Head Custodian III HS	244
Router I	244
Skilled Maintenance General II	244
Specialist I Bus Lot	244
Specialist I Central Warehouse	244
Specialist I CNS Free Lunch	239
Specialist I CNS Inventory Management	239
Specialist I CNS Warehouse	244
Specialist I IT Logistics	239
Technician II Appliance Repair	244

Hourly		\$20.60	\$24.82	\$29.04
Daily		\$164.80	\$198.56	\$232.32
189	Days	31,147	37,528	43,908
239	Days	39,387	47,456	55,524
244	Days	40,211	48,449	56,686

805	
Building Manager	244
Exterminator	244
Glazier	244
Locksmith	244
Mechanic Transportation	244
Plasterer	244
Router II	244
Sheet Metal Worker	244
Skilled Maintenance General III	244
Technician III Fire Alarm	244
Technician III Refrigeration	244
Technician III Irrigation	244
Technician III Sewer	244
Welder	244

Hourly		\$23.22	\$27.97	\$32.72
Daily		\$185.76	\$223.76	\$261.76
244	Days	45,325	54,597	63,869

806	
Electrician Journeyman	244
Environmental Worker II	244
HVAC Journeyman	244
Plumber II	244
Technician IV Energy Management	244

Hourly		\$26.13	\$31.48	\$36.83
Daily		\$209.04	\$251.84	\$294.64
244	Days	51,006	61,449	71,892

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Asst Foreperson Air Handling/Heating/AC	244
Asst Foreperson Child Nutrition Services	244
Asst Foreperson Electrical	244
Asst Foreperson Energy Management	244
Asst Foreperson General Maintenance	244
Asst Foreperson Metal Shop	244
Asst Foreperson Paint Shop	244
Asst Foreperson Plumbing	244
Asst Foreperson Safety & Security	244
Asst Foreperson Small Equipment	244
Asst Foreperson Transportation	244

Hourly	\$30.10	\$36.26	\$42.42
Daily	\$240.80	\$290.08	\$339.36
244 Days	58,755	70,780	82,804

2022-2023 Operations Auxiliary Hourly Career Pathway

Transportation

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
BA	Bus Attendant	183	Hourly	\$15.00	\$18.07	\$21.14
BD	Bus Driver	183	Hourly	\$22.50	\$27.44	\$32.38
	Bus Driver - Lead	183				
	Bus Driver - Relief	183				

Nutrition Services

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
CW	Café Worker	183, 240	Hourly	\$15.00	\$18.07	\$21.14
CWL	Café Worker - Lead	183	Hourly	\$15.75	\$18.97	\$22.19

Section V: Supplemental Pay (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 submissions at rates differing from those contained in the manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

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.

Stipend Information (A-Z)

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](#) of this manual 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.

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

Academic Coaches

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

Additionally:

- Stipends may be combined pending program requirements
- Stipends are contingent upon fulfillment of departmental requirements (see Prog. Dir.)

Pay Code	Stipend	Annual Amt.
	Coordinator, Academic	\$2,000
687	Coordinator, UIL Campus High School	\$1,600
687	Coordinator, UIL Campus Middle School	\$900
687	UIL Cross Examination Debate Coach	\$2,200
687	UIL Lincoln Douglas Debate Coach	\$2,200
687	UIL Non-athletic Event Coach/High School (exclude One-Act Play, LD Cross-X Debate)	\$600
541	Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for details	\$800 max.
541	Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for details	\$750/each
541	Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for details	\$750 max.
541	Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for details	\$650/each

Athletic Coaches

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

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

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

For additional information, please call Athletics at 817.815.7300.

Pay Code	Athletic Stipend (Other)	Annual Rate
601	Athletic Trainer	\$6,500
623	Defensive Coordinator – Football (one stipend only)	\$9,000
645	Offensive Coordinator – Football (one stipend only)	\$9,000

Pay Code	Head Coach for High School	Annual Rate
625	Head Baseball	\$9,800
626 / 627	Head Basketball	\$9,800
628	Head Cross Country	\$8,500
629	Head Football	\$14,465
630	Head Golf	\$8,500
632	Head Golf – Spring	\$4,250
647	Head Powerlifting (Campus-Based Activity)	\$8,500
633 / 634	Head Soccer	\$9,800
635	Head Softball	\$9,800
636	Head Swimming	\$8,500
637	Head Tennis	\$8,500
639	Head Tennis – Semester	\$4,250
640 / 641	Head Track	\$8,500
642	Head Volleyball	\$9,800
643	Head Wrestling	\$8,500
665	Head Flag Football	\$5,000

Pay Code	Assistant Coach for High School	Annual Rate
605	Assistant Baseball	\$6,000
606 / 607	Assistant Basketball	\$6,000
609	Assistant Cross Country	\$5,000
610	Assistant Football	\$7,000
611	Assistant Golf	\$5,000
646	Assistant Powerlifting	\$5,000
612 / 613	Assistant Soccer	\$6,000
614	Assistant Softball	\$6,000
615	Assistant Swimming	\$5,000
617	Assistant Tennis	\$5,000
618 / 619	Assistant Track	\$5,000
620	Assistant Volleyball	\$6,000
621	Assistant Wrestling	\$5,000
664	Assistant Flag Football	\$3,000

Pay Code	Coach for Middle School	Annual Rate
649 / 650	Basketball	\$3,650
651	Cross Country	\$2,800
653	Football	\$4,550
656 / 657	Soccer	\$3,650
660 / 661	Track	\$2,800
662	Volleyball	\$3,650

Pay Code	Cheerleading / Drill Team	Annual Rate
624	Assistant Cheerleading	\$3,400
622	Head Cheerleading	\$6,000
652	MS Cheerleading Sponsor	\$2,125
670	Head Drill Team	\$7,000

Auto Allowance

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

Pay Code	Position	Annual Rate
410	Assistant Director – Athletics / Facilities Manager – Athletics	\$2,160
411	Senior Counsel	\$2,246
410	Director – After School Program	\$2,160
410	Director – Athletics	\$2,160
410	Director – Facilities and Planning	\$2,160
412	Executive Director – School Leadership	\$3,510
413	Division Chief	\$4,500
412	Executive Director / Asst. Supt. / Assoc. Supt. / Senior Officer	\$3,510
409	Superintendent	per contract

Bilingual Stipends for Secretary / Clerk

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information, call Talent Management at 817.814.2717.

Pay Code	Position	Annual Rate
503	Secretary/Clerk, Bilingual (must pass proficiency exam)	\$450

**Processed by Compensation*

Bilingual / ESL Education Stipends

These stipends (amounts vary) are designed to compensate employees who hold SBEC Bilingual or ESL certification and provide Bilingual or ESL services to students. The criteria for stipend eligibility are designated by the Bilingual / ESL Department for each position. For additional information, call Bilingual / ESL at 817.814.2414.

Pay Code	Position	Annual Rate
766	Language Center Team Leader (Secondary)	\$1,125
763	Teacher, Elementary DLI - Bilingual	\$4,000
764	Teacher, Elementary DLI - ESL	\$450
767	Teacher, Elementary ESL Only	\$450
768	Teacher, Language Center	\$900
767	Teacher, Transition ESL (Secondary)	\$450
	Bilingual Counselor or Librarian	\$4,000
	Bilingual Campus Administrator (Principal/Assistant Principal)	\$4,000

**Processed by Bilingual / ESL*

Cell Phone Allowance

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information, please contact your Leadership Team member.

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

Career & Technical Education (CTE)

Agriculture Stipend -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District barn, campus greenhouse, and for additional duties and responsibilities assigned by Career & Technical Education Department.

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

These CTE stipends are contingent upon fulfillment of department requirements. For additional information, call Career & Technical Education at 817.814.1530.

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

Doctorate Degree

Professional employees (not including teachers, librarians, and counselors) up to and including directors with a doctorate degree from an accredited institution will receive a \$1,000 annual stipend. Teachers, librarians, and counselors are paid on salary schedules and receive a stipend for advanced degrees; therefore, they are not eligible to receive a second doctorate stipend. (Pay Code 537)

Enrollment Stipend

This annual stipend is for **principals only**. For additional information, please contact Compensation at 817.814.2080.

Pay Code	Enrollment Count	Elementary	Middle	High
593	1801 or more	X	X	\$1,800
592	1200 – 1800	X	X	\$900
594	901 or more	\$2,700	\$2,700	X
593	701 – 900	\$1,800	\$1,800	X
592	350 – 700	\$900	\$900	X

JROTC / JCC

This stipend (amounts vary) is designed to compensate middle school JCC teachers, high school JROTC instructors and JROTC staff for extracurricular duties, community service events and service learning projects. For additional information please call 817.815.7350.

Pay Code	Position	Annual Rate
507	Teacher, Junior Cadet Corp (JCC) Middle School	\$2,880
510	JROTC Instructors and JROTC Staff	\$3,420

Leadership Academy Network

These stipends are only for campuses designated as Leadership Academy Network Schools (Como ES, JT White ES, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS). Stipends will be paid out in two installments. For additional information, please contact Bethany Mulligan, TXWES at 817.531.4216.

Pay Code	Position	Annual Rate
820	Administrative Associate	\$1,000
821	Assistant Principal	\$8,000
822	Attendance Clerk	\$600
823	Campus Monitor	\$600
824	Counselor	\$5,000
825	Custodian	\$600
826	Data Analyst	\$5,000
827	Data Clerk	\$600
	Dean of Instruction	\$8,000
828	Instructional Specialist/Coach	\$6,000
829	Intervention Specialist	\$5,000
830	Librarian	\$5,000
831	Nurse	\$5,000
833	Parent Educator	\$600
834	Parent Liaison	\$600
835	Principal	\$8,000
836	Teacher	\$5,000
837	Teacher Assistant	\$1,000

**Stipends are budget-dependent and subject to change based upon budgetary constraints.*

Language Proficiency Assessment Committee (LPAC)

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1,300 per year. For additional information, please call 817.815.7700. (Pay Code 770)

Maintenance Department 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 p.m., will be paid a night stipend for the entire shift. For additional information please call 817.814.2650.

Pay Code	Position	Frequency	Amount
427	Substitute Lead Mechanic (Acting – current employee)	Per Day	\$18.00
501	Substitute Head Custodian (Acting – current employee)	Per Day	\$16.00
502	Hourly Employee – Night Shift (Custodians)	Per Year	\$420.00

Phalen Leadership Academy

FWISD and Phalen Leadership Academy is partnering to provide the best education possible to the scholars of the Dunbar community. This partnership provides Certified Educators who are located at the Jacquet Middle School a \$2,000.00 stipend.

Pay Code 783 (Budget 199-11-6118-PLA-059-11-416-00000)

Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually. For additional information, please call 817.814.2200.

Miscellaneous

These rates are paid in 12 monthly payments from September through August of each year. For additional information call Compensation at 817.814.2080.

Pay Code	Position	Annual Rate
561	Curriculum Network Specialist	\$1,500
512	Counselor, Lead	\$2,250
509	Library Clerk (Dual Sites)	\$700
591	Lead Parent Educator	\$2,700

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

Pay Code	Position	Contact	Annual Rate
552	Coordinator, AVID	817.814.1567	\$1,800
778	Coordinator, Technology Liaison	817.814.3100	\$900
562	Teacher, Bridge (Elementary Schools)	817.814.2341	\$675
589	New Teacher Mentor (rate per employee mentored)	817.814.3401	TBD

Performing Arts

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information, please contact the Executive Director at 817.814.2620.

Pay Code	Position	Annual Rate
684	High School Assistant Band Director	\$6,500
692	High School Assistant Theatre Director	\$3,800
680	High School Assistant Choral	\$4,000
678	High School Choral Director	\$7,000
695	High School Dance Director	\$7,000
676	High School Head Band Director	\$9,500
674	High School Jazz Band Director	\$6,000
675	High School Mariachi Director	\$7,000
667	High School Mariachi Director (supplement to other duties)	\$2,150
673	High School Orchestra Director	\$5,900
691	High School Theatre Director	\$5,300
677	Middle School Assistant Band Director	\$4,300
679	Middle School Choral Director	\$3,500
696	Middle School Dance Director	\$2,800
672	Middle School Head Band Director	\$6,500
685	Middle School Orchestra Director	\$4,000
697	Middle School Mariachi Director	\$4,000
698	Middle School Mariachi Director (supplement to other duties)	\$2,000
693	Middle School Theatre Director	\$2,500
686	Middle School/High School Orchestra School Director (conducts both MS & HS)	\$5,000
699	Sixth Grade Assistant Band Director	\$2,000
681	Sixth Grade Choral Director	\$2,000
671	Sixth Grade Head Band Director	\$3,200
682	Sixth Grade Orchestra Director	\$2,000
694	Elementary Theatre Director	\$1,250

Secondary Math Teachers

The math stipend is designed to attract and retain highly qualified math teachers. Secondary personnel must comply with criteria to earn this pay. For additional information, call 817.814.2540.

Pay Code	Position	Annual Rate
569	Teacher, Secondary Math (campus based – one-time payment)	\$3,000

Secondary Science

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)	\$3,000
566	Coordinator	\$3,000

Special Education

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
525	Teacher, Special Education Intensive	\$2,000
523	Teacher, Special Education Regular	\$750

ESSER Funded Stipends

The United States Congress provided financial support for districts and schools through the Elementary and Secondary School Emergency Relief (ESSER) Fund to address the ongoing impact of the COVID-19 pandemic. The ESSER funding period of availability, including carryover, is from March 13, 2020 through September 30, 2024. Any stipends funded through ESSER sources will be available up to, but not beyond, the funding availability deadline. ESSER stipends outlined in this section are for the 2022-2023 school year only.

These stipends are designed to compensate teachers and program staff for achieving higher education, providing evidence-based instruction, creating more time for student learning, or stabilizing the workforce. Proof of new certification is required.

For additional information regarding ESSER Funding, please call Grants & Development at 817.814.2280.

Instructional Program Stipends

Pay Code	Position	Annual Rate
	Bilingual ESL Training Program and Certification Completion (New Certification Only)	\$1,000
	Completion of HB3 Texas Reading Academies; Gr PK-5 teachers, including SPED, and campus administrators (New Certification/Program Completion Only)	\$1,000
	Bilingual Assessment Team: Educational Diagnosticians, Licensed Specialists in School Psychology (LSSP), MTSS Specialist, Specialist Social Services and Speech-Language Pathologists (SLP) (Must be a member of the Special Education Program Initiative)	\$4,000
	SLQ Program - Saturday Learning Quest Teachers (CTE/STEM, Physical & Health Literacy, VPA, Math, Literacy) (16 days)	\$6,140.80
	SLQ Program - Saturday Learning Quest Administrators (Principals)	\$6,140.80
	SLQ Program – Mobile STEM Lab Teacher (CTE/STEM)	\$3,070
	SLQ Program – Facilitator (Parent University)	\$3,070
	SLQ Program – Curriculum Writers (Literacy/Math/Science)	\$3,070
	SLQ Program – Coordinators (Adult Ed)	\$3,070
	SLQ Program – RP and Equity Specialists (SEL)	\$3,070
	SLQ Program – Health Services – District Nurse (SEL)	\$3,070
	SLQ Program – STAAR Parent Education Teacher (SEL)	\$3,070
	SLQ Program – Saturday Learning Quest Coordinator	\$5,000
	SLQ Program – Nurses	\$3,070
	Credit Recovery Team (Must be part of the Core Credit Recovery Staff Team, MS or HS levels only)	\$5,000
	Mentors to Teacher Residents	\$1,000

Talent Management Hiring Incentives

Pay Code	Incentive	Rate
853	2021-2022 Teacher Jump Start	\$1,000
854	2022-2023 Teacher Early Commitment	\$2,000
855	2022-2023 Welcome Home – Teacher	\$500
856	2022-2023 PreK-5 Bilingual Teacher	\$5,000
857	2022-2023 Special Education Teacher	\$3,000
858	2022-2023 Secondary Math, Science or ELAR Teacher	\$3,000
859	2022 Welcome Home – Auxiliary	\$500
861	2022 Auxiliary Sign-On Bonus	\$1,000
862	2022 Referral Bonus – Auxiliary	\$500

Section VI: Supplemental Pay (Sub, Hourly, Summer)

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 submissions at rates differing from those contained in the manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

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.

Substitute Pay

Substitute Daily Rates

Position	Requirement	Daily Rate
Substitute Teacher	60 college hours	\$115.00
Substitute Teacher/Librarian/Counselor/ Nurse	Bachelor's degree	\$122.00
Substitute Teacher	Bachelor's degree & certified	\$127.00
Substitute Teacher	Long term rate beginning 11th day in same assignment	\$137.00
Substitute Teacher – Special Ed Intensive assignments	SEAS, LINC, TAP, Day Treatment, ECSE, Jo Kelly, & Boulevard Heights/Transition Center	\$5.00

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

Position	Daily or Hourly	Rate
Substitute Professional	Daily	See hourly rates
Substitute Technical	Daily	See hourly rates

Continuous Assignments

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 substitute daily rate 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.

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.

Substitute Stipends

Substitute stipends are designed to compensate substitute teachers and teacher assistants for providing services and coverage in classrooms and campuses as necessary.

Pay Code	Position	Daily Rate
	Teacher Long-term Sub Rate (after 31st day in same job)	\$10
	Teacher Thursday and/or Friday job rate (if not in long-term sub position)	\$10
	Teacher Monday job rate (if not in long-term sub position)	\$5

Hourly Pay

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

Athletics Facility Workers

Football (Central Site)	1 Game
Manager	\$85.00
Video Director	\$75.00
Video Crew	\$65.00
Ticket Seller	\$45.00
Ticket Taker	\$40.00
Press Box	\$40.00
Elevator	\$45.00
Score Clock	\$45.00
Announcer	\$65.00
Field Gate	\$45.00
Down Box	\$50.00
Chain Crew	\$50.00
Clock (25 Second)	\$40.00

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

Baseball (Central Site)	1 Game	2 Games
Manager / Ticket Seller	\$45.00	\$55.00
Ticket Taker/Gate	\$40.00	\$45.00
Announcer / Official Scorebook	\$40.00	\$50.00
Scoreboard Operator	\$35.00	\$40.00

Swimming	1 Meet
Announcer	\$50.00
Data Clerk	\$150.00
Timing System	\$50.00
Lead Official / Referee	\$45.00
Official(s)	\$45.00
Manager/Seller	\$55.00
Deck Monitor	\$50.00
Backup Timer Supervisor	\$50.00

Wrestling	1 Meet
Manager	\$55.00
Ticket Seller / Taker	\$50.00
Announcer	\$50.00
Data Clerk / Official Scorer	\$150.00
Assistant Scorer	\$100.00

Volleyball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Scorer	\$25.00	\$30.00	\$35.00
Libero Tracker	\$25.00	\$30.00	\$35.00
Ticket Seller / Taker	\$30.00	\$35.00	\$40.00
Announcer	\$40.00	\$50.00	\$55.00

Softball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Seller	\$40.00	\$45.00	\$50.00
Taker / Clock	\$30.00	\$35.00	\$45.00
Score / Announcer	\$40.00	\$50.00	\$55.00

Soccer (Central Site)	1 Game	2 Games
Ticket Seller	\$35.00 (\$40.00)	\$45.00 (\$50.00)
Ticket Taker	\$35.00	\$45.00
Clock	\$35.00	\$45.00
Manager	\$50.00	\$60.00

High School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller / Gate	\$30.00	\$35.00	\$40.00
Announcer / Official Scorebook	\$25.00	\$30.00	\$35.00
Official Scorebook (Varsity B-Ball)	\$25.00	\$30.00	\$35.00
Libero Tracker / Scorer (Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Lines Judge (2 per game, Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Clock (Basketball or MS F-Ball Only)	\$25.00	\$30.00	\$35.00
Scoreboard Operator (Football & Basketball)	\$30.00	\$35.00	\$40.00

Middle School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller/Taker/Gate (Basketball & Volleyball)	\$20.00	\$25.00	\$30.00
Scoreboard Operator/Clock (Football & Basketball)	\$20.00	\$25.00	\$30.00

Track (Central Site) – All Day Event	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00

Track (Central Site) – District, Area, or Regional Meet	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate / Monitor	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00
Meet Referee	\$100.00
Field Event Official(s)	\$50.00

Bilingual Translation Services

Service	Rate
Bilingual/ESL Translator	\$21.00/hour
Bilingual/ESL Document Translator (300 words original English text)	\$22.50/page

Campus Safety & Security

For additional information, please call 817.814.2662.

Position	Frequency	Rate
Metal Detector Detail / Court Related Services (special approval only)	Per Hour	\$22.50
Metal Detector Facility Coordinator	Per Hour	\$24.50
Off Duty Police Officers	Per Hour	\$42.00
Off Duty Police Sergeants and Lieutenants (supervisory role only)	Per Hour	\$48.50

Child Nutrition Services

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department program. For additional information, please call 817.814.3500.

Position	Frequency	Rate
Nutrition Services Emergency Gasoline Allowance	Per Round Trip	\$2.25
Nutrition Services Substitute Manager (current employee)	Per Hour	\$0.75
Nutrition Services Uniform Allowance	Per Pay Period	\$3.15

Extra Duty Pay – Working Beyond Normal Number of Annual Days

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

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

FICA Alternative

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

Fort Worth After School (FWAS) Program

These rates are approved as Extra Duty pay for Full-Time employees, and hourly rates for Part-Time employees who support the Fort Worth After School Program. See separate section [Tutor, AVID Tutor, & BTAP](#) for after-school tutoring rates. For additional information, please call 817.815.2950. (Pay Code 458)

Position	Hourly Rate
FWAS – Certified Teacher (role of Teacher or Site Supervisor)	\$35.00
FWAS – Degree / Not certified (role of Teacher, Site Supervisor or Activity Leader)	\$25.00
FWAS – No Degree / 90 college hours (role of Activity Leader)	\$22.00
FWAS – No Degree / 60 college hours (role of Activity Leader)	\$19.00
FWAS – No Degree / 30 college hours (role of Activity Leader)	\$16.00
FWAS – No Degree / less than 30 college hours or High School Student	\$13.00

Part-Time & Other Hourly

These hourly rates are designed to compensate individuals performing duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties. For additional approvals or information, please call 817.814.2180.

Position	Hourly Rate
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified or licensed school-based professional employees)	\$35.00
Administrative / Professional – Bachelor’s Degree, Not Certified	\$25.00
Teacher Assistant / Paraprofessional	\$12.50
Bilingual Tester	\$12.50
Bus Driver In-Training (Substitute)	\$15.00
Cafeteria Monitor	\$12.50
Campus Monitor	\$12.50
Clerk	\$12.50
GED Tester	\$12.50
High School Student	\$12.50
Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll)	TBD
Parent Liaison	\$12.50
Secretary	\$12.50
Special Ed ARD Evaluator	\$25.00
Warehouse Textbooks Summer employee	\$12.50

Professional Development – Exempt Professional Staff Only (designated staff development waiver days not included as staff are already compensated for such days)	Hourly Rate
Weekend or after normal working hours (contract year or after last working day)	\$35.00

Tutorial, AVID Tutor, & BTAP (School-Based ONLY)

These rates are approved for all tutoring programs (including AVID Tutors) and BTAP (school-based only). See separate section [Fort Worth After-School \(FWAS\) Program](#) for after-school rates not involving tutoring. For additional information, please call 817.492.7945.

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the Division of Talent Management.

BTAP stands for Bilingual Teacher Assistant Program, a program that hires college students to work part time as a teacher assistant in a dual language classroom, who may also tutor students.

Position	Hourly Rate
Tutor – Certified Teacher	\$35.00
Tutor – Degree/Not certified	\$25.00
Tutor – No Degree/90 college hours	\$22.00
Tutor – No Degree/60 college hours	\$19.00
Tutor – No Degree/30 college hours	\$16.00
Tutor – No Degree/less than 30 college hours or High School Student	\$13.00

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

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

Summer Pay

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

Summer School

Summer school rates will be adopted no later than February of the current school year and will be determined based on need.

Summer Enrichment

Summer Enrichment Program	Hourly Rate
Certified Teacher or other certified/licensed school-based professional employee	\$35.00
Bachelor's Degree / Not certified	\$25.00
No Degree / 90 college hours	\$22.00
No Degree / 60 college hours	\$19.00
No Degree / 30 college hours	\$16.00
No Degree / less than 30 college hours or High School Student	\$13.00

Section VII: Retire/Rehire Salary Information

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

- You may call:** 1-800-223-8778
- You may also write:** TRS
1000 Red River Street
Austin, TX 78701
- Or visit the website at:** www.trs.state.tx.us/



The Fort Worth Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from 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.**

Retiree Information

FWISD Program for Terminal Pay

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

Terminal pay shall not be provided to employees hired or rehired after August 31, 2003. To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003, and meet the following conditions:

1. Certifies that he or she has been continuously employed by the District for at least five years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he or she desires to retire and he or she is a member in good standing of the Teacher Retirement System of Texas;
4. Certifies that he or she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act; and
5. Certifies that he or she has not previously received any amount of terminal pay from the District.

The five years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to the District, as defined herein, shall be creditable for terminal pay.

For purposes of this policy, a full-time year of service that earns credit toward terminal pay shall be defined as the standard service year, including authorized paid leave, for employees in similar positions, requiring 20 hours or more per week or the regular hours per workweek established by the District for the position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one year of service credit if employed four and one-half months, a full semester of more than four calendar months, or 90 actual working days of service during a school year.

Creditable service shall not include part-time employment (less than 20 hours per week), temporary employment, or employment as a substitute.

Beginning with the 1996–97 school year, only years of satisfactory service (as indicated by a performance evaluation of “meets expectations” or better) shall be credited for terminal pay. As long as an employee meets the eligibility requirement of five years of continuous employment by the District, all the employee's years of permanent, full-time service are creditable, even if broken by periods when the employee was not employed by the District.

Calculation

Terminal pay is calculated by adding the products of the following two operations:

1. Multiply days of accumulated sick leave, state and local sick and state personal leave, if any, but not exceeding 20 days, by the employee's computed daily rate of pay. The computed daily rate of pay is calculated by dividing the employee's last annual salary by 183, and
2. Multiply the employee's computed daily rate of pay, as calculated above, by the number of creditable years of the employee's permanent, full-time service as an employee in the District.

Program Phase-Out

Effective September 1, 2012, District employees shall no longer be eligible to accrue benefits under the program for reimbursement of unused leave at retirement (terminal pay).

Effective September 1, 2012, each eligible employee who has previously accrued unused leave benefits through August 31, 2012, shall be paid, at the time of his or her retirement, the terminal pay amount earned under this program, if any, as of August 31, 2012, calculated by adding the products of the following two operations:

1. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed 20 days, and not to exceed the number of days earned as of August 31, 2012.
2. The computed daily rate of pay is calculated by dividing the employee's salary on August 31, 2012, by 183.
3. Multiply the employee's computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

Alternative Qualification

Effective September 1, 2012, the amount of terminal pay provided with alternative qualification, if any, shall be computed as described at Program Phase-Out in the section, above.

If any employee with 20 creditable years of service or more with FWISD dies prior to retirement, and, if at the time of death, he or she was a member in good standing with the Teacher Retirement System of Texas and would have been eligible to receive benefits, his or her designated beneficiary, if any, or his or her heirs or estate shall be entitled to receive the deceased employee's terminal pay computed as described. This entitlement shall also extend to the designated beneficiary, if any, or the heirs of the estate of an otherwise eligible employee with 20 or more years of creditable service who while working reduced hours or while on leave of absence for health reasons dies prior to retirement.

Employees Who Retire and Return as FWISD Employees

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD, do not qualify for any stipend, special contract/calendar days, additional terminal pay, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees. TRS retirees from other Texas school districts (not Fort Worth ISD), do not qualify for retiree rates listed in this Compensation Handbook.

FWISD Substitute Rates after Retirement

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

Retired Position	Requirement	Daily Rate
Counselor	Master's degree / counselor certification	\$210
Nurse	Bachelor's degree and RN license	\$210
Librarian	Bachelor's degree	\$127
Teacher	Bachelor's degree	\$127
Professional Employee <i>Extra Help</i>	Former FWISD professional employee	Negotiated

Retired Position Substituting Daily As	Requirement	Daily Rate
Assistant Principal / ES	Former FWISD Administrator	Minimum daily rate of the pay grade in which substituting.
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	

Section VIII: Employee Benefits Information

Employee Insurance & Fringe Benefits

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

Medical	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided \$15,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$50,000 spousal coverage is available to employees at group rates.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].
Leaves of Absence	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Bereavement Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Family Emergency/Illness Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Local Personal & Local Sick Leave	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Payroll Deductions	<ol style="list-style-type: none">1. Credit Union/Bank Deposits2. FWISD Education Foundation3. Dues4. Annuities5. Insurance6. MACE, UNCF, and United Way Contributions
Vacation	Effective SY 2019-20, New Hires and existing employees do not earn or accrue Vacation days. See the section Local Personal & Local Sick Leave, under Board Policy, Section DEC (Local).

For additional information, contact Benefits at 817.814.2240 or benefits@fwisd.org.