



2025-2026 Compensation Manual

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COMPENSATION TERMINOLOGY

Administrative Calculation (admin calc) – The process for which AISD places administrators and professionals in a salary schedule using experience calculation to place employees with their peers and the number of workdays within the pay grade.

Back Pay – An amount of pay due to an employee for periods prior to the current pay period.

Career Pathway Positions – AISD defines career pathway positions as instructional coaches, counselors, curriculum specialists, educational diagnosticians, assistant principals, academic deans, academic directors, and principals.

Change in Months – The movement of an employee from one position to another at the same pay grade, but with a different number of months, days, or schedule.

Creditable Year of Service – The number of days that determines whether an employee qualifies for base pay increases. 90 days of full-time or 180 days of half-time service earned during a 12-month period as defined by TEA Guidelines.

CTE – Career and Technical Education

Demotion – A demotion occurs when an employee moves into a position that is in a lower pay grade than the position she/he was in previously.

Duty Schedule (work schedule) – The number of specified days employees are required to work within the position's annual work schedule.

Exempt Employee – An employment status that indicates that an employee is exempt from the provisions of the Fair Labor Standards Act (FLSA) regarding payment of overtime wages. Exempt employees are paid on a salaried basis.

Extended Time – Employees on the Teacher Placement Table who work beyond the regular contract year (as determined by the principal) shall be paid at their daily rate of pay. Extended time cannot be used for working during summer school.

Fair Labor Standards Act (FLSA) – A federal law which governs minimum wage, overtime pay, and equal pay for employees in the same type of jobs, and child labor. The law also has extensive recordkeeping requirements.

Interim Pay – Temporary additional pay for a regular employee assigned to perform duties of a higher-level position on a temporary basis.

Midpoint – The midpoint of the structure is considered the competitive market rate for the job. AISD attempts to align employee pay rates with the midpoint of their relative pay ranges. This will vary by salary structure.

Non-Exempt Employee – An FLSA employment status that indicates an employee must receive overtime compensation at a rate of one and one-half times the regular rate of pay for all hours worked over 40 in a work week.

Overtime – Working hours in excess of a regular working day or week. Under the Fair Labor Standards Act (FLSA), non-exempt employees must be paid one-and-one-half times their normal wage rates for all hours worked in excess of 40 in any work week.

Pay Grade – The numeric designation that identifies the range of difficulty and responsibilities of work and the level of qualification requirements for the job.

Pay Period – A recurring length of time over which employee time is recorded and paid (i.e. 24 pay periods a year.)

Pay Plan – A compensation and payroll construct that groups people who have like work schedules and like professional attributes. Please see the section titled ‘Compensation Pay Structures.’

Peers – Other employees in your same position, pay grade, and/or calendar with similar years of qualifying creditable experience.

Positive Pay – An employee who clocks in and out and is only paid for the time clocked.

Promotion – A promotion occurs when an employee moves into a position which is in a higher pay grade than the position she/he was in previously.

Re-evaluation – This is the process used for assessing the value of a job when the duties and responsibilities of an existing job have changed substantially.

Regular status employee – This status indicates that an employee works for AISD on an open-ended basis, rather than for short periods of time. Regular-status employees can be classified further as either salaried (exempt) or hourly (nonexempt.)

Salary – A salary is an annual compensation amount paid to exempt employees in exchange for the performance of job duties. Monthly rates for exempt employees are calculated by dividing their annual salary by the number of months in their work schedule. Longevity, allotment pay, and performance contract pay are not used to calculate a salaried employee’s base salary.

Salary Survey – Provides information concerning outside pay levels for a wide variety of positions. AISD also conducts special surveys which pertain to special competitive situations and other pay practices which are strategically important to the district.

SBEC – State Board for Educator Certification

Service Record – An official document used by Texas school districts to record service/experience and unused State days.

Structure Adjustment – Periodically, the district may choose to increase or decrease the minimum, midpoint, and/or maximum of any or all of the pay grades. When this process occurs, it is a structure adjustment.

TEA – Texas Education Agency

Temp/Hourly (temporary status) – An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days, permission must be granted by the Office of Talent Strategy (Human Capital).

Transfer / Lateral – A lateral transfer occurs when an employee moves into a position which is in the same pay grade and duty days as the position he/she was in previously. A lateral transfer does not result in a pay adjustment. A change in work schedule only is not considered a lateral transfer.

COMPENSATION PHILOSOPHY AND DEPARTMENT RESPONSIBILITIES

The District's greatest resource is its employees. AISD strives to prepare every student with the knowledge and skills to thrive in college, career, and life. To accomplish the AISD mission, the strategic framework of AISD points specifically to employee well-being, the human capital that prepares our students.

The compensation department's function is to direct the strategic planning, design, & implementation of all district compensation programs. Each component promotes an atmosphere that attracts, motivates, and retains high-performing employees and provides support to the organizational mission of educating all students for success. Austin ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

Compensation for district positions is based on market competitiveness and pay equity for the position. Market competitiveness is valued separately for operational positions and career pathways positions. Campus-based career pathway positions are largely based on local and urban peer districts with the same or similar positions. District operational positions are largely compared to the local market's competitive pay for similar positions.

Compensation management at AISD is a multi-faceted process focused on furthering the organization's compensation philosophy. The major aspects include defining and evaluating jobs, establishing pay rates and ranges for jobs, determining the proper compensation level for employees, and administering various aspects of the program.

Austin Independent School District is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

Elements of Compensation

The Board policies reflect the major elements of the compensation management process at AISD.

Defining and Evaluating Jobs

Job evaluation is a systematic process for determining the relative value of various jobs within the district. Once a position has been in use for a period of time, re-evaluation may become necessary if the scope of the job has changed substantially.

Determining a Job's Market Value

Once a position's relative internal value has been established through the AISD job evaluation process, the Compensation Department determines its dollar value in the external marketplace. To accomplish this, the Compensation Department relies on a series of surveys, which allows comparisons with numerous types of positions.

Through combining the information obtained from both the job evaluation process and the market valuation process, jobs can be assigned to appropriate pay grades.

Determining an Employee's Actual Pay Rate

Once the position has been assigned a specific pay grade, that grade's pay range will be used to assist in assigning the employee's salary or pay rate.

Many other factors can impact an employee's pay rate within a particular pay grade. A series of policies used to determine how employees are paid, based on factors such as experience, the length of the work schedule, and even the job family associated with certain positions.

Employee Pay Increases

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise, if applicable and approved by the Board of Trustees and per AISD Board Policy DEA (LOCAL). The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series] The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. No past or future payments can or should be calculated, assumed or predicted on the basis of the pay scales for the 2025-2026 school year. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Salary increases are based on verification and completion of a creditable year of service according to TEA guidelines.

Administering Pay Over the Long Term

Over time, any number of changes can be made to an employee's pay rate. From promotions and transfers to periodic adjustments made to pay grades and individual pay, the Compensation Department monitors and occasionally may recommend adjustments to employee pay and the supporting structures in order to achieve external competitiveness and internal equity. New policies may also be adopted from time to time.

Unless expressly so provided, new compensation policies are not retroactive.

As the Superintendent designee, the Compensation Department will be responsible for setting the compensation rates annually for the following positions/duties:

- Full Time Equivalent Employees
- Part Time
- Function Pay
- Stipends

Additionally, each year, the Compensation Department will put forward a compensation plan for the district that will be submitted to the school board as part of the annual budget.

EMPLOYEE BENEFITS

The following information provides the framework for AISD Employee Benefits.

General Eligibility Criteria

- Regular employees employed at 0.5 FTE or higher are eligible to enroll in all Austin ISD Employee Benefits programs.
- Substitute and Temp/Hourly employees may be eligible for medical insurance coverage only, provided that they have worked an average of twenty (20) hours per week during the 12 month measurement period.

District Contributions

- The district contributes up to \$7,649.56 annually toward employee benefits.
- Medical Insurance - Austin ISD contributes \$500 monthly toward each eligible employee's medical premiums. Employees must be enrolled in the district-sponsored medical coverage to receive the contribution.
 - For eligible employees who have elected and enrolled in the HSA plan with Employee-only coverage: The district will pay the premium and will contribute \$133.33 per month to the employee's HSA account.
 - For eligible employees who have elected and enrolled in the HSA plan with Employee and Child coverage: The district will contribute \$41.66 per month to the employee's HSA account.
- Short-Term Disability - Austin ISD pays \$2 for this benefit if elected.
- Basic Life Insurance - Austin ISD provides a \$20,000 group term life insurance policy to each eligible employee at no cost.

SALARY CALCULATIONS

Service Credit Applied

Non-Exempt Classified Employees

Salaries are determined through a review of relevant experience credit by placement at the appropriate pay structure. Pay structures are Auxiliary (AUX 1-13C), Instructional Support (IS 2-8), Non-Instructional Support (NIS 1-9), Bus Drivers (BD), Police Department (PD 1-5), Technology (IT 1-5), and Food Service (FS 1-9).

New employees are hired at the minimum rate of pay for their respective pay grade at the time of hire. Employees may be eligible for a higher pay placement based on properly documented prior work experience on the appropriate form that is relevant to the position for which they are being hired. This process will compensate the employee for prior related work experience.

Volunteer work or Temporary work is not applicable for salary purposes.

Credit may be granted for a college degree from an accredited college or university. If a degree is obtained during the school year, the deadline to submit it for consideration for that school year is June 1st. Submissions after June 1st will be applied to the following school year if the employee remains in an eligible position.

As a general rule the following guidelines shall apply:

For a position that does not require a degree, an Associate's degree will be counted as the equivalent of one (1) year of experience credit. A Bachelor's degree will be counted as the equivalent of two (2) years of experience credit. A Master's degree or higher degree will be counted as the equivalent of three (3) years of experience credit. A U.S. equivalency evaluation will be required for foreign transcripts.

Exceptions

The Office of Talent Strategy may also set a rate of pay that is above or below a standard rate of pay for an employee's position and level of experience, typically to maintain salary equity based on comparable levels of experience with other employees in the same pay grade as well as the number of calendar days worked. Such placements will be reviewed by Compensation.

Police Officers

Experience as a licensed, commissioned police officer will be accounted for in pay calculations for officer and command-level positions. It is the employee's responsibility to provide the necessary documentation for pay consideration. Documentation may include official degree transcripts (for education verification) and TCOLE reports (for certification verification). Completed years of service are based on the school year calendar, which runs from July through June. While an officer may have earned an additional year of service as evidenced on their TCOLE report, the additional year would not be applied to their AISD service record until July 1. For employees being selected for a promotional opportunity, placement within the PD pay structure will account for years of experience as a licensed, commissioned police officer. Total experience for PD 1-5 is maxed at 30 years for salary purposes. Classified experience for PD 6 & 7 is capped at 10 years. Total experience for PD 6 & 7 is maxed at 22 years for salary purposes.

Professional Employees

Professional positions in the Professional (PRF 1-6) pay structure will have their service records evaluated for job-related classified experience (capped at 3 years) and all professional and administrative experience evaluated at a 1:1 ratio. All professional employees outside the PRF pay structure (AUX 13P-14; NIS 10; IT 6-7; PD 6; FS 10)

will be placed on the scale based on their relevant professional and administrative experience at a 1:1 ratio. NIS 10 & IT 6-7 will be capped at 3 years of classified experience. AUX13P-14, FS10 and PD6 will be capped at 10 years of classified experience. For AUX 13P-14, NIS 10 and FS 10 total experience is maxed at 30 years for salary purposes. Total experience within the PRF pay structure is maxed at 21 years for salary purposes.

Administrators (CAD)

Administrative positions in the Administrative (CAD 1-8) pay structure will have their service records evaluated for relevant professional and administrative experience only and will have credit applied at a 1:1 ratio. All administrative employees outside the CAD pay structure will be placed based on guidelines pertaining to their pay structure. Positions outside the CAD pay structures are ADC 1-7, IT 8-10 and PD7. Teaching experience will be capped at 10 years for all administrative employees within the CAD pay structure. Classified experience will be capped at 10 years for PD7. Total experience within the CAD pay structure is maxed at 20 years for salary purposes.

Administrators (ADC)

Administrative positions in the Administrative (ADC 1-7) pay structure will have their service records evaluated for relevant administrative experience and will have credit applied at a 1:1 ratio. All relevant professional experience will be capped at 10 years. All administrative employees outside the ADC pay structure will be placed based on guidelines pertaining to their pay structure. Positions outside the ADC pay structure are CAD 1-8, IT 8-10 and PD7. Total experience within the ADC pay structure is maxed at 21 years for salary purposes.

Teachers and Librarians

New teacher and librarian salaries are determined through experience credit by placement at the appropriate year on the Teacher/Librarian Compensation Placement Table. AISD grants one (1) year of teaching experience for every (1) year of TEA-approved teaching and librarian experience; however, any TRA (HB-2) amount added to an employee's placement will ONLY reflect verified teaching experience. For example, if an employee has 10 total years of experience but only 4 of those years were as a teacher, their placement on the FY2025–26 teaching scale will be based on the full 10 years, but the TRA amount will be adjusted. In this case, the \$5,000 TRA credit would be reduced by \$2,500 so that only the 4 years are funded through TRA, as required. It will **not** result in placement at the 10-year level for TRA purposes, since not all 10 years were teaching experience. This ensures that HB-2 funds are applied accurately and only to classroom teaching experience. This does not automatically increase pay from year to year. After year one with AISD, teachers are removed from the pay schedule and paid based on the points they earn on the PPFT scale, plus any other board-approved raise.

IT (Technology)

IT positions in the IT pay structure will be placed on the IT placement scale and have their service records evaluated for relevant experience. IT 1-5 will have relevant classified, professional and administrative credit applied at a 1:1 ratio. IT 6-7 will have relevant professional and administrative experience applied at a 1:1 ratio. Relevant classified experience will be capped at 3 years. IT 8-10 will have relevant professional and administrative experience applied at a 1:1 ratio. Total experience within the IT pay structure is maxed at 21 years for salary purposes.

NEW HIRE/PERMANENT CHANGE OF ASSIGNMENT WITHIN THE CURRENT SCHOOL YEAR

Effective July 1, 2025, experience may be evaluated for any new hires or employees with a change of assignment within the current school year. An employee must request their Service Records from their former school district or former employer for evaluation. All service/experience documents must be submitted directly to the Compensation Department by the former school district/former employer within the following timelines:

- Service received within 135 calendar days of your hire date or change in assignment (for the current school year) will be retroactively applied to your start date or change of assignment.
- Service received within the current school year but after the 135-day window will be effective on the date it is received.
- Service received after June 1st even within the 135-day window (for the current school year) will be applied for salary purposes in the next school year.
- Service received after an employee's resignation will not be accepted.

The Compensation Department will review and verify that the documentation submitted reflects work experience related to the employee's current AISD position. Experience in non-exempt jobs will not be considered for salary purposes when the candidate is moving to an exempt role within the ADC, CAD or IT 8-10 salary structures. The non-exempt experience may be used to qualify for the exempt job but not as experience credit to determine a salary. Salaries are determined according to AISD policies and procedures, regardless of funding source. The salary of previous incumbents is not a factor in determining the salaries of their replacements.

Junior Reserve Officers Training Corps (JROTC) Instructors

JROTC instructors will be paid on the 207-day salary schedule or according to active duty Armed Forces pay requirements as advised by the JROTC Coordinator, if the amount is greater. Both school experience and active-duty experience may be counted for local salary credit Tex. Admin. Code. §153.1021(d)(2).

Should the JROTC Instructor transfer into a full-time teaching position, the military experience will not be credited unless it meets the TEA guidelines. JROTC personnel will be paid in compliance with active-duty Armed Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment. MIP will no longer be adjusted during the school year and will remain stable for all instructors from 1 July to 30 June each year. MIP rates will potentially be impacted each year with an instructor receiving a higher academic degree, or a federal cost of living increase to the basic pay amounts. However, those MIP rate changes would be realized in the next contract year (i.e., 1 July or later).

Career and Technical Education (CTE) Teachers

For CTE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification; or
- The teacher must have been employed in a CTE position within the 1982-1983 school year and thereafter for at least 50% of the time in an approved CTE position.
- Prior (non-school, professional) work experience is not creditable towards the Teacher Retirement System.

A CTE teacher without a degree may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form provided by the Career and Technology Department. Austin ISD will not confirm work history for CTE teachers that have worked at a previous school district. The District of Innovation district waiver rules apply to CTE teacher positions.

Returning Employees

Employees who return to the district or transfer back to a previously held position will be placed at the appropriate pay level for the position for which they are selected. This may differ from the pay level and/or position they occupied at the time of their departure.

Teachers that resign and return to a teaching position within the same school year will be placed on their outgoing rate. Returning teachers to a teaching position with less than two (2) school years of separation from the district will be placed at the value of the currently adopted new hire schedule based on creditable years of service plus any PPFT earnings while previously employed. Returning teachers over two (2) years of separation of service are placed at the value of the currently adopted new hire schedule without PPFT.

Police Officers who are hired for the same position following a break-in service shall be placed according to the procedures for placement of new hires. If rehired to a position at a different pay grade level or following a break in service, the employee's pay rate will be calculated according to the procedures for the placement of new hires.

Documentation of Service Credit for Experience

To receive service credit for prior work experience from a school district, employees must request Service Records be provided to the Compensation Department via email and sent to reviewhr@austinisd.org from their former districts on an official Texas Education Agency (TEA) record or submitted in a sealed envelope directly to a Talent Strategy representative and they must be validated by the appropriate institutional official. The following forms of documentation are acceptable for review by the Compensation Department:

- TEA Service Record Form from each previous school district (for Texas school districts)
- Out of State service records from each previous school.
- 1040 & 1065 Tax returns (Self-employment for private practice only)
- Completed Supplemental Experience Form submitted from previous employers specifying position held, dates of employment, and hours worked.
- Military Service – DD 214 (service experience must relate to position)

Determining Pay for Promotion

A promotion occurs when an employee is selected to a new position in a higher-level pay grade within the same pay structure. The promoted employee will be placed on the placement scale according to their years of experience for the respective position.

The following outlines the promotional adjustments for all regular employees promoted to regular status positions:

Scope of Promotion - AISD Promotion Policy

Classified Non-Exempt Staff:	Any employee on the NIS 1-9, IT 1-5, IS 2-8, AUX 1-13C, BD, PD 1-5 and FS 1-9 pay structure who is promoted to an ascending pay grade within the same pay structure shall receive the placement value in the new pay grade unless it is below 3%. If the employee placement is below 3%, the employee will be given 3% above their current pay rate. Placement rate will be determined by the Admin calc associated with the respective salary schedule.
Professional Exempt Staff:	Any employee on the PRF 1-6, NIS 10, PD 6-7, FS 10, IT 6-7, AUX 13P-14 pay structure who is promoted to an ascending pay grade within the same pay structure shall receive the placement value in the new pay grade unless it is below 3%. If the employee placement is below 3%, the employee will be given 3% above their current pay rate. Placement rate will be determined by the Admin calc associated with the respective salary schedule.
Administrative Exempt Staff:	Any employee on the ADC 1-7, IT 8-10 and CAD 1-8 pay structure who is promoted to an ascending pay grade within the same pay structure shall receive the placement value in the new pay grade unless it is below 3%. If the employee placement is below 3%, the employee will be given 3% above their current pay rate. Professional experience and teaching experience will be capped at 10 years where applicable. Placement rate will be determined by the Admin calc associated with the respective salary schedule.
Teacher/Librarian:	Any teacher or librarian moving outside the teacher/librarian pay structure will be placed in the new pay structure for that position minus any PPfT and Advanced Degree compensation that has previously been applied to the teaching salary. Placement rate will be determined by the Admin calc associated with the respective salary schedule.

Involuntary Transfer, Administrative Transfer & Transfer Due to Staffing Reductions/Reorganizations

Employees who are reassigned to a lower pay range or transfer due to an administrative transfer, a reorganization, or a reduction in staff will be placed in the new pay range with a pay commensurate with the position and in line with other employees currently in the position to which they are reassigned. If the work schedule changes as part of the reassignment, then pay and any applicable stipends will be adjusted accordingly. Each situation may be reviewed on a case-by-case basis and a determination will be made by the Talent Strategy Officer.

Compensation Hold

When an employee is placed on a compensation hold, their compensation will remain unchanged for the duration of their contract, for the remainder of the current school year, or as determined on a case-by-case basis. If the employee continues in the lower-level position into a new school year, the Compensation Department may adjust the salary to reflect the pay grade for that position, in accordance with current guidelines.

Back Payment

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, each situation will be reviewed on a case-by-case basis and a determination will be made by the Compensation Department. For function pay earnings, back payment can only be rectified back to July 1 of the current school year.

Overpayment

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 related supplemental earnings. The Compensation Department has the right to rectify the issue based on the respective case of the occurrence (this includes recovering the funds for the current year only and employees may work with the Payroll Department regarding repayment plans).

Employees of AISD are not entitled to any overpayments and the District may deduct any wage overpayments from one or more paychecks. The District shall provide the employee with benefits as provided by state law and Board policy. The District reserves the right to amend its policies at any time, in accordance with Board policy at the Board's sole discretion. For contracted employees, additional information regarding overpayments is listed in the employee contract.

Raises

A compensation package is put forward to the school board as part of the annual budgeting process. Depending on the details of the compensation package and school board approval, raises may be given to the entire district, selected pay grades, structures, or individuals. Market adjustments or board-approved increases are determined using the specialized administrative calculation designated for each employee group which is subject to change year to year.

Salary Proration

Salaried employees who start an assignment after the start of the calendar start date will receive a prorated salary for the remaining calendar days within the position. In these situations, employees will receive an offer letter of their assignment denoting an hourly or daily rate dependent on the position type and the actual days remaining in that assignment for the year.

$$\begin{aligned}
 & \text{Base daily rate of pay} \\
 \times & \text{ total number of duty days remaining to be paid in the employee's duty year} \\
 = & \text{ total annualized earnings for the employee's duty year} \\
 \div & \text{ number of paychecks remaining in the annual payroll cycle} \\
 = & \text{ semi-monthly base salary paid to the employee (not including deductions or adjustments)}
 \end{aligned}$$

Resignations

When a salaried employee resigns prior to the end of their calendar, the employee's last paycheck is calculated based on the number of duty days actually worked up to the effective resignation date. The last paycheck may vary from previous months depending on the total base salary amount the employee has received for the current fiscal year. Non-Duty days are accrued over the course of the school year. Use of non-duty days that have not been earned may result in adjustments to compensation or overpayments. If an employee elects to use a non-duty day within the assignment calendar this will extend the employee's required number of work days beyond their original assignment calendar end date.

Employees Working Summer School Assignments

Summer school assignments are considered extra optional assignments performed after completion of the regular or contract work schedule and are not classified as extended time assignments. Employees working an additional authorization during the summer will be paid at the approved hourly rate for the additional assignment. Transportation hourly employees are to be paid based on the type of work performed. The summer rates of pay are based on the summer assignment at set established rates or if it is a continuation of normal school year duties during the summer the employee's rate of pay. See table below:

Clerk, Teaching Assistant, Non-Instructional Aide, Custodian	Regular hourly rate
Food Service	Adjusted summer rates of pay
Instruction/Tutoring Certified Employee	\$36.00/hour
Tutoring	Current T/H or function pay rate as applicable
Administrative	See Administrative/Professional Rate Table

Employees may resign or retire from Austin ISD at the end of the school year.

PAY ADMINISTRATION & PAY STRUCTURES

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 qualifications, duties, and market value of the position.

The District shall pay specific groups of full-time employees over 12 months in equal semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay cycles run from July through June, July through July or August through July, depending on the start date of the employee's position. Employees who are annualized hourly or annualized receive 24 semi-monthly paychecks per year. For employees who work 9, 10, or 11 months per year, the annualized earnings are paid out over 24 semi-monthly paychecks per year or adjusted based on start date for the remainder of the school year. For employees paid on a semi-monthly basis, the base semi-monthly paycheck is calculated as follows:

Base daily rate of pay (pro-rated for any employee who works less than full-time)

$$\begin{aligned} & \times \text{ total number of duty days to be paid in the employee's duty year} \\ & = \text{ total annualized earnings for the employee's duty year} \\ & \div 24 \text{ (number of paychecks in the annual payroll cycle)} \\ & = \text{ semi-monthly base salary paid to the employee (not including deductions or adjustments)} \end{aligned}$$

Hiring Placement

Non-Exempt Classified Employees

The basis for a Classified employee's salary is an hourly rate of pay. New hires will be given experience credit on a qualifying year-for-year basis. Current employees who have been selected for a promotion will be given experience credit on a year-for-year basis and in association with the admin calculation for their respective salary schedule.

Police

New hires will be given experience credit on a qualifying year-for-year basis. Qualifying employees who have been selected for a promotion will be given experience credit on a year-for-year basis, up to a maximum of thirty years for PD 1-5 pay grades. Positions in pay grades PD4 – PD6 require previous law enforcement experience – the minimum placement scales reflect those minimums e.g. PD4 - Corporal/Detective - For current AISD law enforcement officers, the incumbent must have at least two (2) years of law enforcement experience. Incumbents must complete a TCOLE recognized First Line Supervision course within one-year from the date of appointment. PD 5 - For current AISD law enforcement officers, the incumbent must have at least four (4) years of combined law enforcement experience. If applying for this position outside of AISD, the applicant must have eight (8) years of combined law enforcement experience, supervisory experience preferred. Incumbent must complete a TCOLE recognized First Line Supervision course within one year from the date of appointment". PD 6 – For current AISD law enforcement officers, the incumbent must have at least six (6) years of combined law enforcement experience and must have held the rank of Sergeant within the AISD Police Department for at least twelve (12) months. If applying for this position from outside AISD, the applicant must have held a supervisory position for a minimum of three (3) years, command level experience preferred, and have ten (10) years of combined law enforcement experience. Incumbents must complete a TCOLE recognized First Line Supervision course within one year from the date of appointment. PD 7 – For current AISD law enforcement officers, the incumbent must have at least fifteen (15) years of combined law enforcement experience and must have held the rank of Lieutenant within the AISD Police Department for at least two (2) years. If applying for this position from outside AISD, the applicant must have held the position of Lieutenant for a minimum of eight (8) years, command level experience preferred, and have fifteen (15) years of combined law enforcement experience.

Incumbents must complete a TCOLE recognized First Line Supervision course within one year from the date of appointment.

Professional and Administrative

These positions are placed into the pay structure based on their qualifying and verifiable years of experience, number of calendar days of the position, and market value.

Teacher and Librarian

The initial salary of a teacher or librarian is based upon the creditable years of (TEA) validated experience related to the position in which hired; and the level of degree achieved. Experience is credited for teachers and librarians according to the commissioner's rules on creditable service (19 TAC 153.1021).

Registered Nurses

Nurses are assigned a daily rate associated with the number of years of experience. Annualized pay rates may vary based on the number of workdays in the Workday Calendar assigned to the position. The maximum number of creditable years of (TEA) validated experience shall be capped at 21 years for Nurses. These positions will be placed into the respective pay structure based on their years of experience at the time of hire.

Late Start Employees

For employees who begin working in a position after the established beginning date for the position, the number of days remaining to be paid in the duty year, the annualized earnings and the number of semi-monthly paychecks remaining in the annual payroll cycle will be calculated from the date that the employee began working in the position. This will allow the remaining annualized earnings for late-start employees to be paid out in equal semi-monthly payments for the remainder of the employee's annual payroll cycle.

Base daily rate of pay (pro-rated for any employee who works less than full-time)

$$\begin{aligned} & \times \text{ actual duty days worked} \\ & = \text{total annualized earnings for the employee's duty year} \\ & \div \text{number of semi-monthly paychecks left in annual payroll cycle} \\ & = \text{semi-monthly base salary paid to the employee (not including deductions or adjustments)} \end{aligned}$$

Night Shift Differential

Custodians and Police Officers are the only positions eligible for night shift differential. The night shift differential rate is \$1.10/hour. Custodians have this automatically added into their assignment based on their coding in the HR system. Police have the differential applied if they work between the hours of 6 pm and 6 am.

Temporary Dual-Site Differential

Effective October 10, 2022, Food Service Managers are eligible for a temporary differential when covering dual sites. The dual-site differential rate is \$2.00/hour. The Executive Director of Food Service or designee will be responsible for notifying Talent Strategy of the temporary change in a timely manner.

Compensation Pay Structure

Non-Exempt Classified Employees

Pay structures are Auxiliary (AUX 1-13C); Instructional Support (IS 2-8); Non-Instructional Support (NIS 1-9); Bus Drivers (BD); Police Department (PD 1-5); Technology (IT 1-5); Food Service (FS 1-9).

Teachers

Teachers are on a traditional step and grade pay structure upon initial hire. After initial hire, teachers are then placed into the PPfT system and calculated based on the PPfT compensation structure.

Librarians

Librarians are on a traditional step and grade pay structure upon initial hire. Thereafter, librarians are paid based on any board-approved raises.

Professional Employees

Upon initial hire, professional employees are placed on a placement scale. After initial hire, professionals are paid based on any board-approved raises.

Professional positions are in the following pay structures: PRF 1-6; AUX 13P - 14; NIS 10; IT 6-7; PD 6, FS 10.

Administrators

Upon initial hire, administrative employees are placed on a placement scale. After initial hire, administrators are paid based on any board-approved raises.

Administrative positions are in the following pay structures: ADC 1-7, CAD 1-8; IT 8-10; PD 7.

[Pay Plans for all position types can be found starting on page 54.](#)

PAY TOPICS

Overtime

The Fair Labor Standards Act (FLSA) requires all positions in an organization to be designated as either “exempt” or “non-exempt”. The employer is not required to pay overtime to employees in exempt positions, but must pay overtime to employees in non-exempt positions. A non-exempt employee must have the approval of their supervisor before working beyond their normal work schedule. An employee who works beyond their normal work schedule without prior approval must be compensated in accordance with federal wage and hour laws but is subject to the District discipline process.

Non-exempt employees are paid on an hourly basis and shall be compensated for all hours worked. Non-exempt employees will be compensated for overtime, defined as any time physically worked beyond 40 hours in a work week.

- Overtime is not measured by the number of hours worked in a day, but by the total number of hours worked in a week.
- Overtime is not measured by time worked beyond the employee’s normal work schedule if less than forty (40). For example, if an employee normally works twenty (20) hours in a workweek, then any additional hours worked beyond twenty (20) hours up to forty (40) hours will be paid at straight time.
- In order to qualify for overtime pay, an employee must first physically work forty (40) hours in a workweek. Then, any time physically worked beyond forty (40) hours will qualify for overtime. For example, if an employee normally works forty (40) hours/week, but takes one day of paid leave (due to holiday, illness, etc.), then the employee has physically worked only thirty-two (32) hours in that week. Any additional time physically worked beyond thirty-two (32) hours up to forty (40) hours will be paid at straight time. Any additional time physically worked beyond forty (40) hours will be paid at the overtime rate.
- An employee who qualifies for the overtime rate is compensated at one and one-half (1.5) times the employee’s regular rate of pay, or by time and one-half (1.5) in earned compensatory time.
- For purposes of FLSA compliance, the workweek for District employees is defined as 12:00 a.m. Saturday through 11:59 p.m. Friday.

At the District’s discretion, and in advance of any overtime being worked, it will be determined whether the nonexempt employee will be paid for overtime or will accrue compensatory time. The supervisor and employee should document how the employee will be compensated, and the supervisor is responsible for tracking any compensatory time the employee earns.

FLSA recognizes that employees in exempt positions may need to work more than forty (40) hours/week in order to accomplish the duties and responsibilities associated with the job. Employees in exempt positions are NOT required to receive any additional pay for working beyond forty (40) hours in a week.

Compensatory Time

Per AISD Policy DEAB (LOCAL), the supervisor and the nonexempt employee shall reach a mutual agreement in advance to determine whether the employee will receive compensatory time off, rather than overtime pay, for overtime work.

Compensatory time earned by nonexempt employees may not accrue beyond a maximum of two hundred forty (240) hours. If the employee's overtime work included a public safety activity, an emergency response activity, or a

seasonal activity, the employee may accrue not more than 480 hours of compensatory time. After the employee has reached these limits, the employee shall be paid overtime compensation for additional overtime work.

An employee shall use compensatory time within sixty (60) work days from when it is earned. If an employee carries compensatory time for more than sixty (60) work days, the employee shall be required to take the time or, at the District's discretion, shall receive pay for the compensatory time.

Compensatory time may be used at either the employee's or the District's discretion. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See AISD Policy DEC(LOCAL)] The District may require an employee to use the compensatory time when in the best interest of the District.

Regular Nonexempt Staff: Non-Exempt status employees are eligible to earn compensatory time at the straight time to forty (40) hours, and time and a half (1.5) for time worked over forty (40) hours within the same work week.

Regular Exempt Staff: Regular status exempt employees are not eligible to earn compensatory time.

In emergency operation situations of the district, the Talent Strategy Officer may grant duty exchange days for exempt staff that function like compensatory time for employees who work significantly beyond the scope of their normal duties. These days are not eligible for payment like compensatory time and must be taken within the school year.

By the nature of their positions, exempt employees are often required to work beyond a "typical" forty-hour (40) work week.

Exempt employees are not eligible for overtime pay or compensatory time.

Compensation During Closing

An employee who works at a facility that has been closed shall not report to work unless instructed to do so by his or her supervisor or appropriate District administrator. [See AISD Policy EB for Authority to Close Schools] The Superintendent shall determine the manner in which employees will make up the hours missed due to facility closure.

During an emergency closure of the District, each employee who is assigned to a regular, budgeted position with benefits shall continue to be paid for their regular duty schedule regardless of whether the employee is required to report to work unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See AISD Policy EB for the Authority to Close Schools]

An employee who is on long-term scheduled leave during a facility closure shall be charged for the scheduled leave.

An exempt or nonexempt employee who is instructed to report to work to a closed facility, and the entire District is not closed, shall not receive any additional pay beyond his or her standard rate.

In the event the number of paid workdays during a facility closure extends at least one day beyond an official District holiday, nonexempt employees at that facility shall be paid at the employees' normal holiday pay for the holiday.

Premium Pay During Disasters

Nonexempt employees who are required to physically report to work on-site during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid for all physical hours worked on-site at straight time. Should the Board approve a resolution to pay employees for work hours missed during the closure, the physical hours worked on-site will be paid in addition to the hours approved by the Board resolution. Overtime for physical time worked on site over 40 hours in a week shall be calculated and paid according to the law. The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

Employee Pay Periods

AISD employees are paid as follows:

- Employees on FSPH, BUSD, and BUSM calendars are paid semi-monthly over 10 months; however, benefit deductions only occur over 9 months and 18 pay periods (September-May). These employees are non-exempt and are considered positive pay employees.
- Employees on a BIW calendar are paid semi-monthly over 12 months for a total of 24 pay periods; benefit deductions also occur over 12 months and 24 pay periods (July-June). These employees are non-exempt and are considered positive pay employees.
- Employees on all other calendars are paid semi-monthly. These employees are a mixture of both exempt and non-exempt positions. They are considered to be on spread pay, where the pay for their annual calendar is spread evenly over the year.

Work Schedules (formerly referred as duty-day schedules)

Employees are required to work the number of days specified within the position's annual work schedule. Specific work schedules are published annually and available from AISD Office of Talent Strategy, giving the beginning date and ending date for each classification of employee.

Daily Work Schedules: The following policies pertain to daily work schedules in various jobs and job categories within AISD:

- All AISD contract and regular personnel in the following categories and jobs are required to work an eight (8) hour day, exclusive of the lunch period unless assigned to a position established for a different number of hours.
- Any work schedule which requires the teacher to teach a credit course outside of the regular day (e.g., zero-hour) must be paid at that teacher's hourly rate from campus or central office funds.
- The Superintendent has the authority to change the length of the duty day and/or the work schedule for schools and various summer programs as needed and as long as it is consistent with state law.

[Click here to see the 2025-2026 Start and End Date Calendar.](#)

PPFT COMPENSATION FOR TEACHERS

Background

Professional Pathways for Teachers (PPfT) is the result of the collaboration between Austin Independent School District, the PPfT Oversight Committee, which consists of teachers, campus administrators, and Education Austin, to design a Talent Strategy System that blends appraisal, compensation, professional learning, and teacher leadership. The Board of Trustees approved a consultation agreement to implement the PPfT Compensation Framework beginning in the 2016-2017 school year. After several years of voluntary opt-in, all AISD teachers were enrolled in PPfT Compensation beginning in the 2020-2021 school year.

Austin ISD teacher compensation is unique in that we have developed a local Talent Strategy system that includes compensation, which differentiates teacher pay based on overall effectiveness rating, the campus a teacher works on, and any optional professional growth opportunities a teacher chooses to participate in. AISD has incorporated these elements into a system that allows teachers to have ownership of their career development and compensation.

PPfT Compensation is designed to financially incentivize effective instructional practice and continuous professional growth. PPfT base-salary increases are calculated in addition to any Board approved salary increases or stipends a teacher may be eligible to earn. PPfT Compensation increases are TRS eligible and are calculated as part of a teacher's highest earning years.

**For PPfT eligibility, a teacher is defined as staff with a half-time or greater primary teaching assignment.*

Framework

The PPfT Compensation framework builds the teacher's base salary through a point system. The points are realized as permanent base-salary increases that may be earned annually. Teachers will earn professional points each year. PPfT Compensation points are cumulative and determine the amount of additional base salary increase. Teachers can earn points from five elements: Current Year of Service, Appraisal, Professional Development Units, Leadership Pathways, and Leadership Pathways Plus 3.

**All [Title 1 campuses](#) who DO NOT qualify for the Enhanced Campus designation will receive the Title 1 Category points.*

**All [Enhanced Campuses](#) are Title 1, but they receive Enhanced Category points. Please see the Enhanced Campus explanation.*

Elements	Professional Points (per year)		
Current Year of Service <i>Max of 1 per year for participating in PPfT</i>	1		
Appraisal	Standard	Title 1	Enhanced
Effective	4	6	8
Highly Effective	8	10	12
Distinguished	10	15	20

Professional Development Unit (PDU)	3
Leadership Pathways (LP)	Professional Points (per 2 years)
<i>Complete 2-year (4 micro-credential) process</i>	15
TeachAustin Leadership Pathway <i>Complete 18-month process to earn <u>first time teaching certification</u></i>	10
LP Plus 3	3
Leadership Pathway Ambassador	Stipend-based Leadership Opportunity
Strategic Planning Campus Ambassador	Stipend-based Leadership Opportunity
PPfT Campus Contact	Stipend-based Leadership Opportunity

Base Salary Increases

Every teacher in AISD has an individualized base rate based on when they enter the PPfT system, their annual appraisal rating, their campus type and any optional professional learning or leadership opportunities teachers choose to pursue within the PPfT Talent Strategy System. When a teacher first enters the PPfT Talent Strategy System, the teacher's initial base salary is set by their years of experience. Once enrolled in PPfT, AISD teachers have the opportunity to earn permanent, base-salary increases outlined on the table below. Points and increases are determined at the end of the school year when final PPfT Appraisal Ratings are calculated. Any base salary increases earned will be added to the teacher's salary and paid beginning the following year. The amount associated with the points is only earned once, but the base salary increase is permanent as long as the teacher remains staffed in a qualifying teaching position in AISD.

Professional Points	Base Increase	Professional Points	Base Increase	Professional Points	Base Increase
5	\$500	110	\$750	220	\$750
10	\$750	120	\$750	230	\$750
20	\$750	130	\$750	240	\$750
30	\$750	140	\$750	250	\$750
40	\$750	150	\$750	260	\$750
50	\$750	160	\$750	270	\$750
60	\$750	170	\$750	280	\$750
70	\$750	180	\$750	290	\$750
80	\$750	190	\$750	300	\$750
90	\$750	200	\$750		
100	\$750	210	\$750		

- *PPfT Compensation points are cumulative and continue to stack each year.*
- *A teacher can cross multiple levels in one year and the increases are combined.*

PPfT Enhanced Compensation Campuses 2025-2026

Enhanced Compensation Campuses are defined as the top 25% of campuses with the highest instructional services index, which takes into account the percentage of economically disadvantaged students, the percentage of students served in Bilingual/ESL programs, and the percentage of students served with special education programs. Campuses with an overall F accountability rating and not in the top 25% will also be included. Enhanced Compensation is designed to provide recruitment and retention support to campuses. All teachers will work on a Standard, Title 1, or Enhanced Compensation Campus. Below is the linked list of Enhanced Compensation Campuses for the 25-26 school year.

* [PPfT Compensation Overview 25-26](#)

* Any additions or adjustments to Enhanced Compensation Campuses may be made throughout the year.

LIBRARIAN APPRAISAL SYSTEM STIPENDS

Background

Austin ISD and the Librarian Appraisal Work Group, which consists of librarians, campus administrators, and Talent Strategy staff, revised the Librarian Appraisal System in the 2023-2024 school year to align with the multi-measure systems used to evaluate teachers, counselors, and campus administrators. The Librarian Appraisal System now includes a compensation component, in the form of a stipend, based on the overall final rating. The appraisal covers four (4) areas:

- Library Standards Rubric
- Professional Growth & Responsibilities
- Goal Setting
- School-wide Value-Added

Framework

The Librarian Appraisal System uses a final rating scale with five (5) rating categories: Ineffective, Progressing, Effective, Highly Effective, and Distinguished. All components will be multiplied by the percentage numbers and added together for a final score that will fall along the final rating scale shown below. Librarians will receive a final rating based on the total score.

Ineffective		Progressing		Effective		Highly Effective		Distinguished	
100	249	250	349	350	400	401	459	460	500

Stipend Incentives

In order to recruit and retain effective librarians, AISD librarians are eligible to earn one-time stipends for an Effective or better final rating on their summative score.

Stipend eligibility and amount will be determined annually at the close of each evaluation cycle.

Elements	Annual Stipend		
Appraisal Final Rating	Standard	Title 1	Enhanced
Effective	\$500	\$750	\$1,000
Highly Effective	\$750	\$1,000	\$1,250
Distinguished	\$1,000	\$1,250	\$1,500

ADDITIONAL EARNINGS

Stipends

Austin Independent School District defines stipends as a non-discretionary amount of earnings paid to an employee on a regular or recurring basis over the course of their duty period. The stipend allows an employee to be compensated for specific duties or occurrences that are considered beyond the scope of their present occupation, department or contract. A stipend associated with a particular supplemental duty may be prorated if the employee does not complete the supplemental duty or if the supplemental duty is terminated for any reason. Stipends are in addition to the employee's regular salary. Eligible employees are responsible for communicating any missed stipend assignments to the Compensation Office during the school year in which the stipend should have been assigned. Stipend assignments are not retroactive to prior school years. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the district. Stipend payouts may be disbursed semi-monthly, twice a year, or annually depending upon how the stipend disbursement is set up in the system. Stipend payouts typically begin in September for the new school year and may be retroactive, if applicable. Supplemental duty(ies) are at-will and are not part of an employee's employment contract with the district. There is no property right to the continuation of the supplemental duty(ies). An employee may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

At Austin Independent School District, we strive to maintain accuracy and transparency in all financial matters. Occasionally, errors may occur in the disbursement of stipends or other forms of compensation. In the event that an employee is overpaid on a stipend, it is the responsibility of the employee to promptly repay the excess amount. Upon discovery of an overpayment, the affected employee will be notified by the Office of Talent Strategy. The notification will include details regarding the overpayment amount, the reason for the overpayment, and instructions for repayment. Maintaining the integrity of our financial processes is crucial to upholding the standards of AISD. We appreciate the cooperation of all employees in promptly addressing any instances of stipend overpayment and ensuring the accuracy of our financial records. Additional information about overpayments can also be found in the employee's contract, for contract eligible employees.

All stipends to be paid must either be outlined in the compensation manual or if newly created, executed through the create a new stipend form, which has all of the departmental approvals prior to reaching Talent Strategy. Lump sums submitted directly to payroll which circumvent the stipend processes will not be approved or paid without the Talent Strategy Officer authorization. Talent Strategy approval is required and granted on an exceptional basis only.

Splitting Stipends/LWOP/Split locations

If an employee is to split a stipend with another employee, the stipend sharing agreement form must be completed and approved by Talent Strategy. If an athletic stipend is to be paid to an employee, and the employee goes on LWOP, the stipend will be paid out in full if the work (season) has been completed. If another athletic coach fills in while the employee is on LWOP, the interim coach may receive a prorated stipend for the allotted time. The stipend will be prorated according to duty days worked. If an employee is split between two campuses, they will not receive two stipends for doing the same extra duty work at two different campuses.

Grant-Funded Stipends

Occasionally, grants may have stipend requirements written into the grants. Those should be given to Talent Strategy annually for preparation and payment as well as recognition.

Host Teachers for Teacher Residency Programs

\$2,500 stipend (full year) for Host Teachers supporting our Teacher Residents.

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See AISD Policy DEA]

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

AISD adheres to the following guidelines for stipends:

- Stipend duties should be above and beyond the employee's normal job duties.
- A stipend is subject to approval and eligibility. A stipend is not part of an employee's salary, and employees are not guaranteed a stipend even if they have received it in the past.
- The minimum and maximum amounts of approved stipends must be followed.
- Stipend requirements and amounts will be reviewed and approved by Talent Strategy each year.
- Stipend payments can be paid semi-monthly, at the end of each semester, or in a single amount/sum at the end of the year.
- 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 contract.

The following are eligible for stipends:

- Only exempt employees, except where otherwise noted, are eligible to receive stipends.
- Retirees should be aware that accepting stipends could jeopardize their TRS annuities.
- Only exempt employees can be paid a stipend for working additional hours beyond the regular workday.

The following are not eligible for stipends:

- Assistant Principals/Deans are not eligible for stipends unless otherwise noted.
- Hourly employees, including hourly teachers, are not eligible to receive stipends.
- Non-Exempt employees are not eligible for stipends and are compensated for extra duties by overtime.
- Substitutes and Temp Hourly employees are not eligible for stipends.

Stipend Request

A stipend request can be reviewed upon completion of the stipend authorization form. All stipends must be approved through the approval process before any payment or promise of payment can be made.

Prorating Stipends

- Stipends will be prorated based on the effective date of the stipend and the length of time left in the position for that school year.
- Stipends will be ended automatically if an employee transfers into a different position.
- Not fulfilling stipend duties may result in an overpayment. Overpayment guidelines will apply.

Note: These stipend policies will remain in effect unless superseded by later administrative action. Criteria for stipends are reviewed annually by the Compensation Office.

Advanced Degree Compensation

Teachers and Librarians who hold/earn a master's degree (or higher) from an accredited college or university and/or were hired after SY 19-20 have received a monthly stipend. Beginning in SY 23-24, these employees will have this additional compensation added to their base pay (aligned with those earning degrees prior to SY 19-20). Employees on the AP pay structure are not eligible for the advanced degree compensation. If an advanced degree is obtained during the school year, the deadline to submit it for consideration for that school year is June 1st. Submissions after June 1st will be applied to the following school year if the employee remains in an eligible position.

Athletic Coordinators

All high schools are given one athletic coordinator as part of their campus budget. If the campus wishes to just have the one allocated athletic coordinator, they are entitled to the full stipend amount. If a high school wishes to have two athletic coordinators, the two employees sharing the responsibilities must have equivalent duties; must each teach at least half time; and will each receive an athletic coordinator stipend reflective of reduced duties. Additionally, campus principals must exchange a FTE on their campus budget for the additional coordinator. Campus Athletic Coordinators may be assigned additional coaching duties/stipends with special approval required by HC Leaderships, Campus Principal, and the Executive Director of Athletics. The additional duties should not interfere with the Athletic Coordinator's original assigned duties.

Athletic Coaches:

Stipend earning is designed to compensate certified teachers who serve as coaches of extracurricular athletic activities. The rules for the stipend earning require that coaches meet district and University Interscholastic League (UIL) certification requirements, as well as the minimum standard requirements of the Athletics Department.

The Athletics Department is responsible for designating coaches based on the needs of the particular school. Coach designations must be communicated by the school to the Athletics Department and then to the Compensation Department in order for the coach to be considered for the stipend earning. Some extracurricular athletic activities may require coaches to serve in the respective position throughout the year in order to be eligible to receive the stipend earning, including but not limited to athletic practices/contests and other activities and/or duties as assigned by the campus athletic coordinator or the Athletics Department executive staff. Athletics stipends are paid according to the Athletic Department Stipend chart on semi-monthly paychecks, generally beginning in September of each year.

If a coach is assigned to a sport in the middle of the season, the coach will be eligible for a prorated amount of the athletic stipend based on the remaining duty days. This determination will be made in collaboration with the Campus Principal, Athletic Department, and the Compensation Department. For a sport that is vacant, and for which the sport has not commenced, and/or no one has served in the role, a full sport stipend may or may not be applied. This will be determined on a case-by-case basis requiring approval from Talent Strategy. Any Coach that leaves the district prior to the assigned sport season starting, will owe the district for any stipend amount paid out. Additionally, any Coach that leaves the district during or after a season is complete will only receive a prorated stipend amount based on the number of duty days worked. If the amount of the stipend that has already been paid out is more than the prorated amount for the number of duty days worked, an overpayment has occurred, and the District will recover the funds.

Department Chair Stipend Payment Requirements

The purpose of the requirements outlined in this section is to ensure the appropriate payment of a department chair stipend to teachers who supervise other teachers in a department and are required to perform related additional department chair duties outside of the workday.

All high schools and middle schools are granted department chair stipends for English, Math, Science, Social Studies, and Special Education. Teachers designated as department chairs must meet the following requirements:

1. Must have a full course load (6 sections).
2. The department must have 2 or more content teachers.
3. Employees working at multi-level campuses receive the higher of the two stipends, not both.
4. All department chair stipends are subject to review and approval by both the campus principal and Talent Strategy.

For qualification purposes, a teacher reporting to more than one department chair may only be counted in the primary department where he/she teaches. Teacher assistants are not counted.

At all high schools and middle schools, an additional department chair stipend may be established for other areas (e.g., Foreign Languages, Career & Technology Education) if the teacher meets the above requirements and there are at least 5 teachers in the department. Areas may not be combined to create a department. To qualify, a list of names must be provided to Talent Strategy to verify the number of teachers reporting to the department chair.

Elementary Grade Level Lead Stipend Requirements:

Each elementary school may select one teacher per eligible grade level to serve as the grade level chairperson as long as there are 2 or more teachers at a grade level. Grade levels may not be combined. A teacher may only be counted one time in the grade level in which they have the most students (split classrooms). The duties of the position include planning and preparation for grade level meetings/PLCs and/or other assigned grade level tasks by the campus administrator. Eligible grade levels include PK, K, 1, 2, 3, 4, 5 and 6 (if applicable). The special education team also qualifies for a lead stipend.

HIGH SCHOOL STIPENDS, 2025-2026 SCHOOL YEAR

This list includes all regular high school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

FOOTBALL STIPENDS

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Varsity Football	\$12,300	187	15	202
Defensive Coordinator, Varsity Football	\$7,500	187	15	202
Offensive Coordinator, Varsity Football	\$7,500	187	15	202
Assistant Coach, Varsity Football	\$6,600	187	15	202
Asst. Coach, Non-Varsity Football	\$5,100	187	15	202

Asst. Coach, Freshman Football	\$5,100	187	10	197
BASKETBALL STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Varsity Basketball	\$7,400	187		187
Assistant Coach, Jr. Varsity Basketball	\$5,000	187		187
Freshman Coach, Basketball	\$3,700	187		187
Freshman "B" Coach, Basketball	\$3,700	187		187
VOLLEYBALL STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Varsity Volleyball	\$7,000	187	15	202
Assistant Coach, Jr. Varsity Volleyball	\$4,650	187	15	202
Freshman Coach, Volleyball	\$3,450	187	10	197
Freshman "B" Coach, Volleyball	\$3,450	187	10	197
TRACK STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Track	\$7,000	187		187
Assistant Coach, Jr. Varsity Track	\$4,650	187		187
Freshman Coach, Track	\$3,700	187		187
Freshman "B" Coach, Track	\$3,700	187		187
BASEBALL STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Baseball	\$7,000	187		187
Assistant Coach, Jr. Varsity Baseball	\$4,650	187		187
Freshman Coach, Baseball	\$3,700	187		187
SOCCKER STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Soccer	\$7,000	187		187
Assistant Coach, Soccer	\$4,650	187		187
Freshman Coach (JVB), Soccer	\$3,700	187		187
WRESTLING STIPENDS				

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Wrestling	\$7,000	187		187
Assistant Coach, Jr. Varsity Wrestling	\$3,700	187		187
Assistant Coach (2), Jr. Varsity Wrestling	\$3,700	187		187
SOFTBALL STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach, Softball	\$7,000	187		187
Assistant Coach, Jr. Varsity Softball	\$4,650	187		187
Freshman Coach, Softball	\$3,700	187		187
SWIMMING/DIVING STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Swimming / Diving Coach	\$6,300	187		187
Assistant Swimming Coach	\$3,000	187		187
Some schools may have Assistant Coaches for Non-Varsity Football who are not granted additional duty days.				
OTHER ATHLETICS STIPENDS				
STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Coach Water Polo	\$4,000	187		187
Assistant Coach Water Polo	\$1,750	187		187
Tennis Coach	\$6,450	187		187
Assistant Tennis Coach	\$3,900	187		187
Golf Coach	\$6,150	187		187
Assistant Golf Coach	\$3,000	187		187
Cross Country Coach	\$5,500	187		187
Assistant Cross Country Coach	\$3,000	187		187
Athletic Trainer	\$9,000	187	15	202
Cheerleader Director	\$5,300	187		187
Assistant Cheer Director	\$3,000	187		187
Powerlifting	\$4,000	187		187
Campus Athletic Coordinator* (single role)	\$7,400	212		212
Campus Athletic Coordinator* (split role)	\$5,000	187	25	212
NON-ATHLETICS STIPENDS				

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Band Director	\$14,450	212		212
Assistant Band Director	\$7,500	212		212
Guitar Director	\$6,500	187		187
Orchestra Director	\$6,000	187		187
Choral Director	\$5,750	187		187
Dramatics Director	\$5,850	187		187
Assistant Dramatics Director	\$3,000	187		187
Speech & Debate Director	\$5,850	187		187
Assistant Speech & Debate Director	\$1,000	187		187
Publications Director	\$4,650	187		187
Future Teacher Organization Director	\$2,350	187		187
Production Print Shop Manager	\$5,850	187		187
Cosmetology	\$2,800	187		187
Department Chair (Stipend only. No off-period.)	\$6,000	187		187
UIL Academic Coordinator	\$1,500	187		187
Student Council	\$3,500	187		187
National Honor Society	\$2,350	187		187
Robotics	\$3,000	187		187
Lead Counselor	\$2,500			
HS UIL Academics Coach	\$400			
CTE Health Science Teacher	\$3,000			

MIDDLE SCHOOL STIPENDS, 2025-2026 SCHOOL YEAR

This list includes all regular middle school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

FOOTBALL STIPENDS

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Head Football Coach	\$3,300	187		187
Assistant Football Coach	\$3,000	187		187

OTHER ATHLETICS STIPENDS

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
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Cross Country Coach	\$1,850	187		
Head Coach, Volleyball	\$2,250	187		187
Head Coach, Basketball	\$2,250	187		187
Head Coach, Track	\$2,250	187		187
Head Coach, Tennis	\$2,250	187		187
Head Coach, Soccer	\$2,250	187		187
Cheerleader Director	\$2,400	187		187
Pep Squad Director	\$2,000	187		187
Athletic Coordinator	\$2,000	187		187

NON-ATHLETICS STIPENDS

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Band Director	\$8,000	187	10	197
Assistant Band Director	\$5,500	187		187
Guitar Band Director	\$2,450	187		187
Orchestra Director	\$4,250	187		187
Choral Director	\$3,000	187		187
Dramatics Director	\$2,000	187		187
Newspaper and Yearbook Director	\$3,250	187		187
Future Teachers Organization Director	\$1,650	187		187
Department Chair (not Sp Ed, stipend only, no off-period)	\$3,000	187		187
Sp Ed Department Chair (Stipend only. No off-period.)	\$3,000	187		187
Student Council	\$1,650	187		187
National Junior Honor Society	\$1,650	187		187
Robotics	\$2,500	187		187
Lead Counselor	\$1,000			
MS UIL Academics Coordinator	\$600			
MS UIL Academics Coach	\$400			
Secondary AVID	\$1,000			

ELEMENTARY SCHOOL STIPENDS, 2025-2026 SCHOOL YEAR

This list includes all regular elementary school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

NON-ATHLETIC STIPENDS

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Grade Level Lead (PK-6th Grade)/Sp Ed Dept Lead	\$1,000	187		187
Learning Community Lead Counselor	\$1,500			
Elementary AVID	\$500			
ES UIL Academics Coach	\$400			
ES UIL Academics Coordinator	\$600			

OTHER STIPENDS, 2025-2026 SCHOOL YEAR

STIPEND NAME	ANNUAL AMOUNT	DUTY DAYS	# DAYS OVER 187	TOTAL DUTY DAYS
Student Device Manager	\$1,000/\$500 Per Semester			
National Board – Librarians, Counselors, Instructional Coaches	\$2,000			
National Board Support Roles	\$1,000			
National Board Leadership Team	\$5,000			
TIA One-Time Payment (Teachers only)	VARIES			
Police Stipends- Bilingual (SOPI - Passing Score of Low B2 or BTSS - Passing Score of B2)	\$1,200/\$50.00			
Intermediate Police Officer Certification	\$900/\$37.50			
Advanced Police Officer Certification	\$1,800/\$75.00			
Master Police Officer Certification	\$2,700/\$112.50			
Police Department Teaching	\$2,400/\$100.00			
Police Department Team Teaching	\$1,200/\$50.00			
Police Stipends- Field Training Officer	\$6,000/\$250.00			
Summer School Administrator Planning/Prep	\$1,500			
Gifted & Talented	\$300			
Javits Stipend	\$500			
PPFT Campus Contact	\$500			
Teacher Induction Cohort Facilitator	\$1,000			
Leadership Pathway Ambassador	\$1,500			
Mentor Principal	\$1,015			
Campus Innovation Connection	\$700			

Summer Theater Series	\$500-\$5,500			
AggieTERM Residency Mentor Teacher	\$1000 Semester/ \$2000 Yearly			
AggieTERM Residency Site Supervisor/Instructional Coach	\$5,000			
Campus Equity Advocate	\$400 Semester/ \$800 Yearly			
Summer School Overlap Stipend	\$1,000			
Level I Summer Theatre Series (STS) Stipend	Varies			
Level II Summer Theatre Series (STS) Stipend	Varies			
Level III Summer Theatre Series (STS) Stipend	Varies			
Level IV Summer Theatre Series (STS) Stipend	Varies			
All-Star Head Band Director (STS)	\$3,000			
All-Star Asst Head Band Director (STS)	\$1,500			
Fine Arts Facilitator	Varies			
Drill Team Director	\$7,100	187	5	192
Assistant Drill Team Director	\$3,000	187	5	192

Lump Sum Stipends			
Lead Instructional Coach	Assigned to a full-time Instructional Coach position. The role of Lead Instructional Coach is to support a cohort of instructional coaches through professional learning, asynchronous means of communication, and coaching support and calibration. The employee must remain active in a designated Instructional Coach position through 5/30/2026.	One Time Lump Sum Payment June 2026	\$2,000

BILINGUAL EDUCATION STIPENDS FOR 2025-2026

The intent of the Bilingual Education stipend is to attract and incentivize talented educators for our Emergent Bilingual students. Recipients of the stipend are responsible for implementing a Dual Language or ESL model with fidelity. Failure to do so will result in disqualification/revocation of the stipend.

Initial Criteria:

- Bilingual-designated is defined and determined by the Talent Strategy position title (“BIL” or “DL”).
- Bilingual-certified is defined as holding a Bilingual certification but not serving in a Bilingual or Dual Language designated role.
- SBEC-eligible employees/positions must have a valid Texas bilingual teaching certificate or one-year permit.
- Employees/positions not eligible to obtain a valid Texas bilingual teaching certificate or one-year permit must have a passing score on the Bilingual Proficiency Test - www.berlitz.us under Academic Language Test (SOPI - Passing Score of Low B2 or BTSS - Passing Score of B2).

Eligibility for the \$7000 Bilingual Stipend:

- Bilingual-designated (BIL) Classroom Teachers
- Bilingual-certified Secondary Dual Language (DL) Teachers; must be teacher of record for 3 or more DL sections
- Bilingual-designated Special Education Teachers
- Bilingual-designated Dyslexia Interventionists
- Bilingual-designated Content Intervention Teachers
- Bilingual-designated Librarians/Library Services Associates
- Bilingual-designated Counselors
- Bilingual-certified or Proficient (via Berlitz) Licensed Mental Health Professionals
- Bilingual-designated and bilingual-certified or Proficient (via Berlitz) Bilingual Educational Diagnosticians, Bilingual School Psychologists, Bilingual Occupational Therapists, Bilingual Physical Therapists, Bilingual Mental Health Specialists, Bilingual Mental Health Specialist Deaf Hard of Hearing, Bilingual Orientation and Mobility Instructor and Bilingual Speech Language Pathologist Assistants, Bilingual Speech and Language Pathologists (Must have an emergent bilingual caseload or serving bilingual students).
- Special Education Teachers Multi-Level Deaf Hard of Hearing (As approved by Special Education)
- Special Education Teacher Multi-Level Visual Impairment (As approved by Special Education)
- Sign Language Educational Interpreter

Eligibility for the \$3500 Bilingual Stipend:

- Bilingual- or ESL-certified Teachers teaching 50% of the instructional time as partner teacher (example: ESL teacher teaches ESL content and is partner to a Bilingual teacher teaching Spanish content) in a DL program
- Bilingual-certified Essential Area Elementary Teachers (PE, Music, Art) on a DL campus
- Bilingual-certified Secondary Dual Language Teachers; teacher of record for fewer than 3 DL sections
- Bilingual-certified Special Education Teachers assigned to a DL campus
- Bilingual-certified Content Intervention Teachers assigned to a DL campus
- Bilingual-certified Dyslexia Interventionists assigned to a DL campus
- Bilingual-certified Librarians/Library Services Associates assigned to a DL campus
- Bilingual-certified Counselors assigned to a DL campus
- Bilingual-certified Instructional Coaches assigned to a DL campus
- Bilingual-certified Assistant Principals assigned to a DL campus
- Bilingual-certified Principals assigned to a DL campus
- Bilingual-certified Academy Directors assigned to a DL campus
- Bilingual-certified Academic Deans assigned to a DL campus
- Bilingual-certified Associate Principals assigned to a DL campus
- Bilingual-certified Executive Principals assigned to a DL campus
- Bilingual-certified central office Academic Coaching Specialists, Academic Coaching Coordinators, AVID Program Specialists, Early Literacy Coaching Specialists, Early Learning Specialists, Multilingual Education Specialists, Multilingual Education Coordinator, Academic Support Specialists (Special Education)
- Bilingual-certified In-Home Parent Trainer
- Bilingual-certified GF Specialist Parent Engagement and Learning

Eligibility for the \$2,000 ESL Stipend

(Multilingual Department Verification/Approval Required):

- **Elementary:**

- Teacher must hold bilingual education or ESL supplemental certification
- Campus percentage of emergent bilingual students at or above the district average (as determined by the Fall PEIMS snapshot) and
 - Percentage of students on classroom (homeroom) roster in Frontline coded ESL at or above the district average (as determined by the Fall PEIMS snapshot)

or:

- Campus percentage of emergent bilingual students is double the district average (as determined by the Fall PEIMS snapshot) and
 - Percentage of students on classroom (homeroom) roster in Frontline coded ESL is half the district average (as determined by the Fall PEIMS snapshot)

- **Secondary:**

- Teacher must hold appropriate content certification and ESL Supplemental or Bilingual certification
- Teacher is teacher of record for ESL-designated courses in grades 6-12
- Minimum of **2** sections of ESOL, ELDA, or content-specific sheltered courses.
 - Courses should be newcomer-designated courses: ESOL, ELDA, Sheltered core content or elective courses designated as such with an E and with at least 50% of students in the course are newcomers (data is pulled at Fall PEIMS snapshot)
 - Newcomer is defined as a student that has been in US schools for 3 or fewer years and is still Beginning/Intermediate on TELPAS composite

Expectations regarding Duties and Responsibilities:

- Authentic implementation of Dual Language and/or Content-based Language Instruction (ESL) model
- Participation in all required professional learning pertaining to multilingual education
- Completion of all LPAC responsibilities, including training
- All other duties and responsibilities associated with multilingual education

Payment Schedule:

- The Bilingual stipend will be annualized beginning in September (paid semi-monthly) and may be prorated based on percentage and start date in the assignment.
- The ESL stipend will be paid in two installments, half of the total amount at the end of each semester.
- Employees will be verified for eligibility prior to the stipend being paid.
- Employees receiving the bilingual stipend will not be eligible to receive the ESL stipend.

Proration of Stipends:

- Employees working part-time will be paid a percentage of the stipend equivalent to the percentage of a full time equivalent position worked.
- Employees meeting the stipend criteria for only part of the semester will be paid a percentage of the stipend based on the number of days meeting the stipend criteria.
- Stipends will not be paid to employees during any type of formal leave (paid or unpaid). Stipends will be prorated to deduct the portion of time on leave.
- An employee who does not work all of the assigned duty days for their position (e.g., late hire or early resignation/retirement) will be paid a percentage of the stipend determined by the days worked.
- Stipend will be prorated for remaining days upon approval of passing test/certification scores submitted mid-year.

Disclosure: All stipends are subject to board approval and the annual budget.

SPECIAL EDUCATION STIPENDS FOR 2025-2026

1. Initial Criteria:

- a. An employee's position code in the ERP system must reflect that they are in a Special Education-designated position.
- b. The employee must hold a current Texas Special Education certification. If a Special Education certification is not obtainable for a given position, the employee must instead hold the appropriate license required for that role.

2. Eligibility for the \$7000 Stipend:

- Special Education Teachers (\$500 extra for Life Skills, SCORES or SBS Teachers)
- Adaptive Physical Education Teachers
- V/I Teachers
- DHH Teachers
- Speech Language Pathologists
- Speech Language Pathologist Assistants
- Orientation & Mobility Instructors
- Audiologists
- Autism Specialists
- Assistive Technology Specialists
- Behavior Support Specialists
- Applied Learning Skills Specialists
- Occupational Therapists
- School Psychologists
- Educational Diagnosticians
- Mental Health Specialists
- Physical Therapists
- LMHP
- GF Early Childhood Specialists SpEd (ECSE)
- Academic Support Specialists
- Dyslexia Specialists
- Dyslexia Coordinators
- Certified Dyslexia Interventionists (campus-based)
- GF Transition Specialists (SpEd)
- Special Education Administrative Supervisors (Campus Support, Behavior Support, Instructional Programs, Speech, Related Services, and Evaluation as authorized by Special Education Department)
- In-Home Parent Trainer (SpEd)
- Sign Language Educational Interpreter

3. Payment Schedule:

- The Special Education stipend will be annualized beginning in September (paid semi-monthly) and may be prorated based on percentage and start date in the assignment.
- Employees will be verified for eligibility prior to the stipend being paid.

4. Proration of Stipends:

- Secondary Teachers must serve in the Special Education role a minimum of three (3) sections for the full stipend. Two (2) sections or less will qualify for 50% of the stipend amount.
- Employees working part-time (50%-99% FTE) will be paid a percentage of the stipend equivalent to the percentage of a full time equivalent position worked.
- Employees meeting the stipend criteria for only part of the semester will be paid a percentage of the stipend based on the number of days meeting the stipend criteria.
- Stipends will not be paid to employees during any type of formal leave (paid or unpaid). Stipends will be prorated to deduct the portion of time on leave.
- An employee who does not work all of the assigned duty days for their position (e.g., late hire or early resignation/retirement) will be paid a percentage of the stipend determined by the days worked.

Disclosure: All stipends are subject to board approval and the annual budget.

TRANSFORMATIVE EDUCATOR STIPEND (RESTART CAMPUS)

Eligibility Requirement:

- *To qualify for the stipend, employees must remain active, in a paid status and in an eligible role at a district-led Restart Campus.
- Additional responsibilities and requirements will apply as part of the campus turnaround plan.

Eligible positions and certification required:

- ****Core Classroom Teachers (\$15,000)** - TEA Certified in the subject area and assignment
 - If the teacher holds a TIA designation an additional \$5,000 will be applicable
- **Principals (\$25,000)** – TEA Certified Administrator
- **Assistant Principals (\$15,000)** – TEA Certified Administrator
- **Counselors (\$8,000)** – TEA Certified Counselor
- **Wellness Counselors (\$8,000)**
- **Content Interventionists, Dyslexia Interventionists & Instructional Coaches (\$10,000)** – TEA Certified Teacher
- **Non-Core Classroom Teachers (\$8,000)** – TEA Certified Teacher, District of Innovation Teacher (DOI) or Teachers covered under a School District Teaching Permit (SDTP)
- **Librarians (\$8,000)** - TEA Certified Librarian

Payment Schedule:

The stipend will be distributed on each paycheck starting on the 2nd paycheck in September. Qualifying employees will receive a catchup payment at the end of September and will continue with regular installments through the last paycheck for the current school year.

Tax Information:

Please note that the stipend is subject to taxation, as it is considered taxable income.

**A Transformative Employee will continue to receive the stipend as long as the school demonstrates progress and meets the requirements set out by the state. However, should a Restart Campus transition into utilizing a Charter School partnership, the stipend will continue to be paid for the duration of the 25-26 school year or until the transition to the charter partner is complete.*

*** Core Subjects are Math, Science, English, Social Studies and Special Education*

TRAVEL STIPENDS

Travel stipends are intended to cover job-related travel expenses. Examples of such expenses include vehicle, fuel, parking, mileage, etc. Travel stipends are in lieu of travel reimbursements and are only assigned to the positions listed below. The following positions are eligible for a travel stipend, for the monthly amounts indicated, and do not require a submitted travel stipend authorization form. Any employee currently using a take-home vehicle is not eligible for a travel stipend. If a travel stipend is received and later found out that the employee has a take-home vehicle, the employee will owe the stipend back to the district in full.

Position - Level 1	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Elementary School Assistant Principal	\$380	\$15.833	24
Position - Level 2	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Middle School Assistant Principal	\$506	\$21.083	24
MS Academic Dean	\$506	\$21.083	24
MS Academy Director	\$506	\$21.083	24
Position - Level 3	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
High School Assistant Principal	\$671	\$27.958	24
HS Academic Dean	\$671	\$27.958	24
HS Academy Director	\$671	\$27.958	24
Associate Ombudsperson	\$671	\$27.958	24
Position - Level 4	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Elementary School Principal	\$948	\$39.50	24
Position - Level 5	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Middle School Principal	\$1,788	\$74.50	24
Position - Level 6	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
High School Principal	\$2,412	\$100.50	24
Associate Principal	\$2,412	\$39.50	24

Position - Level 7	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Director	\$2,628	\$109.50	24
Ombudsperson	\$2,628	\$109.50	24
Position - Level 8	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Executive Assistant to Superintendent	\$4,800	\$200.00	24
Position - Level 9	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Associate General Counsel	\$7,500	\$312.50	24
Sr. Counsel	\$7,500	\$312.50	24
General Counsel	\$7,500	\$312.50	24
Executive Director	\$7,500	\$312.50	24
Executive Principal	\$7,500	\$312.50	24
Sr. Executive Director	\$7,500	\$312.50	24
Chief/Officer	\$7,500	\$312.50	24
Position - Level 10	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Executive Director Elementary/Secondary School Leadership	\$9,000	\$375.00	24
Executive Director Governance, Accountability and Board Services	\$9,000	\$375.00	24
Executive Director School Improvement	\$9,000	\$375.00	24
Executive Director Student Support Services	\$9,000	\$375.00	24
Assistant Superintendent Elementary/Secondary Schools	\$9,000	\$375.00	24
Assistant Superintendent School Improvement	\$9,000	\$375.00	24
Deputy Superintendent	\$9,000	\$375.00	24

Position - Level 11	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Audiologist	\$750	\$31.25	24
Nurse Special Ed	\$750	\$31.25	24
Position - Level 12	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Autism Specialist	\$900	\$37.50	24
Behavior Specialist	\$900	\$37.50	24
Applied Learning Skills Specialist	\$900	\$37.50	24
GF Early Childhood Special Ed Specialist (ECSE)	\$900	\$37.50	24
Academic Support Specialist	\$900	\$37.50	24
Transition Specialist	\$900	\$37.50	24
Orientation and Mobility Instructor	\$900	\$37.50	24
Mental Health Specialist	\$900	\$37.50	24
504 Specialist	\$900	\$37.50	24
Dyslexia Specialist	\$900	\$37.50	24
Assistive Technology Specialist	\$900	\$37.50	24
504 Coordinator	\$900	\$37.50	24
Autism Coordinator	\$900	\$37.50	24
Behavior Support Coordinator	\$900	\$37.50	24
Campus Support Coordinator	\$900	\$37.50	24
Dyslexia Coordinator	\$900	\$37.50	24
Transition Coordinator	\$900	\$37.50	24
Position - Level 13	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments

Position - Level 14	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Teacher- ES/SE Adapt PE	\$1,000	\$41.666	24
Teacher- MS/SE Adapt PE	\$1,000	\$41.666	24
Occupational Therapist	\$1,000	\$41.666	24
Physical Therapist	\$1,000	\$41.666	24
Teacher - Visually Impaired	\$1,000	\$41.666	24
Teacher - Deaf Hard of Hearing	\$1,000	\$41.666	24
Teacher- ML/SE Hearing IM	\$1,000	\$41.666	24
In-Home Parent Trainer	\$1,000	\$41.666	24
GF Specialist Family Engagement and Learning	\$1,000	\$41.666	24
Position - Level 15	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Job Coach	\$1,800	\$75.00	24
Position - Level 16	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Special Assistant to Superintendent	\$12,000	\$500.00	24
Position - Athletics	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Executive Director	\$20,000	\$833.333	24

***Employees/positions utilizing district vehicles for job duties do not qualify for travel stipend*

CELL PHONE STIPENDS

The following positions are eligible for a cell phone stipend, for the semi-monthly amounts indicated, and do not require a submitted cell phone stipend authorization form.

Position - Level 1	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Principal	\$480	\$20.00	24
Associate Principal	\$480	\$20.00	24
Director	\$480	\$20.00	24
Ombudsperson	\$480	\$20.00	24
Supervisor Territory Food Service	\$480	\$20.00	24
Chef Executive	\$480	\$20.00	24
Position - Level 2	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Senior-level MIS Position	\$600	\$25.00	24
Position - Level 3	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Chief/Officer	\$720	\$30.00	24
Assistant Superintendent	\$720	\$30.00	24
Deputy Superintendent	\$720	\$30.00	24
Executive Director	\$720	\$30.00	24
Sr. Executive Director	\$720	\$30.00	24
Executive Principal	\$720	\$30.00	24
Associate General Counsel	\$720	\$30.00	24
Special Assistant to Superintendent	\$720	\$30.00	24
Sr. Counsel	\$720	\$30.00	24
Superintendent	\$720	\$30.00	24

OTHER STIPENDS

Novice Teacher Mentoring Program Stipend

Serving as mentor for a full school year \$400

Serving as mentor for one semester \$200

- In order to receive the mentor stipend, mentors must serve in the role of teacher, content interventionist, counselor, or librarian.
- Mentors can support and be compensated for up to 2 novice teachers at a time. A principal can request that a mentor support up to 3 novice teachers.
- Due to the number of mentor stipend combinations, the total amount a mentor can receive ranges from \$200 to \$800 (unless the mentor has been approved to support 3 novice teachers by their principal).
- A teacher must have at least three years of successful teaching experience to qualify as a mentor.
- Mentors must meet the following requirements in order to receive a stipend:
 - Complete personalized training provided by the Talent Growth & Development Team.
 - Complete and submit one observation of each novice teacher each semester, two total per novice teacher over the course of the school year.
 - Complete end-of-the-year survey.
 - A mentor teacher must also meet with each novice teacher assigned to the mentor for a minimum of 12 hours each semester.

Lead Mentor Teacher Contact (LMTC) Stipend

Serving as LMTC for a full school year \$300

Serving as LMTC for one semester \$150

****For campuses with more than 10 mentors, the LMTC stipend is increased to \$500 for a full school year or \$250 for one semester.**

- In addition to the required LMTC responsibilities, an LMTC may also support up to 1 novice teacher in which they can receive a mentor stipend. A principal can request that an LMTC support up to 2 novice teachers.
- An LMTC must be a teacher, instructional coach, or librarian in order to receive a stipend.
- LMTCs must meet the following requirements in order to receive a stipend:
 - Assign mentors to novice teachers in a timely manner.
 - Maintain organized documentation of mentor and novice teacher assignments throughout the school year.
 - Communicate changes and updates to campus mentoring with the Talent Growth & Development Team in a timely manner.
 - Conduct Beginning & Middle of the Year Campus Mentoring Meetings with mentors and novice teachers.
 - Disseminate information provided by the Talent Growth & Development Team to campus mentors.
 - Complete Lead Mentor Teacher Contact training provided by the Talent Growth & Development Team.
 - Provide support to novice teachers during Campus Orientation Day of the Teacher Induction Program (TIP) Welcome Week (August 5 or 6).

Lead Instructional Coach Stipend

Lead Coaches are AISD Instructional Coaches who will serve as supports for cohorts for the 25-26 school year, with 2 total Lead Coaches. All Lead Coaches must have at least one year of instructional coaching experience. Lead Coaches will also receive a \$2,000 stipend. The role also requires principal approval.

The expectations to receive the Lead Coach stipend are:

- Attendance at IC professional learning sessions
- Facilitate and lead conversations with other Instructional Coaches
- Serve as a mentor for new instructional coaches
- Be a support for your IC cohort and Talent Development cohort leader

Lead International Teacher Support Stipend

International teachers joining AISD have a unique set of needs as they transition to the United States. The Lead International Teacher Support will provide initial and ongoing support throughout the transition to AISD and Austin. Additionally, the Lead International Teacher Support will provide training and guidance to an additional International Teacher Support staff member in order to expand district capacity for supporting the needs of international teachers.

A stipend of \$10,000 will be awarded to the Lead International Support Teacher for the 2025-2026 academic year. The stipend will be submitted for inclusion in the December 2024 and May 2025 paycheck.

Expectations to receive full stipend:

- Sign the 24-25 Lead International Teacher Support Stipend.
- Collaborate with Talent Strategy regarding the hiring/programmatic needs of International Teachers.
- Act as the primary point of contact with incoming international teachers to help guide and provide program support.
- Disseminate important information to teachers in the program.
- Provide pre-arrival communications and support.
- Secure arrival transportation and logistics.
- Coordination of housing supports.
- Secure basic needs of international teachers.
- Support with all necessary paperwork and logistics.
- Conduct initial meetings and provide monthly ongoing support throughout the year.
- Work with Talent Development to build and update a working manual to document and outline international teacher support from end to end - complete by May, 2025.

PPfT Campus Contact

Role Description: The PPfT Campus Contact will serve as the first line of support for teachers participating in the PPfT Talent Strategy System. The PPfT HCS consists of PPfT Appraisal, PPfT Compensation, Professional Learning, and Leadership Opportunities. Each PPfT Campus Contact will assist teachers in the PPfT Appraisal process, providing important timeline reminders and updates. PPfT Campus Contacts will help disseminate district information about opportunities available to teachers with PPfT Compensation and direct teachers and administrators to the available resources for the PPfT HCS.

The PPfT Campus Contact will:

- Attend initial campus contact training with Employee Effectiveness;
- Complete the annual PPfT Teacher Orientation;

- Participate in an ongoing BLEND course for PPfT Campus Contact information;
- Complete the introduction module in the Campus Contact Ongoing BLEND course;
- Read and respond to PPfT-related emails within two (2) working days;
- Complete the checkpoint modules/assignments in the ongoing BLEND course;
- Send timeline reminders as appropriate for upcoming deadlines;
- Utilize facilitator access in the SLO database to check in with teachers on a regular basis;
- Send campus-wide communications around PPfT activities and resources;
- Copy (cc:) the campus assigned district coordinator on all PPfT related correspondence;
- Share information at staff meetings when appropriate;
- Submit the required campus contact communication log by EOY deadline;
- Provide feedback on the effectiveness of the program upon completion; and
- Respect confidentiality.

Eligibility Requirements:

PPfT Campus Contacts are selected by the campus principal in May for the next school year. Contacts must be in a teaching position and be participating in PPfT Appraisal and Compensation.

Stipend Amount: \$500

Stipend Information: PPfT Campus Contacts are eligible to earn a \$500 stipend after meeting all agreement terms for the school year. The stipend is paid out after the school year closes out, typically on the last semi-monthly paycheck in June.

PPfT Leadership Pathways Ambassador

Role Description: The Leadership Pathway Ambassador Role offers experienced Leadership Pathway teachers the option to serve as an advocate and support for continuing to build the capacity of the Leadership Pathway Program. Each Leadership Pathway will assist their assigned Leadership Pathway Program and district level lead team in the growth and development of the program.

The Leadership Pathway Ambassador agrees to:

- Complete the Leadership Pathway Ambassador Orientation by the due date;
- Support the assigned LP Lead Team in the design/review of the content and professional learning activities;
- Attend at least one of each separate synchronous/in-person professional learning session for the assigned LP to support facilitation of the content;
- Respond within 24 hours to communications from the Leadership Pathway Lead Team;
- Moderate discussion boards and activities or provide feedback on assignments in the LP BLEND course;
- Complete support tasks on the timeline assigned by your Leadership Pathway Lead Team;
- Read any articles or books connected to a specific pathway to be able to support participants;
- Serve as a demonstration classroom to allow others to learn from your practice;
- Speak with other teachers and staff about the positive impacts Leadership Pathways;
- Attend LP informational sessions as needed, serve on a discussion panel, and/or share your experience;
- Score Leadership Pathway submissions in the fall and spring;
- Participate in #ObserveMe Protocol during the fall and spring; and
- Respect the growth and development process and maintain confidentiality.

To serve in the role of a Leadership Pathway Ambassador in the 2025-2026 school year, teachers must

- Have successfully completed a past Leadership Pathway that correlates with a pathway currently in session;
- Be staffed in a primary teaching position and currently eligible for PPfT Appraisal and Compensation;

- Remain staffed in a PPfT eligible position for the entirety of the 2025-2026 school year;
- Have successfully completed a Leadership Pathway;
- Have an effective or better rating on their 2025-2026 PPfT Appraisal (confirmed after opt-in).

**Please note that teachers will not be eligible to participate in a Leadership Pathway, Leadership Pathway +3, or PDU while serving in the Leadership Pathway Ambassador Role.*

Stipend Amount: \$1,500

Stipend Information: Leadership Pathway Ambassadors are eligible to earn a \$1,500 stipend after meeting all agreement terms for the 2025-2026 school year. The stipend will be paid after the school year close-out, typically on the last semi-monthly paycheck in June.

Strategic Planning Campus Ambassador

The Strategic Planning Campus Ambassador is a leadership opportunity under PPfT. Teachers participating in this role will work closely with the district-assigned Strategic Planning Specialist, principal, and committee members to champion strategic planning work on their campus and throughout the district.

Strategic Planning Campus Ambassador Eligibility

For this role, *campus principals will work with the Strategic Planning Department* to designate a teacher for this opportunity.

It is preferred that the teacher who takes on this role:

- Has completed the SEL Leadership Pathway, CP&I Leadership Pathway, SEL and CP&I Leadership Pathway, or has previously served in the role.
- Is staffed in a primary teaching position and appraised under PPfT,
- Remains staffed in a PPfT eligible position for the entirety of the 2025-2026 school year, and
- Has an effective or better rating on their 2025-2026 PPfT Appraisal (confirmed after designation).

**If a campus does not have a teacher meeting these preferred requirements, please contact your Strategic Planning Specialist.*

There will be one Strategic Planning Campus Ambassador per campus.

For more information, please visit the Strategic Planning Campus Ambassador [internal site](#). AISD login credentials are required for access.

Stipend Amount: \$1,000

Stipend Information: Strategic Planning Campus Ambassadors can earn a \$1,000 stipend after meeting all agreement terms for the 2025-2026 school year. The stipend will be paid after the school year's close-out, typically in June.

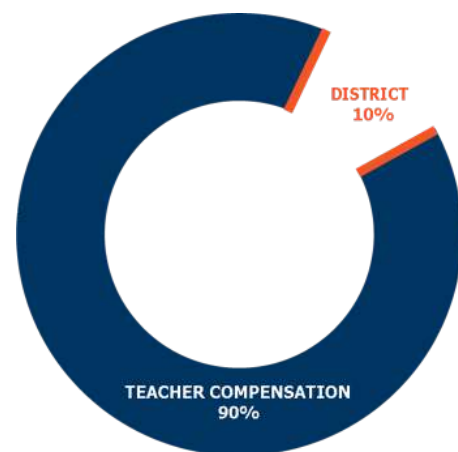
TEACHER INCENTIVE ALLOTMENT – SPENDING PLAN

The Teacher Incentive Allotment includes spending requirements outlined in TEC 48.112, including spending at least 90% of the TIA funds on teacher compensation on the campus where the designated teacher works and a maximum of 10% of the TIA funds to be used at a district level for costs associated with implementing TIA and/or for supporting teachers in earning designations.

Austin ISD Distribution Plan

TIA-designated teachers in Austin ISD receive 90% of TIA funds. Austin ISD retains 10% of the TIA funds to use as follows:

- To support district oversight of the implementation of TIA and creation of training, resources & materials for TIA.
- To provide district support to teachers in obtaining TIA Designations.



Eligibility for Compensation

Teachers who earn a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID) at winter class roster
- At least 50% of their time is spent directly working with students
- Met/will meet the creditable year of service requirement by the end of the school year

Amount and Frequency of Compensation

The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location:

- Schools with greater student needs based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see [TEA's Teacher Incentive Allotment page](#).

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations. The amount is calculated each year, with the final amounts published in late April. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see [Teacher Incentive Allotment Funding Map](#).

- TIA-designated teachers will receive TIA compensation annually based on their TIA designation, TIA state funding for their campus assignment at the Winter snapshot date, and eligibility criteria applied prior to payout.
- Compensation will be distributed prior to August 31st each year.

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Movement of Teachers

- If a teacher moves campuses within the district during the school year, the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.
- If a teacher leaves AustinISD prior to Winter Roster Verification, they will not receive TIA funds from Austin ISD.
- If a TIA designated teacher retires from Austin ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.
- As part of AISD's retention strategy, if a TIA designated teacher leaves Austin ISD for reasons other than retirement after the Class Roster Winter Submission but prior to distribution of funds by Austin ISD, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed to teachers at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

Deduction Information

Employees are responsible for paying both the employee and employer benefit and tax costs. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

GRANT EXCEPTIONS

TEA Principal Residency Grant

Principal Mentor Stipend: \$1,000 per resident

- One time annual payment in spring semester.

Duties:

- Provide coaching and mentorship;
- Work collaboratively alongside residents in a year-long Participatory Action Research program;
- Provide time, space, and opportunity for principal residents to develop and lead professional development, data driven meetings, and generally observe and participate in the day to day duties of a highly effective principal.

Experience Coach Stipend: \$1,000 per resident

- One time annual payment in spring semester.

Duties:

- Regular check-ins with principal residents and mentor principals;
- Serve as support partner for the mentor principal as they learn to coach and integrate the principal residents into their school community;
- Offer guidance and support as the resident completes their certification requirements;
- Coordinate support with mentor principals and Austin ISD Leadership Development team.

If an administrator stipend is specifically identified within the grant, those payments will be paid out of grant funds for the additional duties.

FUNCTION PAY

The following information provides the framework for AISD Supplemental Earnings:

1. Function Pay earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Function Pay earnings are not included in individual base salaries quoted by the Compensation Department.
3. Authorization to pay approved function pay compensation requires permission from the Principal/Director of the Campus/Department and must be entered and approved by Compensation prior to actual work being performed. Function pay rates are set by the Compensation Department and will be paid out according to the Function pay chart and the duties being performed.
4. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn Function pay prior to their effective start date. A new teacher attending “New Teacher Orientation” or campus professional development prior to their start date will be granted an exception processed through the Professional Learning Department.
5. A substitute employee is NOT eligible to receive function pay earnings outside of substitute teaching. The only exception is to provide tutoring under the limitations and requirements of HB 4545 outside of regular school hours.
6. A temporary/hourly employee is NOT eligible to receive supplemental earnings.
7. Function Pay duties should take place outside of an employee’s normal work hours or calendar days and should be considered infrequent, and distinctly different from the employee’s normal job description. A non-exempt employee that provides function pay duties outside of their normal work hours or calendar days for another department in the same capacity as their normal position, their normal rate of pay (up to 40 physical hours worked) or time and a half (after 40 physical hours worked) would occur. When an employee works for a different department in a different capacity from their normal position, the Talent Strategy defined function pay rate is what is to be paid. Non-exempt employees should not receive function I pay during their calendar days outside of the exceptions outlined in this guide.
8. All function pay earnings are subject to the employee and employer’s statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
9. If an employee fails to meet all criteria stipulated, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Payroll Department.
10. Function Pay earnings are paid at the rate commensurate with the employee’s employment category or work rate performed for function pay duties at the time of payout.
11. Any additional function pay rate needed that is not listed in the chart will be determined by the Talent Strategy Compensation Department.

2025-2026 FUNCTION PAY RATES

Effective 07/01/2025

This includes positions utilized for summer, which are effective June 2025.

Activity Code	Description	Hourly Rate	Rate Type	Category
ATHLETICS (TO BE USED BY ORG 860 ONLY)				
32361	Back-up Trainers (non AISD)	\$35.00	Hourly	860 - Athletics only
	Bus driving by Coach for Sport Coached	\$75.00 per round trip	Flat Rate	860 - Athletics only
22362	Bus Driving by Coach for Sport Not Coached	\$25.00	Hourly	860 - Athletics only
32636	Conducting CPR Training Class (max 6 hrs)	\$25.00	Hourly	860 - Athletics only
32364	Event Supvr (Asst Dir)- Non-AISD Events	\$45.00	Hourly	860 - Athletics only
32365	Event Supvr (Athl Coord)- Non-AISD Events	\$35.00	Hourly	860 - Athletics only
32366	Game Help-Misc (Tourn. or Reg)	\$20.00	Hourly	860 - Athletics only
32367	Judging Competitions	\$25.00	Hourly	860 - Athletics only
32369	Scheduler (Tournament or Reg)	\$20.00	Hourly	860 - Athletics only
ADMINISTRATORS				
10670	ADC 1 - Function	\$42.00	Hourly	Administrator
10671	ADC 2 - Function	\$45.00	Hourly	Administrator
10672	ADC 3 - Function	\$47.00	Hourly	Administrator
10673	ADC 4 - Function	\$52.00	Hourly	Administrator
10664	CAD 1 - Function	\$42.00	Hourly	Administrator
10665	CAD 2 - Function	\$45.00	Hourly	Administrator

10668	CAD - Director	\$63.00	Hourly	Administrator
10669	CAD - Executive Director	\$69.00	Hourly	Administrator
12657	Assistant Principal - Elementary School	\$42.00	Hourly	Administrator
12658	Assistant Principal - High School	\$47.00	Hourly	Administrator
12659	Assistant Principal - Middle School	\$45.00	Hourly	Administrator
12669	Coordinator Instructional	\$42.00	Hourly	Administrator
12678	Principal - Elementary School	\$52.00	Hourly	Administrator
12679	Principal - High School	\$67.00	Hourly	Administrator
12680	Principal - Middle School	\$60.00	Hourly	Administrator
CLASSIFIED				
31933	Attending Staff Devel/Training Classified AISD Emp	\$20.00	Hourly	Classified
32371	Audio Operator	\$20.00	Hourly	Classified
32372	Camera Operator	\$20.00	Hourly	Classified
31947	Clerk	Standard Rate	Hourly	Classified
31950	Custodian	Standard Rate	Hourly	Classified
32592	Lunchroom Monitor	\$16.00	Hourly	Classified
31934	Non-Professional Activity Classified AISD Emp	\$20.00	Hourly	Classified
61949	Police Athletics Security	Standard Rate	Hourly	Classified
61953	Police District Events	Standard Rate	Hourly	Classified
61952	Police Facilities Events	Standard Rate	Hourly	Classified
32479	Svc Ctr H-keep - Emergency cleanup (outside of regular school year position)	\$20.00	Hourly	Classified
31946	Teacher Assistant	Standard Rate	Hourly	Classified
32491	Video Editor	\$25.00	Hourly	Classified

32698	Instructional Tutoring - Degreed	\$25.00	Hourly	Tutoring
PROFESSIONAL				
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Certified
12685	Coach Instructional	\$42.00	Hourly	Professional
52663	Counselor	\$42.00	Hourly	Professional
12666	Educational Diagnostician	\$45.00	Hourly	Professional
12670	School Psychologist	\$45.00	Hourly	Professional
12673	Occupational Therapist	\$45.00	Hourly	Professional
12674	Physical Therapist	\$45.00	Hourly	Professional
10674	PRF 1 - Function	\$33.00	Hourly	Professional
10675	PRF 2 - Function	\$35.00	Hourly	Professional
10676	PRF 3 - Function	\$37.00	Hourly	Professional
10677	PRF 4 - Function	\$38.50	Hourly	Professional
10678	PRF 5 - Function	\$42.00	Hourly	Professional
10679	PRF 6 - Function	\$45.00	Hourly	Professional
12684	Speech Pathologist	\$45.00	Hourly	Professional
PROFESSIONAL/ADMINISTRATOR				
22660	Attending Staff Devel - AISD Prof Emp	\$20.00	Hourly	Professional/A dministrator
22661	Band Instructor (temp/hourly)	\$28.00	Hourly	Professional/A dministrator
22664	Curric Writing/Prof Activity Campus Level- Prof Emp	\$25.00	Hourly	Professional/A dministrator
22665	Curric Writing/Prof Activity District Level- Prof Emp	\$28.00	Hourly	Professional/A dministrator
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Professional/A dministrator
32672	Non-Professional Activity -AISD Prof Emp	\$20.00	Hourly	Professional/A dministrator

22676	Preparing Staff Devel - AISD Prof Emp (limit of .5 of the actual presentation time per title/topic)	\$25.00	Hourly	Professional/Administrator
22677	Presenting Staff Devel - AISD Prof Emp	\$30.00	Hourly	Professional/Administrator
STUDENT SUPPORT SERVICES				
32621	21st Century/Victory Program Site Assistant	\$22.00	Hourly	Student Support
21162	Adult ESL Instructor	\$25.00	Hourly	Student Support
22493	After School Enrichment Instructor Certified	\$25.00	Hourly	Student Support
31935	After School Enrichment Teacher-Non Certified (Non-Professional Activity Code)	\$20.00	Hourly	Student Support
22534	Cert Tchr Level 3 Classes	\$36.00	Hourly	Student Support
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Student Support
32586	Licensed Site Supervisor/Site Supervisor	\$24.00	Hourly	Student Support
31971	Primetime Site Supervisor	\$25.00	Hourly	Student Support
12585	Professional After-School Activities	\$36.00	Hourly	Student Support
10633	Project Specialist I and II	\$35.00	Hourly	Student Support
10634	Project Specialist III	\$37.00	Hourly	Student Support
32541	Site Group Leader	\$20.75	Hourly	Student Support
SUMMER				
92688	Substitute Teacher - Summer	\$16.00	Hourly	Summer
22687	Summer Feeding - FS Area Supervisors	\$35.00	Hourly	Summer
92695	Summer Feeding - FS Employees	\$20.00	Hourly	Summer

92696	Summer Feeding - FS Managers	\$24.00	Hourly	Summer
92697	Summer Feeding - FS MIT	\$22.00	Hourly	Summer
91473	Summer School Teacher (Degreed Non-Certified)	\$25.00	Hourly	Summer
92636	Summer Camp Director	\$20.00	Hourly	Summer
TRANSPORTATION				
43284	Summer Transportation	\$25.00	Hourly	Transportation
43283	Transportation	Standard Rate	Hourly	Transportation

2025-2026 STAFFING COMPENSATION EXCEPTIONS

Description	Amount	Notes/Clarification
Full-Time Retire/Rehire (must be retired one full calendar year)	Teacher Salary (Local or Grant) TRS Surcharge (District Local Funds)	For candidates who are eligible for full-time rehire status. Candidates must have approval from Talent Strategy prior to beginning work.
Part-Time Retire/Rehire	Amount based upon part-time position	Part-time employees can work a maximum of 19.5 hours/week.
Elementary Classroom Teachers in Grades K-5 exceeding staffing ratio	\$3,000 total; paid 50% at semester (January/June)	K-4: Teachers with 25 or more students on classroom roster, after leveling and verified from PEIMS snapshot date through the end of the semester. The 2nd-semester payment verification will happen on the last class day for students in April 2026. 5th - Teachers with 29 or more students on the classroom roster, after leveling and verified from PEIMS snapshot date through the end of the semester. 2nd-semester payment verification will happen on the last class day for students in April 2026. NOTE: For K-4th, all other classrooms within the same language program and grade level must have a minimum of 24 students; 28 students for 5th grade.
Multi-grade Elementary Teacher	\$3,000 total; paid 50% at semester (January/June)	Classroom teachers assigned to a multi-grade (split) class. Verification in Frontline will be conducted in September. Any anomalies will require approval by the Talent Strategy Officer. NOTE: Does not include Montessori.
Secondary Extra Class Periods	Standard allocated compensation (17% daily rate)	After leveling and after reviewing the campus' master schedule, a teacher may be assigned an additional section; which must be approved by the Talent Strategy Officer
Innovative Staffing Model Pilot Programs	Varies	Innovative staffing models are being tested on various campuses throughout the district. Specifics of each are approved by the Talent Strategy Officer.

SPECIAL EDUCATION TEACHER SIGN-ON BONUS

Eligibility:

- New Hires for 2025-2026:
 - Start date must be on or before 9/30/2025
 - Full Time (1.0 FTE) Stipend Amount - \$1,000.00
 - Part Time (.50-.99 FTE) Stipend Amount - \$500.00
 - Start date must be on or after 10/01/2025
 - Full Time (1.0 FTE) Stipend Amount - \$500.00
 - Part Time (.50-.99 FTE) Stipend Amount - \$250.00
- Certification & Assignment:
 - Must be TRS eligible (Teacher Retirement System).
 - Certified in the assignment and teaching full-time (1.0 FTE) in a Special Education resource or inclusion setting or certified in the assignment and teaching (.50-.99 FTE) in a Special Education resource or inclusion setting.
- Active Employment:
 - Must remain active in a special education teaching position and in a paid status through May 29, 2026.
- Payment Timeframe:
 - One-time lump sum payment on 2nd semi-monthly paycheck in June 2026
- Tax Consideration:
 - Sign-on bonus will be taxed, as sign-on bonuses are considered taxable income.

BILINGUAL/DUAL LANGUAGE TEACHER SIGN-ON BONUS

Eligibility:

- New Hires for 2025-2026:
 - Start date must be on or before 9/30/2025
 - Full Time (1.0 FTE) Stipend Amount - \$1,000.00
 - Part Time (.50-.99 FTE) Stipend Amount - \$500.00
 - Start date must be on or after 10/01/2025
 - Full Time (1.0 FTE) Stipend Amount - \$500.00
 - Part Time (.50-.99 FTE) Stipend Amount - \$250.00
- Certification & Assignment:
 - Must be TRS eligible (Teacher Retirement System).
 - Certified in the assignment and teaching full-time (1.0 FTE) in a bilingual-designated or dual language-designated teaching position or certified in the assignment and teaching (.50-.99 FTE) in a bilingual-designated or dual language-designated teaching position
- Active Employment:
 - Must remain active in a
 - bilingual-designated teaching position and in a paid status through May 29, 2026.
- Payment Timeframe:
 - One-time lump sum payment on 2nd semi-monthly paycheck in June 2026
- Tax Consideration:
 - Sign-on bonus will be taxed, as sign-on bonuses are considered taxable income.

RELOCATION REIMBURSEMENT

Reimbursement Amount – up to \$1,000.00

Eligibility:

- New Hires for 2025-2026 school year: Start date must be on or before August 7, 2025.
- Distance Requirement:
 - The new location must be at least 70 miles from the employee's current residence (must provide current utility bill/lease agreement or mortgage statement in employee's name as proof)
- Position Eligibility:
 - Certified Bilingual or Dual Language teachers.
- Active Employment:
 - Employee must remain in an active bilingual-designated or dual language-designated teaching position and in a paid status through May 29, 2026.
 - If the employee resigns or does not remain in a paid status before May 29, 2026, the employee will be required to repay the relocation reimbursement in full.
- Expense Coverage:

- Moving costs associated with relocating to Austin or surrounding area. Examples of allowed reimbursements:

Qualifying Moving Expenses

Once all original, itemized receipts have been submitted to the Office of Talent Strategy, the employee may be reimbursed for the following costs:

Type of Moving Expense	Example	Additional Information
Transportation	Gas or Airfare	May only reimburse for the day of move only (taxes not included)
Moving Assistance	Movers / Rental of Moving Truck	May only reimburse for the day of move only (taxes not included)
Moving Supplies	Such as: moving boxes, packing tape, etc.	Will not reimburse any sales tax.

Non-Qualifying Moving Expenses:

Examples of items not reimbursed by Austin ISD include:

Meals	Closing Costs
House hunting expenses	Lodging during the move
Deposits	Utility Connections
Storage Unit	Vehicle Registration
Terminating/Starting a Lease	

-
- Maximum Allowance:
 - The maximum reimbursement amount will be up to \$1,000.00
 - Employee must complete the move to Austin or surrounding area by Sept 30, 2025.
- Proof of Expenses:
 - Employee will be required to submit receipts or documentation for all reimbursed costs up to \$1,000.00.
- Payment Timeframe:
 - One-time lump sum payment on 2nd semi-monthly paycheck in January 2026
- Tax Consideration:
 - Relocation reimbursement will be taxed, as relocation reimbursements are considered taxable income.

STUDENT TEACHER SIGN-ON BONUS

Sign-On Bonus - \$1,000.00

Eligibility:

- Must currently be a clinical teacher hired by Austin ISD as a full-time (1.0 FTE) teacher after completion of your clinical semester. Start date must be on or before September 1, 2025.
- Active Employment:
 - Employee must remain in an active teaching position and in a paid status through May 29, 2026.
- Payment Timeframe:
 - One-time lump sum payment on 2nd semi-monthly paycheck in June 2026
- Tax Consideration:
 - Sign-on bonus will be taxed, as sign-on bonuses are considered taxable income.

2025-2026 PAY PLANS

2025-2026 Administrative (CAD) Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
CAD 1 Daily	\$331.858	\$376.106	\$420.353
CAD 2 Daily	\$353.982	\$398.230	\$442.477
CAD 3 Daily	\$464.601	\$508.849	\$553.097
CAD 4 Daily	\$575.221	\$619.469	\$663.716
CAD 5 Daily	\$619.469	\$663.716	\$707.964
CAD 6 Daily	\$685.840	\$730.088	\$774.336
CAD 7 Daily	\$818.584	\$896.017	\$973.451
CAD 7B Daily	Open	Open	Open
CAD 8 Daily	Open	Open	Open

2025-2026 Administrative Campus (ADC) Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
ADC 1 Daily	\$339.548	\$390.947	\$406.665
ADC 2 Daily	\$356.513	\$410.471	\$426.984
ADC 3 Daily	\$374.329	\$430.988	\$448.332
ADC 4 Daily	\$418.817	\$482.136	\$501.614
ADC 5 Daily	\$454.551	\$523.243	\$544.420
ADC 6 Daily	\$484.915	\$552.575	\$573.976
ADC 7 Daily	\$528.295	\$601.992	\$625.226

2025-2026 Auxiliary Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
AUX 1 Hourly	\$20.250	\$22.643	\$25.602
AUX 2 Hourly	\$20.730	\$23.193	\$26.240
AUX 3 Hourly	\$21.224	\$23.761	\$26.901
AUX 4 Hourly	\$21.733	\$24.346	\$27.580
AUX 5 Hourly	\$22.257	\$24.949	\$28.281
AUX 6 Hourly	\$22.797	\$25.569	\$29.000
AUX 7 Hourly	\$23.353	\$26.209	\$29.744
AUX 8 Hourly	\$23.926	\$26.869	\$30.509
AUX 9 Hourly	\$24.516	\$27.546	\$31.296
AUX 10 Hourly	\$25.330	\$28.300	\$31.826
AUX 11 Hourly	\$27.430	\$30.690	\$34.898
AUX 12 Hourly	\$28.590	\$31.990	\$36.412
AUX 13 Hourly	\$33.460	\$37.570	\$41.892
AUX 13 P Daily	\$267.680	\$300.560	\$335.136
AUX 14 Daily	\$300.240	\$337.336	\$376.968
BD-183 Hourly	\$25.500	\$29.075	\$32.895

2025-2026 Non-Instructional Support Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
NIS 1 Hourly	\$20.250	\$22.643	\$25.602
NIS 2 Hourly	\$20.730	\$23.193	\$26.240
NIS 3 Hourly	\$21.224	\$23.761	\$26.901
NIS 4 Hourly	\$21.733	\$24.346	\$27.580
NIS 5 Hourly	\$22.257	\$25.090	\$28.530

NIS 6 Hourly	\$23.250	\$26.480	\$30.226
NIS 7 Hourly	\$24.780	\$28.290	\$32.314
NIS 8 Hourly	\$26.830	\$30.750	\$35.126
NIS 9 Hourly	\$29.090	\$33.430	\$38.210
NIS 10 Daily	\$248.528	\$286.136	\$327.368

2025-2026 Instructional Support Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
IS 2 Hourly	\$20.730	\$23.193	\$26.240
IS 3 Hourly	\$21.224	\$23.761	\$26.901
IS 4 Hourly	\$21.733	\$24.346	\$27.580
IS 5 Hourly	\$22.257	\$25.090	\$28.530
IS 6 Hourly	\$22.810	\$26.030	\$29.580
IS 7 Hourly	\$24.480	\$27.980	\$31.844
IS 8 Hourly	\$26.820	\$30.740	\$35.059

2025-2026 Police Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
PD 1 Hourly	\$27.000	\$31.760	\$36.900
PD 2 Hourly	\$28.350	\$33.390	\$38.790
PD 3 Hourly	\$32.000	\$37.610	\$43.700
PD 4 Hourly	\$33.750	\$39.640	\$46.060
PD 5 Hourly	\$39.000	\$45.870	\$53.290
PD 6 Daily	\$505.301	\$572.761	\$609.074
PD 7 Daily	\$589.381	\$668.692	\$711.414

2025-2026 Information Technology Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
IT 1 Hourly	\$20.000	\$23.780	\$25.450
IT 2 Hourly	\$22.500	\$26.710	\$28.610
IT 3 Hourly	\$26.000	\$30.910	\$33.080
IT 4 Hourly	\$27.500	\$32.690	\$34.980
IT 5 Hourly	\$29.000	\$34.470	\$36.890
IT 6 Daily	\$266.800	\$317.802	\$339.640
IT 7 Daily	\$298.820	\$355.940	\$380.420
IT 8 Daily	\$334.670	\$398.650	\$426.070
IT 9 Daily	\$368.140	\$438.560	\$468.690
IT 10 Daily	\$404.950	\$482.370	\$515.550

2025-2026 Food Service Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
FS 1 Hourly	\$20.00	\$22.80	\$25.80
FS 2 Hourly	\$21.00	\$23.80	\$26.80
FS 3 Hourly	\$22.00	\$24.80	\$27.80
FS 4 Hourly	\$23.00	\$25.80	\$29.73
FS 5 Hourly	\$24.00	\$26.80	\$31.66
FS 6 Hourly	\$25.00	\$27.80	\$32.66
FS 7 Hourly	\$27.00	\$28.86	\$34.60
FS 8 Hourly	\$30.00	\$33.73	\$37.73
FS 9 Hourly	\$34.00	\$37.73	\$41.73
FS 10 Daily	\$304.00	\$333.86	\$380.80

2025-2026 Professional (PRF) Pay Plan			
Pay Grade	Minimum	Midpoint	Maximum
PRF 1 Daily	\$249.900	\$291.060	\$308.700
PRF 2 Daily	\$298.630	\$347.817	\$368.897
PRF 3 Daily	\$313.530	\$365.171	\$387.303
PRF 4 Daily	\$329.210	\$383.390	\$406.650
PRF 5 Daily	\$345.670	\$402.520	\$426.970
PRF 6 Daily	\$364.440	\$424.370	\$450.150

These increases will be reflected beginning in the September 30 paychecks. Additionally, staff who see increases through HB2 will also see retroactive pay from the beginning of their duty calendar for the 2025-26 school year.

2025-2026 New Hire Pay Plan for Teacher/Librarian		
Years of Experience	Daily Rate	187-Day Annual Salary
0 - 1	\$310.53	\$58,069
2	\$312.00	\$58,344
3	\$318.07	\$59,479
4	\$319.63	\$59,772
5	\$334.67	\$62,583
6	\$336.24	\$62,878
7	\$337.67	\$63,144
8	\$340.52	\$63,678
9	\$341.95	\$63,944
10	\$344.09	\$64,344
11	\$346.76	\$64,844
12	\$349.43	\$65,344
13	\$352.11	\$65,844
14	\$354.78	\$66,344
15	\$357.45	\$66,844

16	\$360.13	\$67,344
17	\$362.80	\$67,844
18	\$365.48	\$68,344
19	\$368.15	\$68,844
20	\$370.82	\$69,344
21	\$373.50	\$69,844
22	\$376.17	\$70,344
23	\$378.84	\$70,844
24	\$381.52	\$71,344
25	\$384.19	\$71,844
26	\$386.87	\$72,344
27	\$389.54	\$72,844
28	\$392.21	\$73,344
29	\$394.89	\$73,844
30+	\$397.56	\$74,344

SUBSTITUTE PAY PLAN

EFFECTIVE 07/01/2024

2025-2026 Substitute Teacher Pay Plan				
Teacher & Librarian Pay (Per Day)	< 60 College Hours	60+ College Hours	Degreed	Certified Teacher
Current Base Pay for Substitute Teachers	\$120.00	\$135.00	\$145.00	\$155.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00
AISD Retired Teacher	n/a	n/a	n/a	\$5.00
Long Term Teacher Pay (20 consecutive days or more in the same assignment. Teacher must return back to the same assignment following the missed day(s))	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)
	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)
Incremental Pay (45+ days in any combination of assignments)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)
	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)
Maximum Payout Amount	\$175.00	\$190.00	\$205.00	\$215.00

For more information regarding Substitutes, please click the link below to access the Substitute Handbook:

[2025-2026 Substitute Handbook](#)

Details:

- Teacher Substitutes will receive an additional \$20/day for completing more than 45 consecutive days in any combination of assignments OR 20 consecutive days in the same assignment.
- To achieve/maintain incremental pay, Substitute Teachers must be present for 95% of the assignment overall, unless he/she can produce documentation from their healthcare provider requiring them to miss in excess of that threshold (e.g., proof of COVID test and follows standard 5-day quarantine) OR at the approval/discretion of the Substitute Office. The Substitute Teacher must return back to the same assignment following the missed day(s).
- Permanent substitutes at non-rated schools must be a certified teacher; interview and selection by the Substitute Office is required.
- Substitute Teachers with less than 60 college credit hours are only eligible for ES or MS assignments.

Additional Positions:

- **Substitute Assistant Health Room:** \$115.00 (Full-day) per day, \$57.50 (Half-day)
- **Substitute School Nurse:** \$210.00 (Full-day) per day, \$105.00 (Half-day)
- **Substitute Counselor:** \$296.00 (Full-day) per day, \$148.00 (Half-day)

2025-2026 Substitute Teacher Assistant Pay Plan				
Teacher Assistant Pay (Per Day)	< 60 College Hours	60+ College Hours	Degreed	Certified Teacher
Current Base Pay for Teacher Assistants	\$110.00	\$115.00	\$120.00	\$125.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00
AISD Retired Teacher	n/a	n/a	\$5.00	\$5.00
Long Term Teacher Assistant Pay (20 consecutive days or more in the same assignment)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)
	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)
Incremental Pay (45+ days in any combination of assignments)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)	\$20.00 (Full-day)
	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)	\$10.00 (Half-day)
Maximum Payout Amount	\$165.00	\$170.00	\$175.00	\$180.00
Details: - Substitute Teacher Assistants will receive an additional \$20/day for completing more than 45 consecutive days in any combination of assignments. - To achieve/maintain incremental pay, the Substitute Teacher Assistant must be present for 95% of the assignment overall unless he/she can produce documentation from their healthcare provider requiring them to miss in excess of that threshold (e.g., proof of COVID test and follows standard 5-day quarantine) OR at the approval/discretion of the Substitute Office. The Substitute Teacher must return back to the same assignment following the missed day(s).				
Additional Positions: Classified Substitute (non-teaching): \$100/day (HS diploma or accredited GED required)				

CLASSIFIED TEMPORARY/HOURLY RATES

EFFECTIVE 07/01/2024

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be approved in advance by the Office of Talent Strategy. Classified Temporary/Hourly rates are set by the Compensation Department. The Office of Talent Strategy may also set a rate of pay that is above or below the published rate of pay for Temporary/Hourly employees; however, it must be approved prior to work beginning.

Flat Rates Category	Flat Rate per hour
Part Time Lunchroom Monitor	\$16.00
Part Time Food Service Substitute	\$20.00
Part Time Clerical – AISD Retiree	\$20.00
Part Time Laundry Monitor	\$20.00
Part Time Tutor – No Experience	\$15.00
Part Time Tutor - Experience	\$17.00
Part Time AVID Tutor – No Experience	\$19.00
Part Time AVID Tutor - Experience	\$20.00
Part Time Bus Driver/Athletics Bus Driver	\$25.00
Part Time Video Production/Editing Technician/Reporter	\$25.00
Part Time Instructional Tutor - Degreed	\$25.00
Part Time Fire Academy Instructor	\$30.00
Part Time EMS Instructor	\$30.00
Part Time Tutor - HS Student	\$13.00
Part Time Student Worker	\$13.00

Pay Grade	Pay Rate per hour
NIS01	\$20.00
NIS02	\$20.48
NIS03	\$20.97
NIS04	\$21.48
NIS05	\$22.00
NIS06	\$23.00
NIS07	\$24.53
NIS08	\$26.58
NIS09	\$28.84
NIS10	\$34.85

Pay Grade	Pay Rate per hour
IS01	\$20.00
IS02	\$20.48
IS03	\$20.97
IS04	\$21.48
IS05	\$22.00
IS06	\$22.56
IS07	\$24.23
IS08	\$26.57

Pay Grade	Pay Rate per hour
IT01	\$19.34
IT02	\$21.78
IT03	\$25.57
IT04	\$26.92
IT05	\$28.35
IT06	\$36.82
IT07	\$38.51
IT08	\$42.07
IT09	\$44.02
IT10	\$47.23

Pay Grade	Pay Rate Per Hour
FS1	\$20.00
FS2	\$21.00
FS3	\$22.00
FS4	\$23.00
FS5	\$24.00
FS6	\$25.00
FS7	\$27.00
FS8	\$30.00
FS9	\$34.00
FS10	\$38.00

Pay Grade	Pay Rate per hour
AUX01	\$20.00
AUX02	\$20.48
AUX03	\$20.97
AUX04	\$21.48
AUX05	\$22.00
AUX06	\$22.54
AUX07	\$23.10
AUX08	\$23.67
AUX09	\$24.26
AUX10	\$25.08
AUX11	\$27.18
AUX12	\$28.34
AUX13	\$33.21
AUX14	\$37.28

ADMINISTRATIVE/PROFESSIONAL TEMP/HOURLY RATES

EFFECTIVE 07/01/2023

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be approved in advance by the Office of Talent Strategy. Administrative/Professional Temporary/Hourly rates are set by the Compensation Department. The Office of Talent Strategy may also set a rate of pay that is above or below the published rate of pay for Temporary/Hourly employees, however, it must be approved prior to work beginning.

Position and Pay Grade	Rate per hour	Position and Pay Grade	Rate per hour
Part Time Principal, High School	\$67.00	Part Time CAD 1	\$42.00
Part Time Principal, Middle School	\$60.00	Part Time CAD 2	\$45.00
Part Time Principal, Elementary School	\$52.00	Part Time ADC 1	\$42.00
Part Time Assistant Principal, High School	\$47.00	Part Time ADC 2	\$45.00
Part Time Assistant Principal, Middle School	\$45.00	Part Time ADC 3	\$47.00
Part Time Assistant Principal, Elementary School	\$42.00	Part Time ADC 4	\$52.00
Part Time Teacher	\$36.00	Part Time PRF 1	\$33.00
Part Time Librarian	\$36.00	Part Time PRF 2	\$35.00
Part Time Instructional Tutoring Certified	\$36.00	Part Time PRF 3	\$37.00
Part Time Adult ESL Instructor	\$25.00	Part Time PRF 4	\$38.50
Part Time Band Instructor	\$28.00	Part Time PRF 5	\$42.00
Part Time CAD - Assistant Supt	\$87.00	Part Time PRF 6	\$45.00
Part Time CAD - Director	\$63.00		
Part Time CAD - Executive Director	\$69.00		

Any and all exceptions to the Compensation Manual must be approved by the Talent Strategy Officer.

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