



Compensation Plan 2026-2027

It pays to work in Arlington ISD!

Table of Contents

Arlington Independent School System Beliefs, Vision, Mission & Goals	5
Core Beliefs	5
Vision	5
Mission.....	5
Goal	5
Performance Objective Categories	5
The Arlington Independent School District Compensation Program	6
Responsibilities of the Compensation Department Include:	6
COMPENSATION STRUCTURE	7
Compensation Policy	8
Pay Administration	8
Compensation Framework.....	8
Annual Earnings vs. Annualized Salary	8
Compensatory Pay (Comp Time)	9
Classroom Assistants Hired After January 1 of Current Year.....	9
Pay Increases	10
Compensation Philosophy and Objectives	10
Pay Systems.....	10
Job Descriptions.....	10
Exemption Status.....	10
Job Classification	11
Determining Factors in Classifying Jobs	11
Classification of New Positions.....	11
Common Misconceptions about Job Classification.....	12
Job Reclassification	12
Pay Increase Budget.....	13
General Pay Increases and Eligibility	13
Bonus and/or Recruitment Incentive	13
Salary Placement of New Hires	13
Salary Adjustment Qualifications.....	14
TRS Credit for Teachers with Prior Teacher Assistant Experience	14
Promotion Defined.....	14
Demotion Defined	14

Lateral Transfer	15
Supplemental Pay	15
Procedures for Requesting a Pay Re-Classification	15
Back Payment of Earnings.....	16
Overpayment.....	16
Work Time During Emergency Closures	16
Payroll Deduction	16
Pay Information.....	17
Pay Dates.....	17
Calendars and Scheduled Work-Days	17
PAY GRADES AND RANGES 2026-2027	18
TEACHERS	19
ADDITIONAL CERTIFIED STAFF	21
ADMINISTRATIVE PROFESSIONALS.....	23
ADMINISTRATIVE SUPPORT	33
AUXILIARY.....	38
EDUCATIONAL AIDES	42
TECHNOLOGY.....	45
SUBSTITUTES, PART-TIME, & TEMPORARY	49
2026-2027 Substitute Pay.....	50
<i>Breaks in Service</i>	<i>50</i>
Part-Time or Temporary Rates	51
SUPPLEMENTAL PAY	52
EXTRA DUTY	53
<i>Pay Rates - Extra Duty.....</i>	<i>54</i>
<i>Class Size Exemption Waiver Supplemental Pay.....</i>	<i>56</i>
<i>Coaches Pay for Bus Driving.....</i>	<i>56</i>
<i>Athletic Skills Camps.....</i>	<i>56</i>
<i>Interim Professional Assignments.....</i>	<i>57</i>
<i>Athletic Game Workers.....</i>	<i>57</i>
<i>Ineligible.....</i>	<i>58</i>
STIPEND HANDBOOK	59
<i>Stipends</i>	<i>60</i>
<i>Eligibility Criteria.....</i>	<i>60</i>
<i>Ineligible.....</i>	<i>60</i>

<i>Stipend Payments, Deductions, and Recovery of Funds</i>	<i>61</i>
<i>New Stipend Recommendations</i>	<i>61</i>
<i>Teacher Incentive Allotment (TIA)</i>	<i>61</i>
<i>Principal Incentive Program.....</i>	<i>61</i>
<i>Zero Hour, CTC, and Extra Period Stipends.....</i>	<i>61</i>
Extra Period Calculations	62
<i>JROTC Instructor Salaries</i>	<i>62</i>
<i>Campus Stipends</i>	<i>63</i>
High Schools.....	63
Junior High Schools.....	64
Elementary Schools	65
<i>Bilingual Stipends</i>	<i>65</i>
<i>Educational Stipends.....</i>	<i>66</i>
<i>District Stipends.....</i>	<i>66</i>
<i>Athletics Stipends</i>	<i>68</i>
High School – Head Coach	69
High School – Assistant Coach.....	70
Junior High School – Coach.....	70
DIFFERENTIALS.....	71
<i>Differentials.....</i>	<i>72</i>

Arlington Independent School System Beliefs, Vision, Mission & Goals

Core Beliefs

- A commitment by all to a clear and focused vision.
- Effective teaching and leadership.
- A positive culture that promotes continuous improvement by all.
- An engaged community.

Vision

The AISD will be a premier school district and a leader in education.

Mission

The mission of the Arlington Independent School District is to empower and engage all students to be contributing, responsible citizens striving for their maximum potential through relevant, innovative, and rigorous learning experiences.

Goal

100% of AISD students will graduate exceptionally prepared for college, career, and citizenship.

Performance Objective Categories

- Academic Achievement
- College Readiness
- Workforce Readiness
- Leadership, Citizenship and Responsibility

The Arlington Independent School District Compensation Program

The function of the Compensation Department is to direct the strategic planning, design, implementation, administration, and communication of all district compensation programs, ensuring the programs are aligned with the district's strategy and culture.

Responsibilities of the Compensation Department Include:

1. Overseeing the design, implementation, and administration of compensation programs.
2. Recommending and administering policies and procedures to ensure competitive and consistent compensation practices and ensuring adherence to the compensation philosophy.
3. Researching and evaluating district needs and market trends to ensure the district's compensation programs are competitive and provide the ability to attract, engage, and motivate highly qualified employees.
4. Strategize and consult with senior leadership to educate employees about compensation programs.
5. Continually evaluate compensation practices to ensure adherence to the compensation philosophy by conducting market pricing surveys:
 - a. Pay Scale
 - b. Texas Association of School Boards (TASB)
 - c. Other targeted surveys
6. Developing and maintaining competitive salary structures.
7. Performing job evaluations (in conjunction with TASB as needed) to determine the appropriate grade for each job, taking into consideration:
 - a. Job description(s)
 - b. Market data
 - c. Internal equity
 - d. Preservation of consistency between departments
 - e. Interviews with department or campus leader and/or other key employees
8. Collaborating with managers to review the duties performed by each employee when developing or revising job descriptions.
9. Considering the various types of pay decisions and making appropriate pay recommendations with the following considerations:
 - a. Market data
 - b. District issue/need
 - c. Individual future potential and future jobs
 - d. Need for a specific or specialized skill set
 - e. Pay of others on the same career track
 - f. Budget requirements and constraints
10. Conducting compensation reviews as needed. Compensation reviews for individual employees must be initiated through the employee's manager.
11. Referring to all policy and procedure exceptions to the Chief Human Resource Officer.

COMPENSATION STRUCTURE



Compensation Policy

Board Policy [DEA Local](#)

The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structure, stipends, benefits, and incentives.

The Superintendent shall administer the compensation plans consistent with the annual approved budget by the Board and administrative guidelines.

Pay Administration

Board Policy [DEA Local](#)

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the position's qualifications, duties, and market value.

Compensation Framework

Arlington Independent School District's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the Compensation Department conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Arlington ISD pay groups are:

- Auxiliary
- Administrative Professional
- Administrative Support
- Educational Aides
- Teacher and Librarians
- Technology

The Compensation Department, with TASB's support, determines a position's compensatory value by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative market value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

Annual Earnings vs. Annualized Salary

Annual Earnings are the actual amount an employee earns in a year. They are figured retroactively or after the earnings have been paid. Annualized earnings differ from

salary earnings as they are NOT an estimate of what may happen; they are a record of what did happen.

Annualized Salary – Annualization is the process of spreading the payments out to the employee over the entire year, though the salary is only earned for part of the year. This gives the employee a steady paycheck when they are not working. Employees who are considered hourly and are paid on a biweekly basis will not be paid on an annualized basis. Therefore, they will be paid on actual hours worked for the pay period.

Employees of Arlington ISD are annualized based on either days or hours worked per school year over the remaining checks for the school year. An annualized salary is useful for employees who do not work a full year, such as teachers, and for employees who work part of each year on a salaried basis.

Compensatory Pay (Comp Time)

Board Policy [DEAB Local](#)

At the district's option, nonexempt employees may receive compensatory time off, rather than overtime pay at a rate of no less than one and one-half hours for each overtime hour worked in lieu of overtime pay. Supervisors of nonexempt (hourly) employees shall ensure there is an agreement or an understanding with the employees working approved overtime regarding the form of compensation (pay or compensatory time) prior to performing the duties. Employees who are paid hourly are eligible for overtime pay. All other nonexempt employees will receive compensatory time. The district provides this overtime pay in the accrual of compensatory time at the rate of 1 ½ hours of time off for every hour worked in a workweek above 40 hours. You may accumulate a maximum of 60 compensatory time hours before the district may require you to take compensatory time off.

Comp-time earned from July 1 through June 30 each fiscal year will be paid out in full in August of that same fiscal year. Comp-time balances will be set to zero each year in August for the new fiscal year. There will be mid-year payouts in December of each year for comp time hours over 60. The remaining total comp time hours through the end of the fiscal year (June 30th of each year) will be paid out in full in August. Supervisors should be monitoring comp time balances on a routine basis for excessiveness and timely use.

Classroom Assistants Hired After January 1 of Current Year

Classroom Assistants hired after January 1 will receive their last paycheck at the end of June rather than end of August. These Classroom Assistants will have the option to enroll in benefit coverage at the time of hire or the beginning of the next school year during open enrollment. This instance is only applicable to the first year of employment with the district.

Pay Increases

Board Policy [DEA Local](#)

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees within the approved budget following established procedures.

Compensation Philosophy and Objectives

Arlington ISD pay systems shall be designed and managed for the following purposes:

- Offer competitive pay to attract and retain highly qualified personnel.
- Provide market pay equity for job responsibilities.
- Reward continued service to the district.
- Manage payroll expenses effectively.

Pay Systems

Employees pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Compensation Department recommends the development, maintenance, and administration of employee pay systems in accordance with Board policies, governmental laws, and regulations.

All district jobs are assigned a pay grade that establishes the minimum to maximum pay range for the position. Jobs are assigned to pay grades based on the following factors:

- Job qualifications and required skills.
- Job duties and responsibilities defined by the district.
- Competitive job market prices.

Pay ranges are reviewed annually and adjusted periodically. Employee salaries will be adjusted based on the pay increase budget and pay raise guidelines as approved by the Board of Trustees each year.

Job Descriptions

Job descriptions are an essential function in the administration of a compensation system. Accurate and complete job descriptions are collected and maintained by the Compensation Department. This includes job descriptions that address job qualifications, primary purpose, major duties, responsibilities, and working conditions. Job titles will be reviewed by the Compensation Department to maintain a logical job titling scheme that consistently describes the level and nature of work.

Exemption Status

All jobs will be classified as exempt or nonexempt per the requirements of the Fair Labor Standards Act (FLSA) and documented in the job description. The Compensation

Department determines the classification of each position based on the assigned job duties. To be exempt, the employee's primary duties must meet the requirements defined by the federal regulations of the Executive, Administrative, or Professional exemption test or be a teacher, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt or hourly.

Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market value. All jobs are classified based on common factors that show the relative level of knowledge and skill requirements, the complexity of assigned duties, job accountability, and working conditions. The Compensation Department collects job information, evaluates jobs for classification purposes, and assigns jobs to pay grades. The Superintendent or designee has final authority concerning job classifications.

Determining Factors in Classifying Jobs

1. Freedom to Act - Authority, autonomy, independence of action, the degree to which job tasks are dictated by policy, procedures, manuals, supervisor, or department.
2. Complexity - Problem-solving skills are assessed based on two scales; one, the types of problems encountered from routine to most difficult and two, the knowledge required to solve them from simple recognition and referral to devising solutions based on interpretation of policy and understanding of departmental objectives.
3. Consequences of Error - Measures the impact of errors made in the course of work and the consequence of error according to magnitude of errors.
4. Scope - The variety of work assigned, the degree of district skills required to complete the work, the knowledge of district units inside or outside the district and the diversity of deadlines and priorities governing the work.
5. Supervisory Responsibilities - Number, types, and level of positions supervised, functions supervised, the degree of supervisory authority, complexity and diversity of work supervised.
6. Responsibility for Resources - The extent of the resources for which the employee has responsibility including, but not limited to, human, financial, facilities, material, and information systems.
7. Communications - Types of verbal and written communications; what information typically is responsible for communicating and method of delivery.
8. "Majority Rule" - Classification title and level are dependent primarily on where the majority (50% or more) of a job duty lies.

Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by the Compensation Department and the hiring manager. The Compensation Department will determine the pay grade classification of new positions

based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

Common Misconceptions about Job Classification

The employee on the line was cordial, clear, and direct: “I just got my degree, so when do I get reclassified?” This call represents a common misconception about the district’s classification system. Classification is based solely upon the duties assigned to a position, not the qualifications of the incumbent. Put simply, the JOB is classified, not the employee. Besides educational attainment, other person-related factors that are not taken into consideration when classifying a position’s job level include:

1. Longevity – The length of time the employee has worked in the district may positively affect performance on the job, however, it is not a factor used in determining the position level.
2. Speed – How fast an employee works or how much is produced compared to others is a performance factor, not job classification.
3. Retention – “She’s been offered a promotion,” more than one supervisor has commented, “If I can’t match it, I’ll lose my best employee.” While this dilemma is understandable, it is not a consideration.
4. Financial Need – “I just bought a new home, my daughter’s a sophomore at UT, I need a new car and my dog is sick.” Classification cannot include personal finances as a consideration.
5. Dedication – Performance issues should be addressed during reviews.
6. Personality – The ability to work in unusual conditions is not a factor to be considered when classifying a position. Unique skills and/or abilities required for a position are considered and should be spelled out in the job description.
7. Future Projects – Duties currently performed; not future assigned duties are considered in job evaluation.

What are some of the factors taken into consideration when making classification decisions? In brief, classification is based upon several factors: the nature, variety, and difficulty of the duties; the responsibility for staff and resources; the knowledge and originality required for the position; and the authority and relative autonomy of the position (see previous section “Determining Factors in Classifying Jobs”)

Job Reclassification

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified because of a significant and sustained change in job duties assigned, a need to improve internal pay equity, or a change in the competitive job market.

All positions except teachers, librarians, substitutes, and part-time temporary employees are assigned pay grades based on the level of skill, effort, and responsibility required for the job assignment. The Compensation Department 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.

Pay Increase Budget

The Superintendent recommends a budget for pay increases as part of the annual budget process. Budget recommendations for pay increases are based on available revenue, statutory requirements, competitive job markets, and district compensation objectives. Salary schedules or placement guidelines do not imply or assure similar salary increases in subsequent years.

The pay increase budget recommended by the Superintendent may include adjustments to remedy internal or external pay equity deficiencies or to compensate an employee for a significant change in job responsibilities.

General Pay Increases and Eligibility

Employee salaries and wages will be reviewed annually for adjustment. A general Pay Increase (GPI) is based upon the annual budget approved by the Board of Trustees and given to employees to compensate for continued service to the district.

To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence for at least 90 calendar days by July 1 of the current year (typically April 1). Exceptions require authorization by the Superintendent or designee. The general pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their pay rates in the Employee Self-Service portal one to two weeks prior to their first paycheck of the school year. An employee who is separated from the district is not eligible to accrue additional earnings past his or her effective separation date.

Bonus and/or Recruitment Incentive

A retention bonus structure and/or recruitment incentive plan may be implemented by the Superintendent at select campuses as needed to support student growth and campus performance.

Salary Placement of New Hires

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees.

The starting salary is determined individually based on job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted upward by the Compensation Department or Chief Human Resource Officer for hard-to-fill positions or to recognize extraordinary knowledge and skills, qualifications, or technical certifications. Employees hired

following the deadline to be eligible for the board-approved increase may receive wage credit for years of experience and to align with internal equity.

Salary Adjustment Qualifications

It is the responsibility of the employee to submit original service records and official transcripts at the time of hire. Employees who provide service records with verifiable, creditable experience may receive a review for a potential salary adjustment if a request for a salary adjustment is submitted to the Compensation Department. The initial request for salary adjustment, along with service records, must be submitted to the Compensation Department no later than 6 months following the date of hire. Service records received after this date will not be eligible for salary adjustment review unless the position falls below the statutory minimum.

TRS Credit for Teachers with Prior Teacher Assistant Experience

Effective May 5, 2005, a teacher assistant receiving a standard Texas teaching certificate during the 2004-2005 academic year, or any subsequent year, will be credited with up to two years of full-time student instruction equivalency for salary increment purposes when employed as a teacher (experience must be verified on the teacher service record (Amendment 19 TAC §153.1021m)). One year of teacher salary credit will be given for each creditable year of teacher assistant experience. A maximum of two years will be credited towards the teacher retirement system service credit.

Promotion Defined

A promotion occurs when an employee is typically assigned to a different job in a higher pay grade and range. Pay adjustments for promotions begin with the effective date of the new assignment. For promotions that take effect at the beginning of the school year, any general pay increase granted by the Board of Trustees will be applied to the new rate of pay resulting from the promotion. A promotion increase for employees is based on the current base salary less any stipends paid for supplemental duties. Certain promotions are considered “Career Path” movements. These movements may or may not result in an increase in the employee’s equivalent daily rate.

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with less responsibility at a lower pay grade level. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions. A reduction in pay because of a demotion is effective on the first day of the new assignment. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Reductions in pay made because of a demotion take into consideration the new salary range as well as comparative equity with other employees currently at that job level. At the discretion of the Chief Human Resource Officer pay adjustments may occur in a subsequent pay year if determined necessary to support the transition.

Lateral Transfer

A lateral transfer is defined as movement into another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the equivalent daily pay rate may remain the same based on the internal equity of the job role. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job.

Supplemental Pay

Supplemental pay (stipends and extra duty pay) represents a remuneration in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year-to-year basis. 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. The employee must be able to fulfill their day-to-day duties along with the added responsibilities associated with the supplemental pay. Supplemental pay will be discontinued for employees who are not able to meet these expectations.

Procedures for Requesting a Pay Re-Classification

The compensation plan includes job families and pay grades. These job families include auxiliary, administrative professional, administrative support, educational aides, teachers/librarians, and technology. Within the job families are pay grades, where positions are grouped by similar market value.

The district works annually with TASB in advance of the budget cycle on comparable market pay for all our positions. TASB recommends any modifications or changes in position grading at that time. Recommended and approved changes to grading (if any) are effective with the beginning of the new budget year, July 1.

Person-related factors such as education, longevity, retention, dedication, etc., are not taken into consideration when classifying and grading a position. When there are cases when an employee's position has changed significantly enough to warrant a reclassification, it typically involves the fact that the job itself has changed to another position type that can be identified in our local market comparisons. When the job has changed enough to warrant a title change, the position may be eligible for a grade modification consistent with market comparison.

If you believe the core responsibilities of a job have changed significantly enough to justify reclassification, the supervisor must submit a request through hrcompensation@aisd.net. The supervisor's request must include a proposed job description and written explanation of changes in job duties and responsibilities along with the job analysis questionnaire completed by the incumbent and the supervisor. The request must be supported by the cabinet member before forwarding it to the Compensation Department. The Compensation Department will then review the request for compliance with the information provided above.

Back Payment of Earnings

Employees are responsible for regularly reviewing the accuracy of their pay statements. A back payment occurs when the employee is paid less than the amount they should have been paid. If it is determined the back pay is due for duties performed with prior approval, the situation is rectified by paying the difference for the current fiscal year. For extra duty or supplemental pay, to review a request for back payment of earnings, written documentation must be submitted that shows the work was agreed upon by the supervisor prior to the work being performed. Underpayments will be reimbursed for the current fiscal year after being reviewed and confirmed by the Compensation Department and up to one (1) additional previous fiscal year with approval from the Chief Human Resource Officer.

Overpayment

Employees are responsible for regularly reviewing the accuracy of their pay statements. An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or any relevant supplemental pay. If discovered and/or reported in the current fiscal year, a payment plan may be developed for regular payroll deductions to recoup the overpayment. Generally, an overpayment will be paid in one pay cycle. However, if this creates an undue hardship the district may develop a plan for regular payroll deductions at the discretion of the district.

Work Time During Emergency Closures

Hourly and nonexempt employees who are required by their supervisor and authorized by Central Administration to work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the rate of double their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. If an employee is called in by a supervisor (Director Level or above) to work during a period of time when the District is closed due to an emergency (E.g., weather-related closure, etc.), the employee is entitled to a minimum of two (2) hours of pay at double their regular rate.

Payroll Deduction

Policy [CFEA \(LEGAL\)](#)

Required Deductions:

1. Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
2. Medicare – 1.45% of the gross salary will be deducted each pay period for any employee hired after March 31, 1986

3. Teacher Retirement – 8.25% of total gross salary deducted each pay period beginning September 1, 2023. Deductions are on a pre-tax basis. These deductions are subject to change based on Texas Legislation.
4. TRS Retirement Insurance – 0.65% of gross salary deducted each pay period. These deductions are subject to change based on Texas Legislation.
5. FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff members will contribute to their own personal retirement savings accounts.
6. Other payroll deductions staff members may elect to include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for district-recognized organizations and specific charitable groups. Salary deductions are automatically made for unauthorized or unpaid leave. It is the responsibility of the employee to submit requests for time off to their immediate supervisor and input any absences in the Employee Service Center portal.

Pay Information

Employees are responsible for ensuring their pay is accurate by reviewing their pay statements online in the Employee Service Center each time they get paid. It is important to review all information on each pay statement, including name, social security number, pay rates, paid time off balance, and other information. The general pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2026-2027 pay rates in the Employee Service Center portal 1-2 weeks prior to their first paycheck of the school year. Salaried employees are compensated monthly. Daily rate equivalents are shown for employee reference and convenience.

Pay Dates

Pay dates are located on the Arlington Independent School District website under Departments > Payroll. Payroll dates can also be located on the following link:

[Payroll Department and Pay Dates](#)

Calendars and Scheduled Work-Days

Calendars and Scheduled workdays are located on the Arlington Independent School District website under the Intranet > Departments > Payroll. Calendars can also be located on the following link:

[Payroll Manual and Calendars](#)

Employee scheduled start and end dates can also be found on the Human Resources Customer Service page:

[Employee Dates](#)

PAY GRADES AND RANGES 2026-2027



These salary ranges represent the minimum rate of base pay an employee can earn by position and grade. These are current rates and not a guarantee of future earnings. The salary ranges will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive pay. The contents of this manual may be updated throughout the year at the discretion of the Superintendent to meet the operational needs of the district.

TEACHERS



Classroom Teachers, AVID Coordinators, Behavior Interventionists, Student Support Interventionists, Gifted and Talented Teachers, Special Education Teachers, JROTC instructors are PEIMS coded “087”. These positions must teach an average of at least four hours per day.

The following scale is based on creditable completed years of experience entering the 2026-2027 school year. Example: *0 years completed experience = first year of teaching*

Completed Years of Experience	187 Day Teacher Minimum Salary	192 Day Teacher Minimum Salary	197 Day Teacher Minimum Salary	202 Day Teacher Minimum Salary	222 Day Teacher Minimum Salary	226 Day Teacher Minimum Salary
0	\$66,100	\$67,867	\$69,635	\$71,402	\$78,472	\$79,886
1	\$66,100	\$67,867	\$69,635	\$71,402	\$78,472	\$79,886
2	\$66,600	\$68,381	\$70,161	\$71,942	\$79,065	\$80,490
3	\$67,600	\$69,394	\$71,188	\$72,982	\$80,159	\$81,594
4	\$68,100	\$69,854	\$71,608	\$73,362	\$80,378	\$81,781
5	\$71,100	\$72,867	\$74,635	\$76,402	\$83,472	\$84,886
6	\$71,600	\$73,381	\$75,161	\$76,942	\$84,065	\$85,490
7	\$72,100	\$73,894	\$75,688	\$77,482	\$84,659	\$86,094
8	\$72,600	\$74,407	\$76,215	\$78,022	\$85,252	\$86,698
9	\$73,100	\$74,921	\$76,742	\$78,563	\$85,846	\$87,303
10	\$73,600	\$75,434	\$77,268	\$79,103	\$86,440	\$87,907
11	\$74,100	\$75,948	\$77,795	\$79,643	\$87,033	\$88,511
12	\$74,600	\$76,461	\$78,322	\$80,183	\$87,627	\$89,116
13	\$75,100	\$76,974	\$78,849	\$80,723	\$88,220	\$89,720
14	\$75,600	\$77,488	\$79,375	\$81,263	\$88,814	\$90,324
15	\$76,100	\$78,001	\$79,902	\$81,803	\$89,407	\$90,928
16	\$76,600	\$78,514	\$80,429	\$82,343	\$90,001	\$91,533
17	\$77,100	\$79,028	\$80,956	\$82,883	\$90,595	\$92,137
18	\$77,600	\$79,541	\$81,482	\$83,424	\$91,188	\$92,741
19	\$78,100	\$80,055	\$82,009	\$83,964	\$91,782	\$93,345
20	\$78,600	\$80,568	\$82,536	\$84,504	\$92,375	\$93,950
21	\$79,100	\$81,081	\$83,063	\$85,044	\$92,969	\$94,554
22	\$79,600	\$81,595	\$83,589	\$85,584	\$93,563	\$95,158
23	\$80,100	\$82,108	\$84,116	\$86,124	\$94,156	\$95,763
24	\$80,600	\$82,621	\$84,643	\$86,664	\$94,750	\$96,367
25	\$81,100	\$83,135	\$85,170	\$87,204	\$95,343	\$96,971
26	\$81,500	\$83,545	\$85,591	\$87,636	\$95,818	\$97,455
27	\$81,900	\$83,956	\$86,012	\$88,068	\$96,293	\$97,938
28	\$82,300	\$84,367	\$86,434	\$88,501	\$96,768	\$98,421
29	\$82,700	\$84,778	\$86,855	\$88,933	\$97,243	\$98,905
30+	\$83,100	\$85,188	\$87,276	\$89,365	\$97,718	\$99,388

*These salary ranges include \$2,500 teacher retention pay for Teachers with 3-4 years of experience and \$5,000 for Teachers with 5+ years of experience funded from House Bill 2.

*Teacher Interns and Teachers in Residence will be paid \$16.25 per hour for the 2026–2027 school year.

ADDITIONAL CERTIFIED STAFF



Librarians, Instructional Coaches, Post-Secondary Facilitators, IB Program Coordinators, and roles not defined as a “Classroom Teacher” per Texas Education Code and not coded as “087” in PEIMS (187-day rate of pay).

The following scale is based on creditable completed years of experience entering the 2026-2027 school year. Example: *0 years completed experience = first year as additional certified staff*

AISD 2026-2027 Additional Certified Staff	2026-2027Salary
Completed Years of Experience	Minimum Salary (187 days)
0	\$66,100
1	\$66,100
2	\$66,600
3	\$67,100
4	\$67,600
5	\$68,100
6	\$68,600
7	\$69,100
8	\$69,600
9	\$70,100
10	\$70,600
11	\$71,100
12	\$71,600
13	\$72,100
14	\$72,600
15	\$73,100
16	\$73,600
17	\$74,100
18	\$74,600
19	\$75,100
20	\$75,600
21	\$76,100
22	\$76,600
23	\$77,100
24	\$77,600
25	\$78,100
26	\$78,500
27	\$78,900
28	\$79,300
29	\$79,700
30+	\$80,100

ADMINISTRATIVE PROFESSIONALS



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$251.49	\$303.00	\$354.51
1	Accountant I	243	211 Days	53,064	63,933	74,802
1	Accountant I - Food and Nutrition Services	242	242 Days	60,861	73,326	85,791
1	Executive Assistant - Superintendent	243	243 Days	61,112	73,629	86,146
1	Food & Nutrition Supervisor	211, 242	260 Days	65,387	78,780	92,173
1	Interim - Summer Food & Nutrition Supervisor	242				
1	Nutrition Education Coach	242				
1	PDC Facility Services Manager/Foreman	260				
1	Routing Specialist - Transportation	243				
1	Security - Lieutenant	260				
1	Specialist - Communications	243				
1	Specialist - Distribution Center Operations	260				
1	Specialist - Energy Management	260				
1	Specialist - Logistics Operations	260				
1	Specialist - Multimedia	243				
1	Supervisor - Catering Chef	242				
1	Transportation - Field Supervisor	243				

2			Daily	\$294.24	\$354.51	\$414.78
2	Accountant - Bond/Capital	243	183 Days	53,846	64,875	75,905
2	Accountant II	243	187 Days	55,023	66,293	77,564
2	Analyst - Payroll	243	193 Days	56,788	68,420	80,053
2	Assistant Speech Pathologist	187	198 Days	58,260	70,193	82,126
2	Coordinator - Career Pathways Navigator	243	202 Days	59,436	71,611	83,786
2	Coordinator - Food Service Compliance	242	212 Days	62,379	75,156	87,933
2	Coordinator - Food Service Personnel	242	242 Days	71,206	85,791	100,377
2	Coordinator - Food Service/Warehouse	259	243 Days	71,500	86,146	100,792
2	Coordinator - HR Recruitment - Hiring Processes	243	259 Days	76,208	91,818	107,428
2	Coordinator - HR Recruitment & Substitute Services	243	260 Days	76,502	92,173	107,843
2	Coordinator - Nutrition Education	242				
2	Coordinator - Purchasing	243				
2	Coordinator - Purchasing Food Services	242				
2	District Attendance Officer - At Risk	202				
2	District Attendance Officer - Student	202				
2	Facilitator - District Assessment	243				
2	Facilitator - Family Engagement Title I	212				
2	Family Engagement Facilitator Father Outreach	212				
2	HR Analyst - Benefits and Compensation	243				
2	Liaison - Transition	212				
2	LSSP - Intern	183				

2	Manager - Social Media Marketing	243
2	Media Production Technician	243
2	Senior Graphic Designer	243
2	Senior Specialist - Communications	243
2	Social Worker	193, 198
2	Social Worker - Families in Transition	202
2	Social Worker - Families in Transition (ARP Grant Funded)	202
2	SOS Success Coach	202
2	Specialist - Grants Facilitator	243
2	Specialist - Program Controls	260
2	Staff Auditor	243
2	Staff Auditor - Activity Funds	243
2	Supervisor - Custodian	260
2	Supervisor - General Maintenance	260
2	Supervisor - Grounds	260
2	Transportation - Systems & Technical Analyst	243

3			Daily	\$354.56	\$427.18	\$499.80
3	Advisor - Deaf & Hard of Hearing Parent - Infant	243	187 Days	66,303	79,883	93,463
3	Analyst - Budget	243	193 Days	68,430	82,446	96,461
3	Arts Integration Coach	193	198 Days	70,203	84,582	98,960
3	Athletic Trainer	202	202 Days	71,621	86,290	100,960
3	Board Certified Behavior Analyst	212	207 Days	73,394	88,426	103,459
3	Campus Instructional Acceleration Facilitator	217	212 Days	75,167	90,562	105,958
3	Campus Testing Facilitator - High School	212	217 Days	76,940	92,698	108,457
3	CCMR Facilitator	212	243 Days	86,158	103,805	121,451
3	Coordinator - Food Service Maintenance	259	259 Days	91,831	110,640	129,448
3	Coordinator - The Primary Years Program IB	202	260 Days	92,186	111,067	129,948
3	Counselor - Arlington College & Career High School	243				
3	Counselor - Arlington Collegiate High School	243				
3	Counselor - Career & Technical Center	243				
3	Counselor - Elementary	202				
3	Counselor - High School	212, 243				
3	Counselor - Junior High	207				
3	Counselor - P-Tech	243				
3	Counselor - Special Education	202				
3	Diagnostician	202				
3	Dual Language Coach	193				
3	Facilitator - Family Engagement Early Childhood Outreach	187				
3	Instructional Facilitator	212				

3	Instructional Specialist - Deaf Education	212
3	Instructional Specialist - Dyslexia	212
3	Instructional Specialist - Early Childhood Learning	212
3	Instructional Specialist - In Home Community Training & Parent Training	212
3	Instructional Specialist - Interventionist	212
3	Instructional Specialist - Kindergarten Behavior Support	212
3	Instructional Specialist - LOTE	212
3	Instructional Specialist - Special Education	212
3	Instructional Specialist - Special Education - Autism	212
3	Instructional Specialist - Special Education - Speech	212
3	Instructional Specialist - World Languages	212
3	Instructional Support and Intervention Facilitator	193
3	Manager - Communications	243
3	Media Production Specialist	243
3	Music Therapist	193
3	Nurse	187
3	Program Liaison - Student Outreach Services	243
3	Project Manager	260
3	Resource Nurse	187
3	SCE Support Interventionist	193
3	Secondary Specialist - Mathematics and Science	212
3	Secondary Specialist - Reading Language Arts and Social Studies	212
3	Senior Internal Auditor	243
3	Specialist - Advanced Academics	212
3	Specialist - AVID	212
3	Specialist - Career & Technical Education	243
3	Specialist - Dropout Prevention	217
3	Specialist- Drug and Alcohol	217
3	Specialist - Dual Language	202
3	Specialist - Elementary Guidance & Counseling	217
3	Specialist - Environmental & Safety	260
3	Specialist - Family Engagement Specialist Title I	212
3	Specialist - Intervention	217
3	Specialist - Library Services	243
3	Specialist - Multidisciplinary Student Support	217
3	Specialist - Orientation & Mobility	193
3	Specialist - PBIS	243
3	Specialist - Professional Learning	212

3	Specialist - Safety & Security	260
3	Specialist - Secondary Guidance & Counseling	217
3	Specialist - SHARS	243
3	Specialist - SOS Support	202
3	Specialist - Special Education Compliance	243
3	Specialist - State & Federal Operations	212
3	Specialist - Student Behavioral Support Systems	243
3	Specialist - Student Outreach Services	243
3	Specialist - Technology Integration	243
3	Specialist - Translation and Instructional Design	212
3	Specialist - Work Based Learning	243
3	Specialist - World Languages Family Outreach	212
3	Supervisor - Electrical/Plumbing	260
3	Supervisor - HVAC/Refrigeration	260

4			Daily	\$372.29	\$448.54	\$524.79
4	Assistant Principal - Dual Language/Fine Arts	222	187 Days	69,618	83,877	98,136
4	Assistant Principal - Elementary	202, 217	193 Days	71,852	86,568	101,284
4	Assistant Principal - World Language Academy	222	202 Days	75,203	90,605	106,008
4	Audiologist	212	212 Days	78,925	95,090	111,255
4	Coordinator - Assessment	243	217 Days	80,787	97,333	113,879
4	Coordinator - Fine Arts	243	222 Days	82,648	99,576	116,503
4	Coordinator - Fund Development	243	243 Days	90,466	108,995	127,524
4	Coordinator - Government Affairs	243	260 Days	96,795	116,620	136,445
4	Coordinator - Health Services	243				
4	Coordinator - Human Capital Position Management	243				
4	Coordinator - Multidisciplinary Student Support	243				
4	Coordinator - Purchasing & Travel Card	243				
4	Coordinator - State & Federal Interventions & Operations	243				
4	Coordinator - World Languages	243				
4	District Athletic Trainer	212				
4	HR Specialist - Benefits & Wellness	243				
4	Human Resources Partner	243				
4	Lead Specialist - State & Federal Intervention	222				
4	Lead Specialist - World Languages	243				
4	Manager - Distribution and Logistics	260				
4	Manager - Facilities Performance and Quality Assurance	260				

4	Occupational Therapist	193
4	Physical Therapist	193
4	Reading Academy and Literacy Lead Specialist	243
4	Safety Manager - Risk Management	243
4	Senior Data Analyst	243
4	Specialist - Compliance	243
4	Specialist - PBIS	202
4	Specialist - Restorative Practices	202
4	Specialist - Title IV Restorative Practices	202
4	Specialist - Title 1 Behavior Support	202
4	Speech Pathologist	187
4	Title I School Support Dean - Elementary	202, 217
4	Title IX Case Manager	243
4	Treasurer	243

5			Daily	\$390.91	\$470.97	\$551.03
5	Assistant Director - Accounting	243	217 Days	84,827	102,200	119,574
5	Assistant Director - Food Service Finance & Compliance	242	220 Days	86,000	103,613	121,227
5	Assistant Director - Food Service Operations	259	242 Days	94,600	113,975	133,349
5	Assistant Director - Payroll	243	243 Days	94,991	114,446	133,900
5	Assistant Director - Purchasing	243	259 Days	101,246	121,981	142,717
5	Assistant Principal - Junior High	217	260 Days	101,637	122,452	143,268
5	Coordinator - 504/Dyslexia	243				
5	Coordinator - Career & Technical Education	243				
5	Coordinator - Community Engagement	243				
5	Coordinator - Early Childhood Learning	243				
5	Coordinator - Environmental & Safety	260				
5	Coordinator - Family Engagement	243				
5	Coordinator - Guidance & Counseling	243				
5	Coordinator - Leadership Development	243				
5	Coordinator - Library Services	243				
5	Coordinator - PBIS	243				
5	Coordinator - Postsecondary Partnerships	243				
5	Coordinator - Professional Learning	243				
5	Coordinator - Technology Integration & Innovation	243				
5	Curriculum Coordinator - Deaf Education	243				
5	Curriculum Coordinator - Health & PE	243				
5	Curriculum Coordinator - Language Arts & Reading	243				
5	Curriculum Coordinator - Math	243				
5	Curriculum Coordinator - Science & Health	243				
5	Curriculum Coordinator - Social Studies	243				

5	Curriculum Coordinator - Special Education	243
5	Manager - Accounts Payable	243
5	Manager - Energy and Integrated Facility Systems	260
5	Manager - Fleet Services	260
5	Manager - Grievance Hearing Officer and Compliance	243
5	Manager - HR Compensation and Benefits	243
5	Manager - HR Customer Service Center	243
5	Manager - HR Employee Relations & Development	243
5	Manager - HR Recruitment	243
5	Manager - Internal Audit	243
5	Operations Manager - Transportation	243
5	Title I School Support Dean - Junior High	217

6		
6	Assistant Director - Curriculum and Instruction	243
6	Assistant Director - Fine Arts	243
6	Assistant Director - Special Education Compliance and Evaluation	243
6	Assistant Director - Special Education Instructional Programming	243
6	Assistant Director - Special Education Support Services	243
6	Assistant Principal - Alternative	222
6	Assistant Principal - Arlington College & Career High School	243
6	Assistant Principal - Career & Technical Center	243
6	Assistant Principal - High School	222, 243
6	Assistant Principal - High School - P-Tech	243
6	Coordinator - High School Athletics	222
6	Coordinator - Student Outreach Services	243
6	Dean of Instruction	243
6	Dean of Student Data and Intervention	243
6	Swim Club Coach	243
6	LSSP	202
6	Research Analyst - Quantitative	243
6	Title I Instructional Dean of School Improvement	243

Daily	\$410.45	\$494.52	\$578.59
202 Days	82,911	99,893	116,875
222 Days	91,120	109,783	128,447
243 Days	99,739	120,168	140,597
260 Days	106,717	128,575	150,433

7		
7	Assistant Director - Athletics Boys	243
7	Assistant Director - Athletics Girls	243
7	Assistant Director - Athletics Facilities and Safety	243
7	Assistant Director - Facility Planning and Construction	260

Daily	\$430.98	\$519.25	\$607.52
220 Days	94,816	114,235	133,654
243 Days	104,728	126,178	147,627
260 Days	112,055	135,005	157,955

7	Director - Analytics & Accountability	243
7	Director - Assessment	243
7	Director - Center for Visual & Performing Arts	243
7	Director - Marketing	243
7	Director - Payroll	243
7	Director - Teacher Incentive Allotment	243
7	Director - Title IX Compliance and Investigations	243
7	Principal - Elementary	220, 243
7	Principal - Elementary Dual Language/Fine Arts	243
7	Principal - World Language Academy	243

8			Daily	\$458.99	\$553.00	\$647.01
8	Associate Principal - High School	243	217 Days	99,601	120,001	140,401
8	Chief Internal Auditor	243	222 Days	101,896	122,766	143,636
8	Director - Advanced Academics	243	242 Days	111,076	133,826	156,576
8	Director - Career & Technical Education	243	243 Days	111,535	134,379	157,223
8	Director - Early Childhood Learning	243	260 Days	119,337	143,780	168,223
8	Director - Facility Planning & Construction	260				
8	Director - Food & Nutrition Services	242				
8	Director - Guidance/Counseling	243				
8	Director - Health Services	243				
8	Director - Human Resources Recruitment	243				
8	Director - Maintenance	260				
8	Director - Operations	260				
8	Director - Postsecondary Partnerships	243				
8	Director - Purchasing	243				
8	Director - Research & Analysis	243				
8	Director - Risk Management	243				
8	Director - School Improvement	243				
8	Director - Security	260				
8	Director - State & Federal Interventions & Operations	243				
8	Director - Student Behavioral Support Systems	243				
8	Director - Technology Integration & Innovation	243				
8	Director - Transportation	260				
8	Director - World Languages	243				
8	Head Football Coach	217				
8	Head Football Coach/Athletics Coordinator	222				
8	Human Resources - Director Customer Service	243				
8	Principal - Venture High School	243				
8	Principal - Junior High	243				

8 Principal - Turning Point Secondary School 243

9		
9	Director - Accounting	243
9	Director - Athletics	243
9	Director - Budget & Finance	243
9	Director - Curriculum & Instruction Early Childhood	243
9	Director - Curriculum & Instruction Intermediate Grades	243
9	Director - Curriculum & Instruction Secondary Grades	243
8	Director - Professional Learning	243
9	Director - Special Education	243
9	Senior Director - Human Resources	243

Daily	\$508.65	\$605.54	\$702.43
243 Days	123,602	147,146	170,690

10		
10	Executive Director - Curriculum & Instruction	243
10	Executive Director - Elementary Schools	243
10	Executive Director - Family and Community Engagement	243
10	Executive Director - Facility Services	260
10	Executive Director - Financial Services	243
10	Executive Director - Fine Arts	243
10	Executive Director - Food & Nutrition Services	242
10	Executive Director - Human Resources	243
10	Executive Director - Innovative Programs	243
10	Executive Director - Secondary Schools	243
10	Executive Director - Specialized Learning Services	243
10	Executive Director - Transformational Learning	243
10	Principal - Career & Technical Center	243
10	Principal - Early Collegiate High School	243
10	Principal - Early College and Career High School - CTE	243
10	Principal - High School	243

Daily	\$554.30	\$660.04	\$765.65
242 Days	134,141	159,730	185,287
243 Days	134,726	160,390	186,053
260 Days	144,152	171,610	199,069

11		
11	Assistant Superintendent - Facilities Services	243
11	Assistant Superintendent - Financial Services	243
11	Assistant Superintendent - Research & Accountability	243
11	Assistant Superintendent - School Leadership	243
11	Assistant Superintendent - Teaching and Learning	243

Daily	\$648.69	\$772.25	\$895.81
243 Days	157,632	187,657	217,682

11	Chief Technology Officer	243
11	Chief Communications Officer	243

12		
12	Chief Academic Officer	243
12	Chief Financial Officer	243
12	Chief Operations Officer	243
12	Chief Schools Officer	243
12	Chief Human Resource Officer	243

Daily	\$754.88	\$888.09	\$1,021.30
243 Days	183,436	215,806	248,176

13		
13	Deputy Superintendent	243

Daily	\$843.20	\$992.00	\$1,140.80
243 Days	204,898	241,056	277,214

ADMINISTRATIVE SUPPORT



Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
1			Hourly	\$16.25	\$19.82	\$23.39
1	Clerk - Student Outreach Services	243	193 Days	24,776	30,220	35,663
1	Copy Clerk	193	198 Days	25,418	31,002	36,587
1	AVID Tutor or PT-Tutor	193	243 Days	31,195	38,048	44,902
2			Hourly	\$17.25	\$21.04	\$24.83
2	Attendance Clerk - Elementary	198	193 Days	26,301	32,080	37,858
2	Attendance Clerk - High School	193	198 Days	26,982	32,911	38,839
2	Attendance Clerk - Junior High	198	202 Days	27,528	33,576	39,624
2	Clerk - Early Childhood Learning	243	217 Days	29,572	36,069	42,566
2	Clerk - Attendance Officers	202	222 Days	30,253	36,900	43,547
2	Clerk - Career and Technical Education	243	243 Days	33,115	40,390	47,666
2	Clerk - Community Engagement Programs	243				
2	Clerk - Curriculum and Instruction	243				
2	Clerk - Early Childhood Compliance	243				
2	Clerk - Early Childhood Instruction	243				
2	Clerk - High School Counselor	202				
2	Clerk - Library Services	243				
2	Clerk - Mailroom/Receptionist	243				
2	Clerk - Records Management	243				
2	Clerk - Special Education PEIMS (193)	193, 243				
2	Clerk - Special Education Preschool Testing	212, 243				
2	Clerk - Special Education SHARS	217				
2	Data Clerk - High School	202, 222, 243				
2	Data Clerk - Junior High	202				
2	PEIMS Clerk - High School	222				
3			Hourly	\$18.25	\$22.25	\$26.25
3	Clerk - Bilingual/ESL	243	183 Days	26,384	32,167	37,950
3	Clerk - Bilingual/ESL Testing	202	198 Days	28,547	34,803	41,060
3	Clerk - Family Engagement Title I	212	202 Days	29,123	35,507	41,890
3	Clerk - Guidance and Counseling	243	212 Days	30,565	37,264	43,964
3	Clerk - Health Services	243	217 Days	31,286	38,143	45,000
3	Clerk - Language Placement Center	243	222 Days	32,007	39,022	46,037
3	Clerk - Office of Student Behavior Support Systems	243	243 Days	35,035	42,713	50,392
3	Clerk - Special Trips	260	260 Days	37,486	45,702	53,918
3	Clerk - State & Federal Operations	243				
3	Clerk - The Care Clinic	243				
3	Clerk - Title III Compliance	243				
3	Community Outreach Liaison	243				
3	Family Engagement Liaison	183				
3	Guidance Technician - High School	198				

3	Receptionist / PBX	243
3	Registrar - Attendance/PEIMS (Hybrid) - Alt HS Campus	222
3	Registrar - High School	217
3	Secretary - Aquatics Coordinator	243
3	Secretary - Special Education Curriculum Coordinators	243
3	Secretary - Student Outreach Services	243
3	Title I ECHS Family Engagement Liaison	183
3	Title III Family Engagement Liaison	212

4			Hourly	\$20.00	\$24.39	\$28.78
4	Bookkeeper - High School	217	212 Days	33,496	40,848	48,201
4	Clerk - Athletics and PE	243	217 Days	34,286	41,812	49,338
4	Clerk - Data Community Engagement Programs	243	243 Days	38,394	46,821	55,249
4	Clerk - Energy Management	260	260 Days	41,080	50,097	59,114
4	Clerk - Facility Services	260				
4	Clerk - Fleet Maintenance	260				
4	Clerk - Food & Nutrition Compliance	243				
4	Clerk - Food Service Maintenance	242				
4	Clerk - Food Service Operations	243				
4	Clerk - Maintenance	260				
4	Clerk - Operations	260				
4	Clerk - State & Federal Interventions & Op Accounting	243				
4	Clerk - Transportation Payroll/Certification	260				
4	Clerk - Transportation Routing	243				
4	Clerk - Transportation Systems Analyst	243				
4	Clerk Course Management & Event Support	243				
4	Parent Instructor Title 1	212				
4	Secretary - Director Career & Technical Education	243				
4	Secretary - Director Information and Instructional Systems	243				
4	Secretary - Director of World Languages	243				
4	Secretary - Director State & Federal Interventions & Op	243				
4	Secretary - Director Technology Integration and Innovation	243				
4	Secretary - Elementary	212				
4	Secretary - Junior High	243				
4	Secretary - Security	260				
4	Secretary - Training PCN	212, 243				
4	Specialist - HR Customer Service/Employee Records	243				
4	Specialist - Special Education Accounting	243				
4	Transportation Clerk	260				

5		
5	Accounting Specialist - Food and Nutrition Services	202
5	Bookkeeper - Payroll	243
5	Clerk - Accounting Department	243
5	Clerk - Accounts Payable	243
5	Clerk - Accounts Receivable	243
5	Clerk - Budget	243
5	Clerk - Instructional Materials, Inventory Control	243
5	Clerk - Purchasing	243
5	Clerk - Purchasing and Travel Card	243
5	Secretary - Career and Technical Center	243
5	Secretary - Center for Visual and Performing Arts - School	243
5	Secretary - Director Curriculum and Instruction	243
5	Secretary - Director - Center for Visual and Performing Arts	243
5	Secretary - Director Athletics/PE	243
5	Secretary - Director Fine Arts	243
5	Secretary - Director of Guidance and Counseling	243
5	Secretary - Director of Postsecondary Partnerships	243
5	Secretary - Director Special Education	243
5	Secretary - High School	243
5	Secretary - Director of School Improvement	243
5	Secretary - Professional Learning	243
5	Secretary - Purchasing	243
5	Secretary - Risk Management	243
5	Secretary - Student Services	243
5	Secretary - Training PCN	212, 243
5	Secretary - Transportation	260
5	Secretary - Visual Arts	243
5	Specialist - HR Recruitment - Hiring Processes	243
5	Specialist - Library Services Cataloger/Supervisor	243
5	Specialist - Purchasing Food and Nutrition Services	243
5	Specialist - Records Management	243

Hourly	\$21.86	\$25.47	\$30.06
202 Days	35,326	41,160	48,577
212 Days	37,075	43,197	50,982
243 Days	41,965	46,821	55,249
260 Days	44,900	50,097	59,114

6		
6	Secretary - Assistant Superintendent Facility Services	243
6	Secretary - Assistant Superintendent Research & Accountability	243
6	Secretary - Assistant Superintendent Teaching and Learning	243
6	Secretary - Executive Director - Engagement, Equity & Access	260

Hourly	\$23.61	\$28.79	\$33.97
243 Days	45,324	55,268	65,212
260 Days	48,495	59,135	69,774

6	Secretary - Executive Director Elementary Schools	243
6	Secretary - Executive Director Facility Services	260
6	Secretary - Executive Director Financial Services	243
6	Secretary - Executive Director Secondary Schools	243
6	Secretary - Executive Director Specialized Learning Services	243
6	Secretary - Executive Director Transformational Learning	243
6	Secretary - Legal	243
6	Secretary - Senior Director of Technology Operations	243
6	Senior Specialist - Records Management	243
6	Specialist - Accounts Payable	242
6	Specialist - Accounts Payable Food and Nutrition Services	243
6	Specialist - Administrative Projects	243
6	Specialist - FNS / Admin Support	243
6	Specialist - Purchasing	243

7

7	Administrative Assistant - Chief Academic Officer	243
7	Administrative Assistant - Chief Communications Officer	243
7	Administrative Assistant - Chief Financial Officer	243
7	Administrative Assistant - Chief Operations Officer	243
7	Administrative Assistant - Chief Schools Officer	243
7	Administrative Assistant - Chief Human Resource Officer	243
7	Administrative Assistant - Chief Technology Officer	243
7	Administrative Assistant - Deputy Superintendent	243
7	Administrative Assistant - Superintendent Office Support	243
7	Back of House Manager	243
7	HR Specialist - Leaves & Retirement	243
7	HR Specialist - Recruiting and Substitute Services	243
7	Routing Lead - Transportation	260
7	Specialist - Assessment	243
7	Specialist - Event - CVPA	243
7	Specialist - HR Recruitment	243
7	Specialist - SNE Payroll	243
7	Specialist - Teacher/Monthly Payroll	243
7	Specialist II - Accounts Payable	243
7	Workers Compensation Claims Adjuster	243

Hourly	\$26.99	\$32.53	\$38.07
243 Days	51,813	62,448	73,083
260 Days	55,437	66,817	78,196

AUXILIARY



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$16.25	\$19.58	\$22.91
1	Laundry Helper	260	260 Days	33,800	40,726	47,653
2			Hourly	\$17.25	\$20.78	\$24.31
2	Bus Attendant	178	178 Days	24,564	29,591	34,617
2	Custodian	260	260 Days	35,880	43,222	50,565
2	Food Service Specialist	178				
2	Groundskeeper I	260				
2	Laundry - Operator	260				
2	Transportation - Fleet Technician	260				
3			Hourly	\$18.25	\$21.99	\$25.73
3	Assistant Head Custodian	260	178 Days	25,988	31,314	36,640
3	Athletics Groundskeeper	260	260 Days	37,960	45,739	53,518
3	Distribution Worker	260	262 Days	38,252	46,091	53,930
3	Driver - Non-CDL	178				
3	Floor Technician	262				
3	Groundskeeper II	260				
3	HVAC/Refrigeration - Air Filtration Mechanic	260				
3	Sewer Technician	260				
3	Material Handler	260				
4			Hourly	\$19.30	\$23.25	\$27.20
4	Campus Security Officer	260	185 Days	28,564	34,410	40,256
4	Crew Lead - Athletics Grounds	260	260 Days	40,144	48,360	56,576
4	Crew Lead - Grounds Maintenance	260				
4	Fleet Operations Assistant	260				
4	Food Service Lead Person	185				
4	Head Custodian	260				
4	Image Processing Associate I	260				
4	Distribution Center Driver	260				
4	Laundry - Driver	260				
4	Parts Person	260				
4	Preventative Maintenance Vehicle Technician	260				
5			Hourly	\$20.45	\$24.65	\$28.85
5	Apprentice Plumber	260	185 Days	30,266	36,482	42,698
5	Building Maintenance Technician	260	243 Days	39,755	47,920	56,084
5	Catering Manager	243	260 Days	42,536	51,272	60,008
5	Dispatcher - Security	260				
5	Food Service Assistant Manager	185				
5	Food Service Floating Manager	185				

5	Food Service Manager	185
5	Food Service Manager IV	185
5	Irrigation Technician	260
5	Security - Corporal	260
5	Technician - Custodial Equipment Repair	260
5	Transportation - Dispatcher	260
5	Transportation - Router	260

6		
6	Assistant Technician - Safety	260
6	Building Maintenance - Skilled Maintenance General	260
6	Building Maintenance - Skilled Maintenance Painter	260
6	Food Service - Warehouse Driver	259
6	Food Service Manager V	185
6	Foreman - Laundry	260
6	Image Processing Associate II	260
6	IPM Certified Applicator	260
6	Lead Floor Technician	260
6	Lead Parts Clerk	260
6	Security - Sergeant	260
6	Technician - Food and Nutrition Prevent. Maintenance	259

Hourly	\$22.50	\$27.11	\$31.72
185 Days	33,300	40,123	46,946
259 Days	46,620	56,172	65,724
260 Days	46,800	56,389	65,978

7		
7	Bus Driver	178
7	Crew Lead - General Maintenance	260
7	Crew Lead - Paint	260
7	Crew Lead - Skilled Maintenance	260
7	Custodian - Foreman	260
7	Fire Alarm Technician	260
7	Food Service Manager VI	185
7	Food Service Manager VII	185
7	Food Service Warehouse Lead	259
7	Foreman - Grounds	260
7	Foreman - Parts	260
7	Foreman - Regular Ed Router	260
7	Foreman - Special Ed Router	260
7	Foreman - Specialized Programs	260
7	Foreman – Field Trips	260
7	Grounds Mechanic	260
7	Heating and Air Conditioning Zone Lead	260
7	HVAC Technician	260

Hourly	\$24.97	\$30.09	\$35.21
178 Days	35,557	42,848	50,139
185 Days	36,956	44,533	52,111
259 Days	51,738	62,346	72,955
260 Days	51,938	62,587	73,237

7	Journeyman Electrician	260
7	Journeyman Plumber	260
7	Lead Equipment Technician	260
7	Lead Locksmith	260
7	Paid Busing/Driver	260
7	Preventative Maintenance/Video Technician	260
7	Skilled Maintenance Electrician	260
7	Transportation - Safety Technician	260
7	Vehicle Mechanic	260

8		
8	Chiller Specialist	260
8	Foreman - Athletics Grounds	260
8	Foreman - Building Automation Systems	260
8	Foreman - Building Maintenance	260
8	Foreman - Building Maintenance Paint	260
8	Foreman - Central Distribution	260
8	Foreman - Fire Systems	260
8	Foreman - Lead Custodial	260
8	Foreman - Lead Grounds	260
8	Foreman - Logistics	260
8	Foreman - North Distribution	260
8	Foreman - Vehicle Maintenance	260
8	Foreman/Food Service Maintenance	259
8	HVAC Mechanical Specialist	260
8	IPM Licensed Applicator	260
8	Lead - Image Processing	260
8	Lead Electrician	260
8	Lead Plumber	260
8	Lead Vehicle Mechanic	260
8	Licensed Irrigator	260

Hourly	\$30.71	\$36.57	\$42.43
243 Days	59,700	71,092	82,484
259 Days	63,631	75,773	87,915
260 Days	63,877	76,066	88,254

EDUCATIONAL AIDES



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$19.05	\$22.95	\$26.85
1	Classroom Assistant ADA	183	183 Days	24,403	29,399	34,395
1	Classroom Assistant Elementary	183				
1	- Dual Language					
1	Classroom Assistant Elementary	183				
1	- Kindergarten					
1	Classroom Assistant Elementary	183				
1	- Kindergarten - Spanish					
1	Classroom Assistant Elementary	183				
1	- Music/Art					
1	Classroom Assistant Elementary	183				
1	- Pre-K					
1	Classroom Assistant Elementary	183				
1	- Pre-K - Dual Language					
1	Classroom Assistant Elementary	183				
1	- Title 1					
1	Classroom Assistant Elementary	183				
1	Athletics/PE					
1	Classroom Assistant Elementary	183				
1	Fresh Start					
1	Classroom Assistant Elementary	183				
1	Turning Point					
1	Classroom Assistant High School	183				
1	Classroom Assistant High School	183				
1	ESL					
1	Classroom Assistant Junior High	183				
1	Classroom Assistant - SCE	183				
1	Classroom Assistant - Support	183				
	Overage					

2			Hourly	\$20.05	\$24.16	\$28.27
2	Classroom Assistant Community	183	183 Days	25,684	30,949	36,214
	Based Transition					
2	Classroom Assistant Elementary	183				
	Special Ed - ABLE					
2	Classroom Assistant Elementary	183				
	Special Ed - Alt Curriculum					
2	Classroom Assistant Elementary	183				
	Special Ed - Alt Curriculum ISPD					
2	Classroom Assistant Elementary	183				
	SpEd - Deaf Ed/Alt Curric					
2	Classroom Assistant Elementary	183				
	Special Ed - Deaf Education					
2	Classroom Assistant Elementary	183				
	Special Ed - ECSE					
2	Classroom Assistant Elementary	183				
	Special Ed - Inclusion					
2	Classroom Assistant Elementary	183				
	Special Ed - ISPD					
2	Classroom Assistant Elementary	183				
	Special Ed - SEAS					
2	Classroom Assistant Elementary	183				
	Special Ed - Speech					
2	Classroom Assistant High School	183				
	Special Ed - ABLE					
2	Classroom Assistant High School	183				
	Special Ed - Alt Curriculum					

2	Classroom Assistant High School Special Ed - Alt Curriculum ISPD	183
2	Classroom Assistant High School SpEd - Deaf Ed/Alt Curric	183
2	Classroom Assistant High School Special Ed - Deaf Education	183
2	Classroom Assistant High School Special Ed - Inclusion	183
2	Classroom Assistant High School Special Ed - ISPD	183
2	Classroom Assistant High School Special Ed - SEAS	183
2	Classroom Assistant High School Special Ed - VAC	183
2	Classroom Assistant Junior High Special Ed - ABLE	183
2	Classroom Assistant Junior High Special Ed - Alt Curriculum	183
2	Classroom Assistant Junior High Special Ed - Alt Curriculum ISPD	183
2	Classroom Assistant Junior High Special Ed - Deaf Education	183
2	Classroom Assistant Junior High Special Ed - Inclusion	183
2	Classroom Assistant Junior High Special Ed - ISPD	183
2	Classroom Assistant Junior High Special Ed - PREVOC	183
2	Classroom Assistant Junior High Special Ed - SEAS	183
2	Classroom Assistant - SpEd 18 PLUSS	183
2	Classroom Assistant Special Ed - Behavior Intervention	183
2	Classroom Assistant Special Ed - Vision	183
2	Classroom Assistant-Special Ed- SEAS Gap Support	183
2	Clinic Assistant - Elementary	183
2	Clinic Assistant - High School	183
2	Clinic Assistant - Junior High	183
2	Library Assistant High School	183

3
Unassigned

Hourly	\$21.05	\$25.37	\$29.69
183 Days	26,965	32,499	38,033

4
4 Audiology Assistant 187
4 Brailist 193

Hourly	\$22.38	\$26.64	\$30.90
187 Days	29,295	34,872	40,448
193 Days	30,235	35,991	41,746

5
5 Educational Deaf Interpreter Interpreter 183

Hourly	\$30.80	\$36.23	\$41.66
183 Days	39,455	46,411	53,366

TECHNOLOGY



Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$21.00	\$25.61	\$30.22
1	Specialist I - Service Desk	242	242 Days	40,656	49,581	58,506
1	Technician - Technology Warehouse	243	243 Days	40,824	49,786	58,748
2			Hourly	\$25.00	\$30.49	\$35.98
2	Software Developer – Full Stack	243	243 Days	48,600	59,273	69,945
2	Specialist - Audio/Visual - CVPA	243	260 Days	52,000	63,419	74,838
2	Specialist - Clerk Support	243				
2	Specialist - PEIMS Attendance	243				
2	Specialist - Transfer	243				
2	Technician - Audio/Visual	260				
2	Technician - District Support	243				
2	Technician - Security & Safety	260				
3			Hourly	\$30.75	\$37.51	\$44.27
3	Foreman - Telecommunications	260	243 Days	59,778	72,919	86,061
3	Lead Specialist - PEIMS	243	260 Days	63,960	78,021	92,082
3	Senior Technician	243				
3	Specialist - Application Development	243				
3	Specialist - Endpoint Management	243				
3	Specialist - Help Desk	243				
3	Specialist - Information Systems	243				
3	Specialist - Software Support	243				
3	Specialist - Technology Procurement	243				
3	Specialist - Website	243				
4			Daily	\$305.12	\$372.10	\$439.08
4	Administrator - Applications & Systems	243	242 Days	73,839	90,048	106,257
4	Coordinator - Structured Cabling	243	243 Days	74,144	90,420	106,696
4	Lead Specialist - Service Desk	243	260 Days	79,331	96,746	114,161
4	Lead Technician - District Support	243				
4	Manager - Client Services & Solutions	243				
4	Manager - Software Support - Food Services	242				
4	Manager - ERP/SIS Support	243				
4	Manager - Technology Asset	243				
4	Network Specialist	243				
4	Network Specialist - Server	243				

4	Production Manager	243
4	Specialist - Cybersecurity	243
4	Specialist - Database	260
4	Specialist - Systems Integration	243
4	Specialist - Systems & Platform	243
4	Specialist - Unified Communications	243
4	Webmaster	243

5

5	Coordinator - Instructional Materials	243
5	Manager - Campus Service & Support	243
5	Research & Project Programmer	243
5	Senior Programmer / Analyst	243
5	Senior Programmer/Analyst- Research & Accountability	243
5	Senior Specialist - Network Infrastructure	243
5	Senior Specialist - Platform Infrastructure	243
5	Senior Specialist - Safety & Security	243
5	Senior Specialist - Unified Communications	243

Daily	\$353.94	\$431.64	\$509.34
243 Days	86,007	104,889	123,770

6

6	Assistant Director - Technology Operations	243
6	Business Intelligence Developer	243
6	Directory Services and Identity Architect	243
6	Manager - Cybersecurity Services	243
6	Manager - Network Infrastructure Services	243
6	Manager - Physical Safety & Security	243
6	Manager - Platform Infrastructure Services	243
6	Manager - Systems Integration	243
6	Manager - Unified Communications	243
6	Senior Manager - Food & Nutrition Technology	242
6	Technical Manager - TEAMS	243

Daily	\$389.34	\$474.80	\$560.26
242 Days	94,220	114,902	135,583
243 Days	94,610	115,376	136,143

7

7	Director - Information & Instructional Systems	243
7	Director - Infrastructure & Operations	243

Daily	\$435.46	\$524.65	\$613.84
243 Days	105,817	127,490	149,163

7	Director - Web Services	243
7	Manager - PEIMS	243
7	Project Manager - Data Reports	243

8		
8	Senior Director - District Support & Customer Service	243

Daily	\$475.96	\$566.62	\$657.28
243 Days	115,658	137,689	159,719

SUBSTITUTES, PART-TIME, & TEMPORARY



2026-2027 Substitute Pay

Substitute Pay	
Short-term Substitute Teaching Jobs (1-10 days)	Rate
Non-Degreed Substitutes	\$120/day
Degreed Substitutes	\$130/day
Degreed and Certified Substitutes	\$145/day
Retired Degreed and Certified Substitutes	\$165/day
11 or more consecutive days on any combination of assignments	
Non-Degreed Substitute	\$130/day
Degreed Substitute	\$150/day
Degreed and Certified	\$165/day
Retired, Degreed and Certified	\$175/day
Long-Term Assignments (21 days in length minimum)	
Degreed and Certified in Subject Area	\$175/day
Retired, Degreed and Certified in Subject Area	\$185/day
Subject-Certified assignments must be requested by the principal and pre-approved by Human Resources	
Special Rates	
Counselor	\$295/day
Nurse	\$210/day
Campus Paraprofessionals	
Administrative Support and Educational Aides	\$15.00/hour
Paraprofessional Substitute Pay	\$15.00/hour
- While an employee works in a campus paraprofessional role, they are ineligible to work as a Substitute Teacher.. - Substitutes will receive a \$10/day campus-based incentive as determined by human resources. - Substitutes will receive a \$10/day pickup incentive for Friday.	

Breaks in Service

These higher rates will remain until a break in service occurs. Weekends, school holidays, winter and spring breaks will not affect continuous service. Half-day assignments and accepting clerical or Classroom Assistant assignments will also help establish continuous service.

If a Degreed/Non-Degreed Professional Substitute works four and one-half (4 ½) hours or more, the substitute will qualify for one full day's pay if the job was called in as a full-day assignment. The principal/designee will make the determination. If a Degreed/Non-Degreed Professional Substitute works less than four and one half (4 ½) hours, the substitute will qualify for one-half day's pay. The principal/designee will make the determination.

Part-Time or Temporary Rates

Part-time or temporary employees will be paid at the minimum for the full-time equivalent position's pay range. Summer learning and summer camp is considered part-time or temporary. Variations to this standard as a result of market availability of applicants for a particular position may vary with Human Resources advance review and approval.

SUPPLEMENTAL PAY



EXTRA DUTY



Pay Rates - Extra Duty

When an employee's normal job duties extend beyond the normal number of annual work schedule calendar 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. Department or campus funds must be appropriately budgeted to pay for these extra-duty days.

Salaried exempt employees may occasionally be required to work additional hours beyond their regularly scheduled workday to fulfill the primary duties and responsibilities of their role. This additional time is not eligible for extra duty pay when it relates directly to their core job functions.

If the employee performs different duties that are separate from the primary duties and responsibilities of the role, the extra duty rates may apply. Department or campus funds must be appropriately budgeted to pay for these extra duties. The extra duty rates for pay must be reviewed and approved **prior** to the work being performed, including the budget availability, by the Principal/Director/Supervisor (budget owner). Any approved requests for extra duty pay must be submitted within one (1) week of the completion of the activity. It is the responsibility of the employee performing the services and the budget owner to submit the payment authorizations timely. Extra duty pay will be paid in accordance with the payroll cutoff dates.

Principals, Directors, and Supervisors (budget owners) are authorized to approve extra duty pay at the district's approved rates **only if** all the following conditions are met:

1. **Work is approved in advance.**
2. **Work is Incremental:** The tasks must be beyond and apart from the employee's primary job responsibilities.
3. **Outside Regular Hours:** The work must occur outside the employee's standard work schedule hours or on a non-scheduled workday.
4. **Detailed Work Description:** There must be a clear description of the extra duties, and the specific time allotted to perform them.
5. **Documentation and Validation:** The campus or department must confirm that the work was completed and retain documentation of the performance.
6. **Available budget has been identified.**

Extra Duty Pay or Additional Pay Rates	
Extra Duty (all extra duty for pay must be after the regular scheduled work day, incremental to the primary duties and responsibilities of the role and budgeted for)	Rates
Accelerated Instruction Project Management (Assigned by the Campus Principal through HB 1416 for Teachers)	\$25/hour
Accompanist - Fine Arts	\$40/hour
Advanced Academics (Academic Decathlon Judges/Spelling Bee Judges)	\$25/hour
AP/Exam Proctors	\$25/hour
Campus packing/relocation - when a campus or department is required to move	\$25/hour

Childcare (Parent Nights, Curriculum Night, Family Engagement)	\$25/hour
Classroom Coverage is when a Classroom Teacher absorbs additional students temporarily due to another teacher's absence (e.g. sick leave, personal leave). A substitute opening should be entered. If a substitute does not accept the assignment classroom coverage pay may be temporarily approved. A substitute should be identified as quickly as possible. The rate may be split up to two certified teachers and may be split proportionately.	\$25/hour
Clinician/Conductor (Full Ensemble guest teacher)	\$100/hour
Compensatory Education Home Instruction Before or after school	\$25/hour
CPR Instruction for Nurses	\$25/hour
Data Dives for Student Growth	\$25/hour
Degreed and Certified Employees who administer End-of-Course exams (Summer Testing)	\$25/hour
Design and/or Facilitate Professional Learning (Professional Learning Department)	\$25/hour
Dual Credit Coverage - Tutoring (planning period must still occur after the regular scheduled workday)	\$25/hour
Employees working Kindergarten Round-up or Registration (Outside of regularly scheduled employment)	\$15/hour
Extra duty pay for certified employees who provide curriculum writing services above and beyond their normal days and/or hours, depending on the activity.	\$25/hour
HOSA competition	\$25/hour
Institute of Higher Education and ISD Collaboration (P-TECH) (weekend and/or summer)	\$25/hour
Interpreter/Translator (Parent Nights, Curriculum Night, Family Engagement)	\$30/hour
Judging/Adjudication - Fine Arts/UII	\$37.50/hour
Language Testing	\$15/hour
Leader In Me - Lighthouse Team	\$25/hour
Learning.com ambassadors in TI ²	\$25/hour
LPACs (Language Proficiency Assessment Committee)	\$25/hour
Nurses working Registration	\$25/hour
Professional Development beyond Exchange Time	\$45/half day \$90/ full day
PSAT, SAT, AP, TSIA, and ACT prep (approval from Advanced Academics)	\$25/hour
Saturday School and Extended School (Degreed and Certified Employees)	\$25/hour
Section Coach (Master Class instructor)	\$55/hour
Site managers (Facility Rentals)	Minimum of Admin 4
Specialized Programs Applications Scoring	\$25/hour
STEM Leadership Conference	\$25/hour
STEM Open House (Saturday)	\$25/hour
Summer Camp - Fine Arts	\$25/hour
Summer Camp - Strength and Conditioning	\$25/hour
Tutoring by Degreed and Certified Employees before or after school	\$25/hour
Tutoring by Non-Degreed or Non-Certified Employees before or after school	\$15/hour

Class Size Exemption Waiver Supplemental Pay

\$250 in supplemental pay is paid to an individual teacher for up to nine pay periods when a PreK through 4th-grade class size exceeds 22:1 at some point during the pay period using the following guidelines:

- The teacher's class size has been at or above 23 at some point during the pay period.
- The campus principal submits this documentation once per pay period per applicable teacher for up to nine pay periods.
- Supplemental pay forms will be processed the following pay period. For example, September's supplemental pay form will be processed on the October check.
- Supplemental pay is not granted for August because TEA does not ask for compliance numbers until 30 days after a class is over the ratio or October 1st whichever date comes later.

Coaches Pay for Bus Driving

Coach drives his/her sport from his/her campus to games, meets, tournaments only. Only AISD school buses. Practice will not be paid. SUV drivers will not be paid.

- Within AISD= \$50 per round-trip.
- Outside of AISD and within Tarrant County= \$60 per round trip.
- Outside of AISD and Tarrant County but within Dallas, Denton, Johnson, Parker, Ellis, Rockwall, and Collin Counties= \$75 per round trip.
- All other counties= \$100 per round trip.

Coach drives from his/her campus but not for a sport that he/she coaches to games, meets, tournaments only.

- The minimum hourly equivalent of a bus driver will be compensated. Time calculated: The time you pick up the bus until you return the bus.

Coach drives another AISD campus team to games, meets, tournaments only. Example, JH coach drives HS team. Only AISD school buses.

- The minimum hourly equivalent of a bus driver will be compensated. Time calculated : The time you pick up the bus until you return the bus.

Athletic Skills Camps

The Athletic Director must approve all athletic skills/sport camps prior to be posted to the public. Athletic trainers are not required for these camps.

- A minimum of 5% profit must remain in the activity fund.
- Camp Directors are limited to a maximum compensation of \$2,000 (calculated at 40 hours of preparation time before the camp begins plus 40 hours of administrative time during the camp, compensated at \$25 per hour).
- Other coaches/employees are limited to a maximum compensation of \$600 (calculated at 6 hours per day for 4 days compensated at \$25 per hour).

- All other procedures currently in place regarding activity fund receipts and disbursements and regarding payroll and payment authorizations apply.

Interim Professional Assignments

Interim professional assignment pay rates are designed to compensate individuals performing exempt level duties of a higher-level position assigned in various departments of the district. The duties performed are not part of a permanent job assignment and the rates are the minimum of the range for the full-time exempt position that is most closely related to the assignment and are paid at a daily rate as aligned with the pay practices of exempt level employees. Interim Assignments: minimum of the applicable pay range.

Athletic Game Workers

Athletic Game Workers	
(\$5 per game payment for playoff games)	
CAMPUS	AMOUNT
Ticket Workers (one start)	\$40
Ticket Workers (two start)	\$50
Ticket Workers (three start)	\$60
Book (varsity one person)	\$35
Libero (varsity one person)	\$35
Scoreboard/Clock(one person)	\$35
Announcer (varsity-one person)	\$35
Clock/Announcer (varsity-one person)	\$50
Scoreboard/Book (one person)	\$40
Stadium Stocking (one stand)	\$50
Stadium Stocking (two stand)	\$75
ATHLETIC ARENA WORKERS	AMOUNT
Announcer / Score table OP	\$50.00
Event Manager	\$125.00
VARSITY FOOTBALL WORKERS	AMOUNT
Ticket Workers (full game)	\$55
Ticket Workers (half game)	\$45
Announcer	\$75
40 Second & Running Clock (set by the UIL)	\$65
Video Scoreboard & Filmer	\$100
Video Coordinator	\$150
Press box/Ticket Manager	\$125
Field Monitor	\$75
Parking Lot Monitor (at Wilemon/Cravens)	\$125
Sub Varsity Football/Varsity Soccer Concession Manager	\$50

Varsity Football/Track Concession Manager	\$185
Arena Stocking	\$50
Arena Concessions Manager	\$125
Event Manager (Wilemon/Cravens/GLP)	\$225
WRESTLING, TRACK, & TOURNAMENTS	AMOUNT
Ticket Workers (per hour)	\$15
Track Announcer	\$100
CROSS COUNTRY	AMOUNT
Referee	\$150
Starters (2 per day)	\$100
Results Clerk	\$100
NATATORIUM	HOURLY
Head Swim Coach	\$35
Head Dive Coach	\$30
Assistant Coach II	\$25
Assistant Coach I	\$20
Swim Instructor	\$17
Senior Lifeguard	\$16
Lifeguard	\$15

Ineligible

Paraprofessional (Hourly and Non-Exempt) employees are not eligible for extra duty stipends at a rate outside of what has been defined in this handbook.

All other extra duties performed by a paraprofessional (Hourly and Non-Exempt) employee during the year should be processed according to compensatory guidelines. Assignment differentials are allowed when approved in advance by the Compensation Department; however, annualized lump sum payments are not available to hourly employees.

Paraprofessional (Hourly and Non-Exempt) employees may perform defined extra duties with prior approval from the Compensation Department at the Paraprofessional (Hourly and Non-Exempt) pay rate when the employee is not on their regular payroll calendar during the summer.

STIPEND HANDBOOK



Stipends

Stipend related duties/responsibilities should be distinctly different from the employee's normal job description and take place outside of the employee's normal duty hours or calendar contract days.

Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, and others as identified. Stipend earnings are not guaranteed wages and may be amended or eliminated at any time. Stipend earnings are not included in individual base salaries. Authorization to pay approved stipend compensation requires approval from the campus Principal/Department manager, prior to actual work being performed.

It is the responsibility of the campus/department administrator to notify the Compensation Department of any anticipated extra duties or if there is a change in duties which would make the employee ineligible/eligible to receive stipend earnings (i.e., termination, assignment change, transfer, etc.).

It is the responsibility of the employee to check their pay statement to ensure they are being adequately compensated for stipend duties.

All stipend earnings are subject to the employee and employer's statutory deductions. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete duty days for their respective annual work schedule. If an employee fails to meet all criteria stipulated in the stipend earnings by the stipend owner, the earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Compensation Department or communicated with them through their supervisor.

Eligibility Criteria

Eligibility for stipend compensation at an approved rate must meet all the following criteria:

- The work has been pre-approved, and authorization to pay the stipend earnings has been secured from the appropriate Principal, Department Head and the Compensation Department before the actual work begins and communicated to the employee.
- Be a full-time, active, exempt employee of Arlington Independent School District.

Ineligible

A new hire is not eligible to earn stipend pay prior to his or her effective start date. Paraprofessional (Hourly and Non-Exempt) employees are not eligible for stipends. A traditional Substitute is a part-time employee and is not eligible to receive stipend pay outside of the exceptions outlined in this handbook.

Stipend Payments, Deductions, and Recovery of Funds

All stipends are paid on a 12-month basis – September through August. Stipend work that begins or ends outside the twelve-month schedule is prorated accordingly. If an employee does not work the complete payroll schedule, then any recurring stipend will be paid on a prorated basis of the actual days worked. If an employee fails to meet all the criteria stipulated, the stipend may be prorated, stopped, or recovered. It is the responsibility of the manager and employee to notify the Compensation Department if they are no longer performing the duties of the role associated with the stipend or if they are not receiving the stipend.

New Stipend Recommendations

Principals or department managers must submit requests for new stipends to their senior staff members, as well as requests for any stipend amount/allocation changes, in conjunction with the annual budget cycle. The criterion for a new stipend review typically includes:

- Description of the duties associated with the stipend.
- Criticality of work being performed.
- Equity and cost associated with the implementation of the stipend across the school district.
- How many stipend allocations, including justification for the number of allocations.
- What positions, campuses, and departments would be eligible to receive the stipend

Teacher Incentive Allotment (TIA)

For the 2026-2027 school year Arlington ISD is a Teacher Incentive Allotment approved district. Any funds received by Arlington ISD for a teacher designated under the Teacher Incentive Allotment (TIA) will be allocated as follows: 70% for the designated teacher, 20% for designated campus staff, and 10% retained for administration. TIA payments will be issued by August 31 each year. The district may further differentiate payouts between Arlington TIA designated and non-designated campuses beginning in 2027-2028 to incentive higher payouts at our higher needs campuses.

Principal Incentive Program

The Principal Incentive Program is to align principal compensation with performance and campus needs, aiming to strengthen leadership and improve student outcomes while supporting high-need campuses. Stipends may vary based on performance and determined by the Superintendent in conjunction with the retention structure.

Zero Hour, CTC, and Extra Period Stipends

CTC Stipends: Only teachers teaching additional courses at the Career and Technical Center will be eligible for the stipend. Extra compensation is allowed because these courses are outside the regular instructional day and/or in addition to the regular instructional day courses. All CTC Stipends for compensation must be pre-approved by HR Compensation.

Zero Hour Stipend: Only teachers teaching courses offered as zero-hour courses will be eligible for a zero-hour stipend. Because these courses are outside the regular instructional day and in addition to the regular instructional day, extra compensation is allowed. All zero-hour courses for compensation must be pre-approved by the Compensation Department.

Extra Period Stipends: Only teachers teaching additional periods at the High Schools with A/B schedules will be eligible for the stipend. Extra compensation is allowed because these courses are in addition to the regular instructional day courses. All Extra Period Stipends for compensation must be pre-approved by HR Compensation.

- Assignment is for a long-term role – typically the remainder of the school year.
- This is due to when a teacher cannot be secured after attempting to recruit and hire on several attempts.
- Teacher assumes all responsibilities of the classroom: lesson planning, grade books, testing, instruction.

Extra Period Calculations

Zero Hour, CTC, and Extra Period Stipends are calculated as follows:

- $\text{Contract Daily Rate} \div \text{Periods Per Day} = \text{Per Period Rate}$
- $\text{Per Period Rate} \times \text{Additional Periods Taught} = \text{Additional Pay}$
- $\text{Additional Pay} \times \text{Instructional Days} = \text{Extra Duty Stipend}$

Junior High Schools = 7 Periods

High Schools = 4 Periods

JROTC Instructor Salaries

Definition of Position:

- JROTC instructors are retired officers or NCOs who are employed by the district to administer and staff a JROTC unit at the district pursuant to Title 10, U.S. Code, Section 2031.
- JROTC instructors shall be required to hold and maintain a valid Texas teaching certification.
- Salary Calculation:
- Each JROTC instructor's salary shall be 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.
- Salary placement will be made on the statewide salary schedule for certificated nonsupervisory employees at the level closest to the amount authorized by Title 10, U.S. Code, Section 2031
- Salary Procedures:
- JROTC personnel will be paid in the amount which, when added to retirement pay, will equal the amount of his/her active duty pay and allowance.

- JROTC instructors shall be paid on a monthly basis at the same time as other certified employees.
- The district shall pay the full amount of JROTC instructor salaries. The district shall be responsible for seeking reimbursement of one-half of the JROTC instructor salary payments.

Campus Stipends

High Schools

High School Stipends	
Stipend Name	Amount
Academic Decathlon	\$ 5,000.00
Academic Decathlon Asst.	\$ 1,263.00
Band Asst. Director	\$ 9,000.00
Band Director	\$ 13,000.00
Credit Recovery Leader	\$ 1,500.00
Debate	\$ 2,464.00
Department Leader	\$ 2,000.00
Dance HS - Asst. Director	\$ 3,500.00
Dance - HS - Head Director	\$ 7,000.00
Dance – Specialized Programs	\$ 4,930.00
Key Club	\$ 1,000.00
Level Leader	\$ 1,000.00
National Honor Society	\$ 2,500.00
Newspaper Sponsor	\$ 2,202.00
Oral Interpretation	\$ 2,254.00
Orchestra Asst. Director	\$ 5,500.00
Orchestra Director	\$ 7,000.00
Campus Behavior Support Team (CBST)	\$ 750.00
Quiz League - Coordinator	\$ 500.00
Quiz League - Sponsor	\$ 1,000.00
Remote Facility Admin Oversight	\$ 4,353.00
Robotics	\$ 3,000.00
ROTC Additional Pay	\$ 3,000.00
Senior Sponsor	\$ 1,000.00
STEM Academy Coordinator	\$ 8,000.00
STEM RoboBoat Assistant	\$ 2,000.00
STEM RoboBoat Lead	\$ 2,500.00
STEM Solar Car Assistant	\$ 2,000.00
STEM Solar Car Lead	\$ 2,500.00

Step Team	\$ 1,500.00
Student Council Sponsor	\$ 3,520.00
Theatre	\$ 6,000.00
Head Theatre - FADL	\$ 8,000.00
U.I.L. Coach	\$ 1,500.00
Choir HS - Asst. Director	\$ 5,500.00
Choir HS - Director	\$ 7,000.00
Workforce Pathway Chair	\$ 2,000.00
Yearbook Sponsor	\$ 2,050.00

Junior High Schools

Junior High Stipends	
Stipend	Amount
Band Asst. Director	\$ 7,000.00
Band Director	\$ 8,500.00
Dance - JH Specialized Programming	\$ 2,500.00
Department Leader	\$ 1,500.00
Destination Imagination	\$ 500.00
JH Theatre	\$ 2,500.00
Level Leader	\$ 1,000.00
National Honor Society	\$ 537.00
Newspaper Sponsor	\$ 500.00
Orchestra Asst. Director	\$ 2,500.00
Orchestra Director	\$ 4,500.00
Campus Behavior Support Team (CBST)	\$ 750.00
Pep Squad Sponsor	\$ 1,010.00
Step Team	\$ 1,500.00
Student Council Sponsor	\$ 1,000.00
U.I.L. Coach	\$ 700.00
Choir JH - Asst. Director	\$ 2,080.00
Choir JH - Director	\$ 4,000.00
Yearbook Sponsor	\$ 1,010.00
FADL Program Training	\$ 2,500.00

Elementary Schools

Elementary School Stipends	
Stipend	Amount
Department Leader	\$ 1,000.00
Dept Leader-EL-SPED-Campus Based	\$ 1,000.00
Destination Imagination	\$ 500.00
Elementary Music	\$ 500.00
FADL Elementary - Fine Arts	\$ 1,000.00
Lead Teacher	\$ 1,000.00
Campus Behavior Support Team (CBST)	\$ 750.00
Step Team	\$ 1,500.00
UIL A+ Academics	\$ 355.00

Bilingual Stipends

Bilingual stipends compensate employees who are providing bilingual services to students coded as bilingual in PEIMS. They are based on the position requirements rather than the certification/OPI.

In order to receive a bilingual stipend, the employee must satisfy all of the following requirements:

- Possess a TEA Bilingual Certification (teacher roles must have the certification) or have passed the OPI (Oral Proficiency Interview) assessment with a score of "Advanced."
- Work with a bilingual curriculum or bilingual materials when serving students. Work with a student population or have a caseload comprised of a significant portion of bilingual-coded (PEIMS) students, or be part of the core teaching staff at one of the dual language academies.
- Utilize the bilingual certification/OPI assessment to work directly with students per job duties.
- Serve in the role of Classroom Teacher (Core), Dyslexia Teacher, Student Support Interventionist, Diagnostician, Speech Language Pathologist (SLP), School Psychologist/LSSP.

Please note that the Bilingual Certification/OPI assessment must be in the language of the students served.

Clarifications:

- Bilingual specialists are not eligible for the stipend because they work with teachers.
- Instructional coaches are not eligible for the stipend because they work with teachers.

- Teachers of LOTE courses are not eligible because of student caseload and curriculum.

Bilingual classroom teachers who are not the teacher of record for a designated bilingual class are not typically eligible for the stipend. Exceptions require a review by World Languages and the Compensation Department of the critical necessity of bilingual skills in the particular position assignment. If you believe that you meet the criteria described above, please reach out to your campus principal.

Bilingual Stipends	
Stipend Name	Amount
Bilingual - SPED	\$ 4,000.00
Bilingual – Teacher	\$ 5,000.00
One-Way Dual Language ESL*	\$ 3,000.00

*Eligibility is limited to the One-Way Dual Language model with 50% in English and 50% in Spanish. This is a co-teacher model and a bilingual certified is teaching the Spanish components, and the ESL teacher would teach the English components of the One-Way program. Bilingual-certified teachers should be given hiring priority for these positions. However, if a bilingual teacher is not available, an ESL-certified teacher may be hired with prior approval from the World Languages department.

Educational Stipends

Educational stipends are designed to compensate exempt-level employees who possess an advanced educational degree beyond the requirement for their role. If the degree is a requirement of the job they perform in the district, then the employee is ineligible for an advanced degree stipend. Official transcripts must be verified to add the advanced degree stipend. The stipend may be prorated based on graduation date (confer date). Employees are eligible to receive up to one of each advanced degree stipend but may not receive two of the same.

Educational Stipends	
Stipend Name	Amount
Doctoral Degree	\$ 1,500.00
Master's Degree	\$ 1,500.00

District Stipends

District stipends are stipends that are awarded by a particular department. The department assigned as the stipend owner determines the eligibility requirements and are approved by the department. SPED Department Leads are the level department leads for the following: Diagnostician, Homebound, Occupational Therapist, Vision, Music Therapist, 18 PLUS, Adapted PE, LSSP, SLP, Physical Therapist. These stipends are assigned by a district level Administrator in conjunction with the campus leadership.

District Stipends

Stipend Name	Amount
Arlington Children's Choir - Director	\$ 3,300.00
Arlington Children's Choir - Assistant Director	\$ 2,400.00
Arlington Children's Choir- Accompanist	\$ 1,500.00
Arlington Children's Choir- Teacher Admin.	\$750.00
AP/Dean Mentor Stipend	\$ 1,500.00
ASPIRE Learning Facilitator	\$ 1,000.00
Behavior Interventionist	\$ 2,000.00
CADRE	\$ 3,000.00
CADRE – Gifted and Talented	\$2,000.00
Campus Webmaster	\$ 2,000.00
Campus Wellness Coordinator	\$ 750.00
Career Ladder 2	\$ 1,500.00
Career Ladder 3	\$ 3,000.00
Crisis Prevention Trainer	\$ 2,000.00
Deaf Ed Teacher- RDSPD	\$ 3,000.00
Dept Leader-SPED-Districtwide	\$ 3,000.00
Family Academic Support Representative	\$ 1,000.00
Induction Coach	\$ 3,000.00
Lead Counselor	\$ 3,000.00
Lead Credit Recovery Teacher	\$ 2,000.00
Lead Nurse	\$ 1,717.00
Lead Professional Learning Liaison	\$ 1,000.00
Mentor – Principal	\$ 1,500.00
Mentor Stipend	\$ 500.00
Mentor Stipend - Second Mentee	\$ 500.00
Post Secondary Facilitator	\$ 2,000.00
Special Olympics Coach	\$ 3,500.00
SPED - (Alt Curr, ABLE, ECSE, ISPD, SEAS)	\$ 3,500.00
Step Team Coordinator	\$ 4,000.00
Turn-Around Campus AP or Dean	\$ 2,500.00
Turn-Around Campus Principal	\$ 5,000.00

Athletics Stipends

Early Report Equivalent Stipend for Athletic Coaches

(This stipend category initiated upon transition of all coaches to 187-day work schedule)

High School - \$3,500

Junior High - \$2,800

Requirements:

- Attend all scheduled Athletic In-Service prior to contract for professional development and department planning
- Early Report outside contract days to support athletic season/assigned sport as determined by Campus Coordinator or Head Coach.
- Attend offseason UIL strength and conditioning during the school year as assigned by head coach (not to interfere with second sport)
- Attend all practices and games for the assigned sport during season (practice should be scheduled outside of the school day during season)
- Attend Athletic meetings as scheduled by Campus Coordinator, Athletic Office, or Head Coach outside of school contracted hours
- Plan and attend Saturday and Holiday practices and competitions for assigned sport
- A calendar by sport and summary of individual sport expectations is maintained by the Director of Athletics.

Pre-Contract Responsibilities:

- Attend all scheduled Athletic In-Service sessions up to one week prior to the teacher contract start date for professional development and department planning.
- Report early—outside of standard contract days—as needed to support pre-season preparations, as directed by the Athletic Office, Principal, Campus Coordinator, or Head Coach.
- Pre-Season and In-Season Duties:
 - Be available for pre-season meetings up to one week before the UIL season start date.
 - Attend all practices, games, and team-related events during the assigned sport's season.
 - Attend and support team banquets or other post-season events as required.
- Offseason and Supplemental Duties:
 - Participate in offseason UIL strength and conditioning that is permitted during the school year as assigned by the Head Coach (must not interfere with duties in a second sport).
 - Attend athletic department meetings outside of school-contracted hours, as scheduled by the Campus Coordinator, Athletic Office, or Head Coach.
 - Plan for and attend Saturday and holiday practices and competitions.

Athletics Stipends	
Stipend Name	Amount
Athletic Coordinator – HS	\$ 6,000.00
Athletic Coordinator – JH	\$ 4,500.00
Athletic Trainer	\$ 9,500.00
Campus Ticket Coordinator - HS	\$ 3,000.00
Campus Ticket Coordinator - JH	\$ 1,000.00
Cheerleading Assistant	\$ 5,000.00
Cheerleading Lead	\$ 8,000.00
Game Administrator	\$ 3,500.00
Natatorium - Pool Operator	\$ 10,000.00
Elementary PE Network Lead	\$ 1,500.00

High School – Head Coach

Head Coach – High School
Serves as head coach for a high school team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility. High School Coaches who coach year-round are eligible to receive a head coach stipend and an Assistant Coach Stipend.

Stipend Name	Amount
Archery	\$ 9,500.00
Baseball	\$ 9,500.00
Basketball, Girls, and Boys	\$ 9,500.00
Cross Country, Girls, and Boys	\$ 9,500.00
Football First Assistant	\$ 9,500.00
Golf Girls and Boys	\$ 9,500.00
Soccer, Girls, and Boys	\$ 9,500.00
Softball	\$ 9,500.00
Swimming	\$ 9,500.00
Tennis	\$ 9,500.00
Track, Girls and Boys	\$ 9,500.00
Volleyball	\$ 9,500.00
Wrestling, Girls, and Boys	\$ 9,500.00

High School – Assistant Coach

Assistant Coach – High School	
Stipend Name	Amount
Archery	\$ 6,000.00
Baseball	\$ 6,000.00
Basketball, Girls, and Boys	\$ 6,000.00
Cross Country, Girls, and Boys	\$ 6,000.00
Football	\$ 6,000.00
Golf, Girls and Boys	\$ 6,000.00
Soccer, Girls, and Boys	\$ 6,000.00
Softball	\$ 6,000.00
Strength and Conditioning	\$ 6,000.00
Swimming	\$ 6,000.00
Tennis	\$ 6,000.00
Track, Girls and Boys	\$ 6,000.00
Volleyball	\$ 6,000.00
Wrestling, Girls, and Boys	\$ 6,000.00

Junior High School – Coach

Junior High School	
Stipend Name (must coach three sports)	Amount
Coach - JH - 3 Sports Boys and Girls	\$ 7,800.00
Coach - JH - 4th Sport	\$ 2,000.00
JH Coach at HS	\$ 2,000.00

DIFFERENTIALS



Differentials

A pay differential is special additional hourly pay recognizing unusual competencies, circumstances, or working conditions. Differential compensation will be paid to an employee who works in the following assignments with approval from the Director and the Compensation Department:

Differentials	
Differential Name	Amount
FNS Level I - Technician	\$ 0.10
FNS Level II - Technician	\$ 0.20
FNS Level III - Specialist	\$ 0.30
FNS Level IV - Specialist	\$ 0.40
Night Pay (Only eligible on starting shifts after 3 pm)	\$ 0.20
SPED - (Alt Curr, ABLE, ECSE, ISPD, SEAS)	\$ 0.50