2016 - 2017 COMPENSATION MANUAL

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

AN EQUAL OPPORTUNITY EMPLOYER

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

Neither past *nor* future salaries can be accurately calculated or predicted from information in this manual. ***Only salaries for the 2016 - 2017 school year may be obtained from the information in this manual.***

The Compensation and/or Payroll departments shall determine final calculations of all salaries, ***regardless of possible typographical errors contained in this manual***.

The Board of Education, the Superintendent, and/or designee ***retain the right to adjust salaries anytime during the fiscal year.***

The contents of this manual will be updated throughout the year as needed due to jobs being added, changed and/or deleted. Updates will also be made to correct for any typographical errors.

For further clarification or information, please contact the Compensation Department at (817) 814-2080, or the Payroll Department at (817) 814-2180.

Compensation Department

CONTACT INFORMATION

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

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

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

Compensation Staff

Employee Alpha A – L:

Lanette Jones, Compensation Assistant, (817) 814-2082
Email: lanette.jones@fwisd.org
Data Entry, Audits, Salary Adjustments

Employee Alpha M – Z:

Maria Rodriguez, Specialist, (817) 814-2083
Email: maria.rodriguez26@fwisd.org
Data Entry, Audits, Salary Adjustments, Munis Workflow Monitoring

---

Carla Kaufman, Sr. Officer – Compensation & Employee Records, (817) 814-2088
Email: carla.kaufman@fwisd.org

Brenda DeLeon, Manager, Compensation, (817) 814-2087
Email: brenda.deleon@fwisd.org

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

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

TABLE OF CONTENTS

i.	**Board of Trustees**	**5**
ii.	**Superintendent's Leadership Team**	**6**
Section I	**Compensation Guidelines**	**7**
Section II	**Classroom Teacher Salary Schedule**	**15**
Section III	**Counselor, Librarian, and Nurse Salary Schedules**	**17**
Section IV	**Pay Grades and Ranges of Pay**	**23**
Section V	**Supplemental Pay Schedules (Stipends)**	**46**
Section VI	**Supplemental Pay Schedules (Substitutes, Summer & Hourly)**	**52**
Section VII	**Retire/Rehire Salary Information**	**59**
Section VIII	**Employee Benefits Information**	**63**

Notice of Non-Discrimination

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

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

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

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

Fort Worth
INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

Jacinto Ramos, Jr. **President** **District 1**	**Tobi Jackson** **District 2**	**Christene Moss** **District 3**
Dr. T. A. Sims **District 4**	**Judy Needham** **District 5**	**Dr. Ann Sutherland** **2nd Vice President** **District 6**
Norman Robbins **Secretary** **District 7**	**Dr. Matthew Avila** **District 8**	**Ashley Paz** **1st Vice President** **District 9**

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

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

Regular board meetings are open to the public. Meetings are televised live on Charter Cable Channel 192, AT&T U-Verse 99, and via live streaming video on the District website's Video on Demand. Minutes may be reviewed in the Superintendent's office in the administration building, 100 N. University Drive. For additional information, please contact the Office of the Board of Education, (817) 814-1920.

SUPERINTENDENT'S LEADERSHIP TEAM

Kent P. Scribner, Ph.D.
Superintendent

Sherry Breed
Chief, Equity and Excellence

Vicki Burris
Chief, Capital Improvement Program

Valerie Carrillo
General Counsel

Charles Carroll
Chief Academic Officer

Art Cavazos
Chief, District Operations

Kyle Davie
Chief Technology Officer

Barbara Griffith
Sr. Communications Officer

Karen Molinar
Chief, Elementary Schools

Sammy Monge
Chief, Policy and Planning

Elsie Schiro
Chief Financial Officer

Cherie Washington
Chief, Secondary Schools

Vacant
Chief, Human Capital Management

Section I

Compensation Guidelines

COMPENSATION PHILOSOPHY

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

- stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel
- reflect the levels of skill, effort, and responsibility required for different jobs
- reward continued length of service to the District
- be fiscally controlled and cost effective
- comply with all federal, state, and local laws and Board of Education policies
- encourage outstanding individual and team performance.

Pay Structures and Pay Ranges

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

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

Salary Advancement

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

Transfers between Employee Job Groups

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

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

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

Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to degree level and years of creditable experience.

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

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

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

- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115), or a similar form containing the same information.

- Career and Technology teachers may count up to two years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians and Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to degree level and creditable years of experience.

- FWISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.

- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate

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

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

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

School Nurses

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

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

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

  Exception to Compensation Policy

  - Validated non-school based nursing experience will be credited on a one-for-one year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA or a private college or university accredited by a TEA recognized regional accrediting agency.

- Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule also applies to out-of-state substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service. A valid emergency or local permit also meets the certification requirement.

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

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

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

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

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

- The ***Junior Reserve Officers Corp*** **(JROTC)** employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.

- The ***Junior Cadet Corp*** **(JCC)** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

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

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

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

Other Permanent Employees Paid on Salary Ranges

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

- Salary credit for prior experience that is directly related to the job will be determined by the Compensation Department at the time of hire. Prior experience may be obtained from another school district or any other employer.

- Employees may receive salary credit equal to one percent above the minimum of the pay range for each full year of directly related job experience up to 18 years, subject to peer equity considerations. Starting pay may not exceed the midpoint of the pay range.

- Starting pay for a new hire may not exceed the pay of a district employee in the same job title who has equal or more experience in the job.

- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay range. Executive and high level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.

- Exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

All Employees

- It is the responsibility of the employee to submit original service records and official transcripts. Copies will not be accepted.

- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Compensation ***no later than 5:00 pm on June 30th, following your hire date of the current school year***. Service records received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. **Service records received after June 30th of the school year hired will not qualify for or receive back pay**.

- Certain positions (teachers, librarians, counselors, and nurses only) may be eligible for additional compensation for earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be submitted to **Compensation no later than 5:00 pm on June 30th, following your hire date of the current school year (for new employees) or following the date the degree was conferred (for current employees)**. Transcripts received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. Transcripts received after June 30th will not qualify for or receive back pay.

Promotions

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

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

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

Lateral Transfer (Placements)

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

Pay Adjustments for Reassignment to a Lower Pay Grade

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

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

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

place, the salary and days will be commensurate with the new position.

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

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

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

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

Higher Pay Grade		Lower Pay Grade	
Employee Rate	$14.50	Midpoint Rate	$13.60
Midpoint Rate	÷ $15.87	Percent of Midpoint	x .91
Percent of Midpoint	.91	Employee New Rate	$12.38

In the case of reassignment from a pay range structure to an experience/degree-based placement scale (teacher, librarian, counselor, or nurse), salary placement will be made according to years of creditable experience and highest degree earned.

In any case, the new salary may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee. Other exceptions also require the Superintendent's approval.

Pay Equity Adjustments

Subject to District policy restrictions on mid-year pay increases (DEA-Local and DEAB-Legal), the Superintendent or designee may authorize special pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal errors or market changes for critical skills needed by the District.

Reinstatement Following Break in Service

An employee who is rehired following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service if rehired for the same position.

If rehired at a different pay grade level or rehired following a break in service that is greater than 12 months, the employee will be placed according to the procedures for placement of new hires.

Supplemental Pay

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

Job Classification/Reclassification

All positions, with the exception of teachers, librarians, counselors, nurses, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. Compensation will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District or in the marketplace. An approved reclassification is granted up to 3% of the new pay grade midpoint.

Evaluation of Experience from Other Educational Entities

Several factors are examined to determine whether prior experience from other educational entities is creditable. These factors include;

(1) position held (similar or related positions)
(2) accreditation status of the institution
(3) percentage of days worked
(4) number of days worked (must equal 90 full-time equivalent days)
(5) dates of employment
(6) type of institution

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Fort Worth Independent School District adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

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

Service Records

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that: "*The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state's sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information*".

It is the responsibility of the employee to submit original service records to Fort Worth ISD. Also, it is the responsibility of the issuing school district and the employee to ensure that service records are true and correct and that all service recorded on the service record was actually performed. Employees must sign the original service record and submit to Compensation. Employees submitting copies of an original service record must have all copies notarized from the previous district as the official document of record.

Please contact Compensation (817/814-2080) to request a service record packet. This form may also be found on the District's website or the TEA website (**www.tea.state.tx.us**).

College Transcripts

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

Salary Increase Eligibility

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

Approval Process for Policy Exceptions

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

Section II

Classroom Teacher Salary Schedule

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

2016 - 2017 Teacher Salary Schedule

Fort Worth INDEPENDENT SCHOOL DISTRICT

Year	Bachelor's	Master's	Doctorate
0	$51,000	$52,000	$53,000
1	$51,400	$52,400	$54,060
2	$51,800	$52,800	$54,841
3	$52,200	$53,200	$55,157
4	$52,600	$53,600	$55,653
5	$53,000	$54,000	$55,918
6	$53,400	$54,488	$56,834
7	$53,838	$54,985	$58,342
8	$54,100	$55,211	$58,620
9	$54,653	$55,797	$58,866
10	$55,016	$56,257	$59,187
11	$55,599	$56,847	$59,494
12	$56,185	$57,472	$60,875
13	$56,550	$57,823	$61,186
14	$56,906	$58,175	$61,415
15	$57,262	$58,532	$61,516
16	$57,616	$59,375	$61,608
17	$57,980	$59,517	$62,370
18	$58,469	$59,765	$62,678
19	$58,842	$60,180	$62,826
20	$59,434	$60,955	$63,014
21	$60,122	$61,562	$63,225
22	$61,530	$62,684	$66,498
23	$62,379	$63,822	$67,415
24	$62,999	$64,359	$67,602
25	$63,867	$65,233	$67,810
26	$64,845	$66,813	$68,067
27	$66,945	$68,118	$71,940
28	$67,059	$68,885	$72,055
29	$67,547	$69,057	$72,168
30	$68,577	$69,922	$72,822
31	$69,059	$70,852	$72,839
32+	$78,852	$80,724	$84,651

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 187 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

Section III

Counselor, Librarian, and Nurse Salary Schedules

2016 - 2017 Elementary Counselor Salary Schedule

Year	Bachelor's	Master's	Doctorate
0	$54,000	$55,000	$56,000
1	$54,460	$55,460	$57,120
2	$55,273	$56,276	$57,993
3	$55,917	$56,918	$58,831
4	$56,324	$57,327	$59,330
5	$56,740	$57,746	$59,597
6	$57,115	$58,211	$60,518
7	$57,505	$58,658	$62,015
8	$57,767	$58,883	$62,287
9	$58,324	$59,476	$62,526
10	$58,688	$59,938	$62,840
11	$59,275	$60,529	$63,140
12	$59,863	$61,161	$64,488
13	$60,231	$61,508	$64,791
14	$60,588	$61,852	$65,014
15	$60,947	$62,200	$65,113
16	$61,303	$63,023	$65,203
17	$61,661	$63,162	$65,950
18	$62,139	$63,403	$66,259
19	$62,504	$63,809	$66,409
20	$63,080	$64,566	$66,598
21	$63,753	$65,158	$66,810
22	$65,127	$66,268	$70,100
23	$65,960	$67,411	$71,023
24	$66,583	$67,950	$71,211
25	$67,456	$68,829	$71,420
26	$68,438	$70,418	$71,677
27	$70,548	$71,730	$75,571
28	$70,663	$72,501	$75,686
29	$71,156	$72,674	$75,801
30	$72,190	$73,542	$76,458
31	$72,675	$74,478	$76,476
32+	$82,520	$84,402	$88,351

New hires are required to submit original service records for verification of prior experience no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 188 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

2016 - 2017 Middle School Counselor Salary Schedule

Year	Bachelor's	Master's	Doctorate
0	$56,872	$57,926	$58,979
1	$57,357	$58,410	$60,158
2	$58,213	$59,269	$61,078
3	$58,892	$59,946	$61,960
4	$59,320	$60,376	$62,486
5	$59,758	$60,818	$62,767
6	$60,153	$61,308	$63,737
7	$60,563	$61,778	$65,313
8	$60,840	$62,015	$65,600
9	$61,426	$62,639	$65,852
10	$61,809	$63,126	$66,182
11	$62,428	$63,749	$66,499
12	$63,047	$64,415	$67,918
13	$63,435	$64,780	$68,237
14	$63,811	$65,142	$68,472
15	$64,189	$65,508	$68,576
16	$64,563	$66,376	$68,672
17	$64,941	$66,522	$69,458
18	$65,444	$66,775	$69,784
19	$65,829	$67,203	$69,942
20	$66,435	$68,000	$70,140
21	$67,144	$68,624	$70,363
22	$68,591	$69,793	$73,829
23	$69,468	$70,996	$74,800
24	$70,124	$71,564	$74,999
25	$71,044	$72,490	$75,219
26	$72,079	$74,163	$75,490
27	$74,300	$75,545	$79,590
28	$74,422	$76,357	$79,712
29	$74,941	$76,540	$79,833
30	$76,030	$77,454	$80,525
31	$76,541	$78,440	$80,544
32+	$86,909	$88,891	$93,051

New hires are required to submit original service records for verification of prior experience no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 198 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

2016 - 2017 High School Counselor Salary Schedule

Year	Bachelor's	Master's	Doctorate
0	$60,319	$61,436	$62,553
1	$60,833	$61,950	$63,804
2	$61,742	$62,861	$64,780
3	$62,461	$63,579	$65,715
4	$62,915	$64,036	$66,273
5	$63,380	$64,504	$66,571
6	$63,799	$65,023	$67,599
7	$64,234	$65,522	$69,272
8	$64,527	$65,774	$69,576
9	$65,149	$66,435	$69,843
10	$65,555	$66,952	$70,193
11	$66,211	$67,612	$70,529
12	$66,868	$68,318	$72,034
13	$67,279	$68,706	$72,372
14	$67,678	$69,090	$72,622
15	$68,080	$69,478	$72,733
16	$68,476	$70,398	$72,834
17	$68,876	$70,553	$73,668
18	$69,410	$70,822	$74,013
19	$69,819	$71,276	$74,181
20	$70,462	$72,121	$74,391
21	$71,213	$72,783	$74,628
22	$72,748	$74,022	$78,303
23	$73,679	$75,299	$79,334
24	$74,374	$75,901	$79,544
25	$75,350	$76,883	$79,777
26	$76,447	$78,658	$80,065
27	$78,803	$80,124	$84,414
28	$78,932	$80,985	$84,543
29	$79,483	$81,179	$84,671
30	$80,638	$82,148	$85,406
31	$81,180	$83,194	$85,426
32+	$92,177	$94,279	$98,690

New hires are required to submit original service records for verification of prior experience no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 210 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

2016 - 2017 Librarian Salary Schedule

Fort Worth INDEPENDENT SCHOOL DISTRICT

Year	Bachelor's	Master's	Doctorate
0	$52,500	$53,500	$54,500
1	$52,930	$53,930	$55,590
2	$53,400	$54,397	$56,417
3	$53,992	$54,988	$56,916
4	$54,393	$55,391	$57,413
5	$54,800	$55,801	$57,678
6	$55,186	$56,275	$58,594
7	$55,597	$56,744	$60,084
8	$55,859	$56,970	$60,355
9	$56,412	$57,557	$60,592
10	$56,775	$58,017	$60,904
11	$57,359	$58,607	$61,203
12	$57,944	$59,231	$62,543
13	$58,309	$59,580	$62,845
14	$58,666	$59,922	$63,068
15	$59,022	$60,268	$63,165
16	$59,376	$61,087	$63,256
17	$59,732	$61,224	$63,995
18	$60,207	$61,464	$64,302
19	$60,569	$61,869	$64,450
20	$61,144	$62,621	$64,638
21	$61,812	$63,210	$64,848
22	$63,180	$64,308	$68,122
23	$64,004	$65,446	$69,039
24	$64,623	$65,982	$69,226
25	$65,491	$66,856	$69,434
26	$66,469	$68,437	$69,689
27	$68,567	$69,741	$73,563
28	$68,682	$70,509	$73,679
29	$69,172	$70,681	$73,792
30	$70,200	$71,545	$74,447
31	$70,683	$72,476	$74,462
32+	$80,475	$82,347	$86,274

New hires are required to submit original service records for verification of prior experience no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 187 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

2016 - 2017 Nurse Salary Schedule

Year	Bachelor's	Master's	Doctorate
0	$51,000	$52,000	$53,000
1	$51,400	$52,400	$54,060
2	$51,800	$52,800	$54,841
3	$52,200	$53,200	$55,157
4	$52,600	$53,600	$55,653
5	$53,000	$54,000	$55,918
6	$53,400	$54,488	$56,834
7	$53,838	$54,985	$58,342
8	$54,100	$55,211	$58,620
9	$54,653	$55,797	$58,866
10	$55,016	$56,257	$59,187
11	$55,599	$56,847	$59,494
12	$56,185	$57,472	$60,875
13	$56,550	$57,823	$61,186
14	$56,906	$58,175	$61,415
15	$57,262	$58,532	$61,516
16	$57,616	$59,375	$61,608
17	$57,980	$59,517	$62,370
18	$58,469	$59,765	$62,678
19	$58,842	$60,180	$62,826
20	$59,434	$60,955	$63,014
21	$60,122	$61,562	$63,225
22	$61,530	$62,684	$66,498
23	$62,379	$63,822	$67,415
24	$62,999	$64,359	$67,602
25	$63,867	$65,233	$67,810
26	$64,845	$66,813	$68,067
27	$66,945	$68,118	$71,940
28	$67,059	$68,885	$72,055
29	$67,547	$69,057	$72,168
30	$68,577	$69,922	$72,822
31	$69,059	$70,852	$72,839
32+	$78,852	$80,724	$84,651

New hires are required to submit original service records for verification of prior experience in a school district or university no later than June 30, 2017 for consideration in the 2016-2017 school year.

This salary schedule is based on 187 days for the 2016 – 2017 school year only and cannot be used to predict future salaries.

Section IV

Pay Grades and Ranges of Pay

2016–2017 Administrative Support Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
101			**Daily**	**$88.32**	**$110.40**	**$132.48**
	Admin Associate I – SERS	220	**220 Days**	19,430	24,288	29,146
102			**Daily**	**$98.08**	**$122.56**	**$147.04**
	Office Assistant IIa – Special Education	210	**183 Days**	17,949	22,428	26,908
	Office Assistant IIc – Elementary School (ES)	183	**198 Days**	19,420	24,267	29,114
	Office Assistant IIc – High School (HS)	183	**210 Days**	20,597	25,738	30,878
	Office Assistant IIc – Middle School (MS)	183	**240 Days**	23,539	29,414	35,290
	Office Assistant IIc – Special/Alt. School	183				
	Receptionist	240				
103			**Daily**	**$121.60**	**$152.00**	**$182.40**
	Admin Associate Ia – AAIL	240	**187 Days**	22,739	28,424	34,109
	Admin Associate Ia – Adult Education	240	**188 Days**	22,861	28,576	34,291
	Admin Associate Ia – Student Placement Center (Admissions Advisor)	198	**198 Days**	24,077	30,096	36,115
	Admin Associate Ia – Athletics	240	**210 Days**	25,536	31,920	38,304
	Admin Associate Ia – Bilingual/ESL	198	**215 Days**	26,144	32,680	39,216
	Admin Associate Ia – CATE	240	**217 Days**	26,387	32,984	39,581
	Admin Associate Ia – Child Find	240	**240 Days**	29,184	36,480	43,776
	Admin Associate Ia – CIP	240				
	Admin Associate Ia – CNS	240				
	Admin Associate Ia – Central Filing – Special Ed	240				
	Admin Associate Ia – ECE Clerk	217				
	Admin Associate Ia – Ed Technology	240				
	Admin Associate Ia –Employee Relations	240				
	Admin Associate Ia – Facilities Planning	240				
	Admin Associate Ia – Family and Community Resources	240				
	Admin Associate Ia – Health Services	240				
	Admin Associate Ia – Employee Records	240				
	Admin Associate Ia – Library Media	210				
	Admin Associate Ia – Maintenance	240				
	Admin Associate Ia – Nutrition Services	240				
	Admin Associate Ia – Psychological Services	240				
	Admin Associate Ia – Purchasing	240				
	Admin Associate Ia – Research and Evaluation	240				
	Admin Associate Ia – RTI	217				
	Admin Associate Ia – Safety	240				
	Admin Associate Ia – School Solutions	240				

Admin Associate Ia – SERS	240
Admin Associate Ia – Special Education	210, 240
Admin Associate Ia – Special Education/Budget	240
Admin Associate Ia – Student Discipline and Placement	240
Admin Associate Ia – Student Records	240
Admin Associate Ia – Transition Center	240
Admin Associate Ia – Transportation	240
Admin Associate Ic – MS Counselor Clerk	188

104

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

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

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

105	
Admin Assistant I – Grants and Development	240
Admin Assistant Ia – ADQ	240
Admin Assistant Ia – Athletics	240
Admin Assistant Ia – Bilingual/ESL	240
Admin Assistant Ia – Board of Education	240
Admin Assistant Ia – Broadcast & Traffic Assistant	240
Admin Assistant Ia – CIP	240
Admin Assistant Ia – Controller's Office	240
Admin Assistant Ia – Curriculum	240
Admin Assistant Ia – Div of Technology	240
Admin Assistant Ia – Employee Relations	240
Admin Assistant Ia – Family and Community Resources	240
Admin Assistant Ia – Fine Arts	240
Admin Assistant Ia – Grants & Development	240
Admin Assistant Ia – HCM	240
Admin Assistant Ia – Internal Audit	240
Admin Assistant Ia – Elementary/Secondary Leadership Directors	240
Admin Assistant Ia – Literacy & Humanities	240
Admin Assistant Ia – Maintenance/Ops	240
Admin Assistant Ia – MCP	240
Admin Assistant Ia – Nutrition Services	240
Admin Assistant Ia – Payroll	240
Admin Assistant Ia – Purchasing	240

Daily		**$151.12**	**$188.88**	**$226.64**
183	**Days**	27,655	34,565	41,475
193	**Days**	29,166	36,454	43,742
198	**Days**	29,922	37,398	44,875
215	**Days**	32,491	40,609	48,728
220	**Days**	33,246	41,554	49,861
240	**Days**	36,269	45,331	54,394
245	**Days**	37,024	46,276	55,527

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

106	
Admin Assistant IIa – Budget and Management	240
Admin. Assistant IIa – AAIL	240
Admin Assistant IIa – Accounting	240
Admin Assistant IIa – Ed Tech	240
Admin Assistant IIa – Fine Arts	240
Admin Assistant IIa – Legal	240
Admin Assistant IIa – Op Management	240
Admin Assistant IIa – Student Support Services	240
Compensation Assistant	240
Compensation/Payroll Assistant	240
Exec Secretary BOE	240

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

Payroll Assistant	240	
Specialist I – Dispatch	245	
Specialist I – Transportation N	245	

107					
		Daily	**$184.48**	**$230.64**	**$276.80**
Admin Assistant IIIa – Division Chief	240	**240 Days**	44,275	55,354	66,432
Admin Assistant IIIa – Library Media	240				
Analyst I – Lead Data – Bilingual ESL	240				
Specialist – Compensation	240				
Specialist – Employee Records	240				
Specialist – HCM Transactional Team	240				
Specialist – Payroll	240				

108					
		Daily	**$206.64**	**$258.32**	**$310.00**
Admin Assistant IV – Superintendent	240	**240 Days**	49,594	61,997	74,400

2016–2017 Instructional Support Compensation Plan

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

205	
Deaf Education Transcriber	183
Deaf Interpreter	183
Dyslexia Assistant	183
Program Assistant	183
Sp Ed Braillist	187

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

2016–2017 Operations Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			**Hourly**	**$10.08**	**$12.60**	**$15.12**
	Bus Attendant	183	**183 Days**	14,757	18,446	22,136
302			**Hourly**	**$11.09**	**$13.86**	**$16.63**
			Daily	**$88.72**	**$110.88**	**$133.04**
	Campus Monitor	183	**183 Days**	16,236	20,291	24,346
	Custodian I	240, 245	**240 Days**	21,293	26,611	31,930
	Fuel Attendant	245	**245 Days**	21,736	27,166	32,595
	Nutrition Services Worker	183				
303			**Hourly**	**$12.30**	**$15.38**	**$18.46**
			Daily	**$98.40**	**$123.04**	**$147.68**
	Grounds Worker	245	**245 Days**	24,108	30,145	36,182
	Truck Driver I	245				
304			**Hourly**	**$15.14**	**$18.92**	**$22.70**
			Daily	**$121.12**	**$151.36**	**$181.60**
	Apprentice Mechanic	245	**183 Days**	22,165	27,699	33,233
	Bus Driver	183	**189 Days**	22,892	28,607	34,322
	Concrete Finisher	245	**240 Days**	29,069	36,326	43,584
	Custodian II – Head ES	245	**245 Days**	29,674	37,083	44,492
	HVAC Technician I Chillers	245				
	Irrigator Technician I	245				
	Mechanic Assistant	245				
	Nutrition Services Manager I	189				
	Plumber I	245				
	PM Service Person	245				
	Security Monitor	245				
	Truck Driver II	240				
	Warehouse Person I	245				
	Warehouse Specialist	240				
305			**Hourly**	**$16.50**	**$20.62**	**$24.74**
			Daily	**$132.00**	**$164.96**	**$197.92**
	Assistant Router and Scheduler	245	**183 Days**	24,156	30,188	36,219
	Back Hoe Operator	245	**189 Days**	24,948	31,177	37,407
	Bus Driver – Team Lead	183	**245 Days**	32,340	40,415	48,490
	Custodian III – Head MS	245				
	Environmental Worker	245				
	Floor/Hardware Technician	245				
	Locker Repairer	245				
	Machine Operator	245				
	Mason Journeyman	245				
	Nutrition Services Manager II	189				

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

306	
Appliance Repair II	245
Appliance Repair Journeyman	245
Building Manager – Central	245
Carpenter II	245
Central Warehouse Specialist I	245
Custodian IV – Head HS	245
Head Custodian – Admin	245
Skilled Maintenance General II	245
Specialist I – Auxiliary Services	245
Specialist I – Free Lunch	240
Specialist I – Lot Supervisor North	245
Specialist I – Lot Supervisor West	245
Specialist I – Nutrition Services	245

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

307	
Exterminator	245
Fire Alarm Technician III	245
Glazier II	245
Irrigator Technician III	245
Lay-In Ceiling Technician	245
Locksmith Journeyman	245
Mechanic II	245
Plasterer II	245
Refrigeration Technician I	245
Router and Scheduler	245
Sewer Technician II	245
Sheet Metal Worker I	245
Skilled Maintenance General III	245
University Grill/Catering Specialist	240
Welder II	245

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

308	
Advanced Environment	245
Electrician Journeyman	245
EMS Technician III	245
HVAC II Rooftops	245
HVAC Journeyman	245
Plumber II	240, 245

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

309	
Asst Foreperson – Carpentry	245
Asst Foreperson – CNS	245
Asst Foreperson – Electronic	245
Asst Foreperson – EMS	245
Asst Foreperson – Hardware/Ceil	245
Asst Foreperson – HVAC	245
Asst Foreperson – Metal Shop	245
Asst Foreperson – Paint Shop	245
Asst Foreperson – Plumbing	245
Asst Foreperson – Small Equipment	245
Asst Foreperson – Transportation	245
Warehouse – District Supervisor	245

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

2016-2017 Campus Administration Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
401			**Daily**	**$290.00**	**$347.30**	**$404.60**
	Asst Principal – ES	205	**205 Days**	59,450	71,197	82,943
	Dean of Instruction – ES	205				
402			**Daily**	**$304.50**	**$364.67**	**$424.84**
	Asst Principal – MS	215	**215 Days**	65,468	78,404	91,341
	Dean of Instruction – MS	215				
403			**Daily**	**$325.47**	**$382.90**	**$440.34**
	Asst Principal – Boulevard Heights	215	**215 Days**	69,976	82,324	94,673
	Asst Principal – HS	215				
	Asst Principal – Int'l Newcomer Academy	215				
	Dean of Instruction – HS	215				
	Dean of Instruction – Int'l Newcomer Academy	215				
404			**Daily**	**$371.45**	**$417.36**	**$463.27**
	Principal – ES	220	**220 Days**	81,719	91,819	101,919
405			**Daily**	**$397.46**	**$446.58**	**$495.70**
	Principal – Int'l Newcomer Academy	240	**220 Days**	87,441	98,248	109,054
	Principal – MS	220	**240 Days**	95,390	107,179	118,968
	Principal – Boulevard Heights/Transition Center	240				
406			**Daily**	**$441.17**	**$495.70**	**$550.23**
	Principal – HS	240	**240 Days**	105,881	118,968	132,055

2016–2017 Campus-Professional Support Compensation Plan

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

2016–2017 Technology Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
701			**Daily**	**$174.41**	**$214.00**	**$253.59**
	IT Specialist I – Infrastructure	240	**240 Days**	41,858	51,360	60,862
	IT Specialist I – Logistics	240				
	IT Specialist I – Procurement	240				
	Technician II – IT School Solutions	240				
702			**Daily**	**$195.34**	**$239.68**	**$284.02**
	Application Specialist	240	**240 Days**	46,882	57,523	68,165
	IT Coordinator I – Customer Services DOT	240				
	IT Coordinator I – Procurement	240				
	IT Specialist II – Customer Services	240				
	IT Specialist II – Infrastructure	240				
	IT Specialist II – Team Lead	240				
	IT Specialist II – Transcripts	240				
	IT Technician III – Telecommunications	240				
	IT Warehouse Supervisor	240				
	Physical Security Technician	240				
	Trainer – Admin Applications	240				
	Trainer – School Solutions	240				
703			**Daily**	**$218.78**	**$268.44**	**$318.10**
	IT Specialist III – Campus Support	240	**220 Days**	48,132	59,057	69,982
	IT Specialist III – Customer Service	240	**240 Days**	52,507	64,426	76,344
	IT Specialist III – Legacy	240				
	IT Specialist III – School Solutions	240				
	IT Supervisor II	240				
	Specialist III – Data	240				
	Technology Learning Coach	220, 240				
704			**Daily**	**$249.41**	**$306.02**	**$362.63**
	IT Specialist IV – Network Engineer	240	**240 Days**	59,858	73,445	87,031
	IT ERP Systems Specialist	240				
	Network Specialist	240				
	Specialist IV – IT School Solutions	240				
	IT Specialist IV – Lead Campus Support	240				
705			**Daily**	**$269.36**	**$330.50**	**$391.64**
	Data Analyst	240	**240 Days**	64,646	79,320	93,994
	Database Administrator	240				
	IT .Net Programmer	240				

IT Analyst IV	240
IT Dbase Analyst IV	240
IT Manager I – Help Desk	240
IT Manager I – Infrastructure	240
IT Network Administrator	240
IT Sr .Net Programmer	240

706				
	Daily	**$304.38**	**$373.47**	**$442.56**
	240 Days	73,051	89,633	106,214

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

707				
	Daily	**$353.08**	**$433.23**	**$513.38**
	240 Days	84,739	103,975	123,211

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

708				
	Daily	**$401.39**	**$472.22**	**$543.05**
	240 Days	96,334	113,333	130,332

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

2016–2017 Business & Operations Exempt Compensation Plan

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

Senior Buyer	240
Specialist IV – Asbestos	240
Specialist IV – Eastside Alliance Community Partnership	193
Specialist IV – Environmental	240
Specialist IV – Family Communications	220
Specialist IV – Historic Stop Six Initiative	193
Specialist IV – Safety & Security	193, 220, 240
Specialist IV – Sr. Project Development	240
Supervisor III – Campus Safety	240
Supervisor III – Nutrition Services	198, 220, 240

804	
Analyst IV – ADQ	240
Analyst IV – Research & Accountability	240
Comm Coordinator IV – TTIPS	198
Compliance Coordinator	240
Coordinator IV – Capital Imp Program	240
Coordinator IV – Chief	240
Coordinator IV – Employee Benefits	240
Coordinator IV – Employee Records	240
Coordinator IV – HCM Central Office	240
Coordinator IV – HCM Compliance	240
Coordinator IV – HCM Employee Relations	240
Coordinator IV – Operations Management	240
Coordinator IV – Payroll	240
Coordinator IV – Prof. Learning & Impr.	240
Coordinator IV – Purchasing HUB – CIP	240
Coordinator IV – Strategic Communications	240
Data Analysis Specialist	240
HCM Campus Coordinator	240
Manager I – Transportation	240
Senior Accountant	240
Senior Compliance Analyst	240
Senior Internal Auditor	240
Specialist V – Dashboard	240
Specialist V- ADQ	240
Supervisor III – Accounts Payable	240
Supervisor IV – Transportation Planning	240
Talent Management Coordinator	240
Transactional Team Coordinator	240

Daily		**$262.37**	**$321.93**	**$381.49**
198	**Days**	51,949	63,742	75,535
240	**Days**	62,969	77,263	91,558

805	
Coordinator V – Assessment	240
Coordinator V – Compliance	240

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

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

806				
	Daily	**$325.86**	**$399.83**	**$473.80**
	240 Days	78,206	95,959	113,712

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

807				
	Daily	**$384.52**	**$471.80**	**$559.08**
	240 Days	92,285	113,232	134,179

Chief – Internal Audit	240
Controller	240
Director III – Safety & Security	240
Exec Director – Benefits & Risk Mgmt.	240
Exec Director – Collective Impact	240
Exec Director – Grants & Development	240

Exec Director – HCM Employee Relations	240
Exec Director – Purchasing	240
Exec Director – Selection and Retention	240
Exec Director – Strategic Planning	240
Exec Director – Talent Acquisition & Dev.	240
Manager III – Business Operations	240
Manager III – Design	240

808				
Director III – Child Nutrition Services	240	**Daily**	**$455.65**	**$559.08**	**$662.51**
Director III – Transportation	240	**240** **Days**	109,356	134,179	159,002
General Manager – Maintenance & Operations	240				

2016–2017 Instructional Programs Exempt Compensation Plan

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

Reading Recovery Coordinator	240

904	
Asst Director – Athletics	240
Asst Director – Special Ed	240
Asst Director – Student Discipline	240
Coordinator V – Dyslexia	240
Coordinator V – Early Childhood	240
Coordinator V – MCP	215, 240
Coordinator V – RTI	240
Director I – Adolescent Pregnancy	240
Director I – Eastside Alliance Community Partnership	240
Director I – Family Resource	240
Director I –Historic Stop Six Initiative	240
Director I - Student Placement	240
Director II - Art Education	240
Director II - Choral Music	240
Director II - Health & PE	240
Director II - Instrumental Music	240
Director II - Mathematics	240
Director II - Science	240
Director II - Social Studies	240
Director II - World Languages	240

	Daily	$315.81	$387.50	$459.19
215	**Days**	67,899	83,313	98,726
240	**Days**	75,794	93,000	110,206

905	
Director II – Academic Achievement	240
Director II - Bilingual/ESL	240
Director II - Counseling	240
Director II - FW After School	240
Director II - Guidance	240
Director II - Health Services	240
Director II - JROTC	260
Director II - Intervention	240
Director II - Library Media	240
Director II – Psychological Services	240
Director II – Special Ed	240
Director II – Student Discipline	240
Director II – Student Engagement and Completion	240
Director II – Teacher Induction	240

	Daily	$347.39	$426.25	$505.11
240	**Days**	83,374	102,300	121,226
260	**Days**	90,321	110,825	131,329

906	
Director III – MCP	240
Exec Director – Admin Learning & Improvement	240
Exec Director – Classified Learning	
Exec Director - Early Academic Success & Acceleration	240

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

Exec Director – Literacy	240
Exec Director – Teacher Learning & Improvement	240
Exec Director – Visual and Performing Arts	

907				
	Daily	**$447.44**	**$549.01**	**$650.58**
Director III - CATE	240 **Days**	107,386	131,762	156,139
Director III –Elementary/Secondary School Leadership	240			
Executive Director - Athletics	240			

2016–2017 Executives Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
EE1			**Daily**	**$480.85**	**$590.00**	**$699.15**
	Asst Superintendent - Advanced & Accelerated Learning	240	**240 Days**	115,404	141,600	167,796
	Asst Superintendent – Curriculum & Instruction	240				
	Asst Superintendent – Educational Technology	240				
	Asst Superintendent – Special Populations	240				
	Asst Superintendent – Student Support Services	240				
	Senior Communications Officer	240				
	Senior Officer – Budget	240				
	Senior Officer – Compensation, Employee Records & District Records Management	240				
	Senior Officer – Payroll, Benefits, & Risk Management	240				
EE2			**Daily**	**$577.02**	**$708.00**	**$838.98**
	Assoc. Superintendent – Systemic Accountability	240	**240 Days**	138,485	169,920	201,355
	Chief – Academic Officer	240				
	Chief – Capital Improvement Program	240				
	Chief – District Operations	240				
	Chief – Elementary Schools	240				
	Chief – Equity and Excellence	240				
	Chief – Financial Officer	240				
	Chief – Human Capital Management	240				
	Chief – Policy and Planning	240				
	Chief – Secondary Schools	240				
	Chief - Technology Officer	240				
	General Counsel	240				

Section V

Supplemental Pay Schedules (Stipends)

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

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

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

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

Academic Coaches Evaluation

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

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

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

Additional Job Responsibilities

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

Athletic Coaches Stipends

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

1. All middle and high school coaches will attend in-service (coach's) activities as scheduled.

2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. Additionally, there will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach in the ***Fort Worth Independent School District***.

3. Middle and high school coaches will work with their feeder schools as follows:
   a. Report for meetings and workouts as stipulated by the head coach;
   b. Scout for the high school as assigned by the head coach.

4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

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

Athletic Stipend (Other)	
Athletic Coordinator	$ 4000
Athletic Trainer	6500
Defensive Coordinator – Football (one stipend only)	8200
Offensive Coordinator – Football (one stipend only)	8200

Head Coach for High School	
Head Baseball	$ 7000
Head Basketball	9000
Head Cross Country	5000
Head Football	12000
Head Golf	6000
Head Golf – Spring	3000
Head Soccer	6000
Head Softball	7000
Head Swimming	6000
Head Tennis	6000
Head Tennis – Semester	3000
Head Track	5000
Head Volleyball	6000
Head Wrestling	5500

Assistant Coach for High School	
Assistant Baseball	$ 4000
Assistant Basketball	4000
Assistant Cross Country	1000
Assistant Football	6800
Assistant Golf	2800
Assistant Soccer	4000
Assistant Softball	4000
Assistant Tennis	2000
Assistant Track	4000
Assistant Volleyball	5500
Assistant Wrestling	2000

Head Coach for Middle School	
Head Basketball	$ 2000
Head Cross Country	2000
Head Football	2700
Head Soccer	2000
Head Track	2000
Head Volleyball	2550

Cheerleading/Drill Team Stipend	
Assistant Cheerleading	$ 2000
Head Cheerleading	5000
Head Drill Team	6300

Auto Allowance

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

Position	Annual Rate
Assistant Director – Athletics	$ 2160
General Counsel	2246
Director – After School Program	2160
Director – Athletics	2160
Director – Facilities and Planning	2160
Director – School Leadership	3510

Division Chief	4500
Executive Director/ Asst. Supt./ Assoc. Supt./ Senior Officer	3510
Facilities Manager – Athletics	2160
Superintendent	per contract

Bilingual/ESL Education Stipend

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

Position	Annual Rate
Language Center Team Leader (Elementary)	$ 675
Language Center Team Leader (Secondary)	1125
Secretary/Clerk, Bilingual *(must pass proficiency exam)*	450
Teacher, Elementary DLE	3150
Teacher, Elementary ESL Only	450
Teacher, Language Center Elementary/Secondary	900
Teacher, Transition ESL (Secondary)	450

Cell Phone Allowance

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

Position	Annual Rate
All Managerial Staff	$ 480
Division Chiefs/General Counsel	720
Other Executive Staff/Senior Staff	600
Principals	480

CTE Agriculture Stipend

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

Position	Annual Rate
CTE Agriculture Teachers	$ 5,000
CTE Coordinators	1,350

Deaf Education Interpreter Stipend

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

Doctorate Stipend

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

Enrollment Stipend

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

Enrollment Count	Elementary	Middle	High
1801 – +	X	X	$ 1800
1200 – 1800	X	X	900
901 – +	$ 2700	$ 2700	X
701 – 900	1800	1800	X
350 – 700	900	900	X

Exempt Employees

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

JROTC Stipend

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

Maintenance Department Stipend

Night Stipend

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

Hourly Employee – Night Shift (Custodians)	PER YEAR	$ 420.00
Substitute Head Custodian (Acting – current employee)	PER DAY	16.00
Truck Driver Warehouse	PER YEAR	540.00
Substitute Lead Mechanic	PER DAY	20.00

Math Stipend

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

Teacher, Secondary Math (campus based – one time payment)	$ 1800
Teacher, Math Specialist	2700

Mileage Reimbursement

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

Miscellaneous

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

Position	Annual Rate	Daily Rate	Hourly Rate
Assistant, Vocational	$ 405		
Learning/Curriculum Network Specialist	1500		
Coordinator, Programs of Choice	2700		
Coordinator, Technology	900		
Counselor, Lead	450		
Coordinator, AVID	1800		
Teacher, Bridge	675		
Teacher, Resource	313		
Panelist (Legal Department)		$ 130	
New Teacher Conference		60	
Mobile Campus Monitor	1370		
Second Appraiser			$ 35
Title I Support Teacher		90	

Performing Arts Stipend

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Director at 817/814-2640.

Position	Annual Rate
High School Assistant Band Director	$ 6500
High School Assistant Theatre Director	3500
High School Choral Assistant	3500
High School Choral Director	7000
High School Dance Director	4500
High School Head Band Director	9500
High School Jazz Band Director	5500
High School Mariachi Director	7000
High School Mariachi Director (supplement to other duties)	2150
High School Orchestra Director	4500
High School Theatre Director	5000
Middle School Assistant Band Director	4200
Middle School Choral Director	3000
Middle School Dance Director	1800
Middle School Head Band Director	6500
Middle School Orchestra Director	3000
Middle School Mariachi Director	3000
Middle School Mariachi Director (supplement to other duties)	1500
Middle School Theatre Director	2200
Middle School/High School Orchestra School Director (conducts both HS & MS)	3750
Sixth Grade Assistant Band Director	1500
Sixth Grade Choral Director	1500
Sixth Grade Head Band Director	2500
Sixth Grade Orchestra Director	1500
Elementary Strings Teacher	850
Elementary Theatre Director	825

Science Stipend

This is an incentive to attract and retain highly qualified teachers for secondary positions. The stipends are paid in 12 monthly payments, September through August.

Position	Annual Rate
Teacher, Physics and Chemistry	$ 1800
Teacher, Science Specialist	2700

Special Education Stipend

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

Position	Annual Rate
Assistant, Special Education Intensive	1350
Assistant, Special Education Regular	450
Teacher, Special Education Intensive	1350
Teacher, Special Education Regular	450

Teacher Assistant Stipend (annual)

These stipends were designed to compensate teacher assistants and program assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to Employee Records. For additional information please call ***817/814-2080***.

Associates Degree	$ 450
Bachelor's Degree	600

Section VI

Supplemental Pay Schedules
(Substitutes, Summer & Hourly Rates)

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

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

Facility Worker Rates

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

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

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

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

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

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

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

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

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

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

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

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

Adult Education- Vocational Technical Rate

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

Position	Hourly Rate
HVAC (prison)	$ 22.61

Campus Safety and Security Hourly Rates

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

Position		
Metal Detector Detail/Court Related Services (special approval only)	PER HOUR	21.00
Metal Detector Facility Coordinator	PER HOUR	23.00
Off Duty Police Officers	PER HOUR	33.00
Off Duty Police Sergeants and Lieutenants (supervisory role only)	PER HOUR	38.00

Child Nutrition Services Additional Rates

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

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

Exempt Employees

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

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

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

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

Fort Worth After-School (FWAS) Tutorial Program Rates

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

Position	Hourly Rate
Tutor - Certified Teacher	21.00
Tutor - Degree/Not certified	19.00
Tutor - No Degree/90 college hours	17.00
Tutor - No Degree/60 college hours	15.00
Tutor - No Degree/30 college hours	12.00
Tutor - No Degree/less than 30 college hours or High School Student	10.00
FWAS Program Coordinator	13.00

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

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

Part-time and other Hourly Rates

These hourly rates are designed to compensate individuals performing duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties. For additional approvals or information please call ***817/814-2180***.

Position	Hourly Rate
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified/licensed school based professional employees)	$ 21.00
Administrative/Professional – Bachelor's Degree/Not Certified	19.00
Teacher Assistant/Paraprofessional	8.00
Bilingual Tester	9.00
Cafeteria Monitor	7.50
Campus Monitor	10.00
Clerk	9.00
GED Tester	9.00
High School Student	7.50
Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll)	
Parent Liaison	10.00
Secretary	10.00
Warehouse Textbooks Summer employee	10.50
Summer Enrichment Program Hourly Rates	
Certified Teacher or other certified/licensed school-based professional employee	21.00
Bachelor's Degree/Not certified	19.00
No Degree/90 college hours	17.00
No Degree/60 college hours	15.00
No Degree/30 college hours	12.00
No Degree/less than 30 college hours or High School Student	10.00
Professional Development – Exempt Professional Staff Only (designated staff development waiver days not included as staff are already compensated for such days)	**Hourly Rate**
Weekend or after normal working hours during contract year or after last working day	$21

Summer School Rates of Pay

Summer school rates are designed to compensate employees for academic summer sessions and maintain consistent pay for summer employment. **These rates apply to academic summer school work only**. Employees working in summer enrichment programs are paid hourly rates as stated above in ***Part-time and other Hourly Rates***. For other rates of pay relative to summer school contact Compensation at ***817/814-2080.***

Position	Hourly
Principal	$ 27.00
Assistant Principal	26.00
Teacher, Nurse, Librarian, Counselor, Instructional Specialist (or other certified school based professional employees)	25.00
Teacher Assistant/Paraprofessional	14.00
Campus Monitor	12.00
Clerk	13.00
Professional/Bachelor's Degree and Not Certified	21.00
Professional/Bachelor's Degree and Certified in Field	25.00
Professional/Bachelor's Degree and Certified but not in Field	23.00
Secretary	14.00

Employees working in summer school and summer enrichment programs will earn the designated rates of pay after they fulfill the normal contractual and/or assigned days for the position. When normal working days and summer school work runs concurrently – THERE IS NO ADDITIONAL PAY FOR THESE DAYS WHEN WORKED WITHIN THE CONTRACT PERIOD.

Transportation Department Additional Amounts

These rates are designed to compensate transportation employees providing services to students and/or the department. For additional information please call ***817/815-7900***.

Position		
Bus Driver/Team Leader	PER YEAR	$ 765.00
Transportation Certification Training	PER HOUR	5.00
Transportation Field Trips	PER HOUR	10.00
Transportation Gasoline Allowance	PER DAY	2.40
Transportation Split Routes (am/pm)	FLAT RATE	1.20

Tutorial Rates (school-based ONLY)

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the HCM Department. Tutors are limited to 20 hours weekly as a part-time employee; hours beyond 20 require an approval of the designated Leadership Team member. Locations must adhere to this process.

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

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

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

Substitute Teacher – Continuous Assignment

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

Substitute Teacher Absences

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

FICA Alternative

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

Substitute Rates

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

Substitute Clerk	Daily	64.00
Substitute Firewalkers	Daily	62.00
Substitute Nutrition Manager (Retired)	Hourly	9.50
Substitute Nutrition Trainer	Hourly	9.00
Substitute Nutrition Services Worker	Hourly	7.50
Substitute Professional	Daily	68.00
Substitute Secretary	Daily	66.00
Substitute Teacher Assistant	Daily	64.00
Substitute Teacher Assistant – Special Ed Intensive assignments**	Daily	5.00 extra per day
Substitute Technical	Daily	75.00

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

Section VII

Retire/Rehire Salary Information

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

You may call: 1/800/223-8778
You may also write:

TRS
1000 Red River Street
Austin, TX 78701

Or visit the website at: **www.trs.state.tx.us/**

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

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

FWISD RETIREMENT PROGRAM FOR TERMINAL PAY

Important Note: Effective September 1, 2012, terminal pay benefits for unused leave days and number of years of District experience for eligible employees will be frozen at the amounts earned as of August 31, 2012. See the section titled ***Program Phase-Out*** on page 62 for more detailed information.

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

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

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

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

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

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

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

Calculation

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

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

Program Phase-Out

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

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

3. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed 20 days, and not to exceed the number of days earned as of August 31, 2012.

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

4. Multiply the employee's computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

Alternative Qualification

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

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

Employees Who Retire and Return as FWISD Employees

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

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

FWISD Salary Information for Certain Positions after Retirement

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

Retired Position	Requirement	Daily Rate of Pay
Counselor	Master's degree/counselor certification	210
Nurse	Bachelor's degree and RN license	210
Librarian	Bachelor's degree	127
Teacher	Bachelor's degree	127
Secretary/Clerk	Former FWISD Secretary/Clerk	100
Auxiliary Employee ***Extra Help***	Former FWISD auxiliary employee	64/66
Professional Employee ***Extra Help***	Former FWISD professional employee	Negotiated
Nurse ***Extra Help***	Former FWISD employee	77
Counselor ***Extra Help***	Retired Counselor from any Texas district	210

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

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

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

Section VIII

Employee Benefits Information

Employee Insurance and Fringe Benefits

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

Medical	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a select plan, a PPO plan, and one HMO plan are available at group rates.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided $5,000 in life insurance. Supplemental insurance up to $250,000 and dependent insurance up to $15,000 for each child, and $30,000 spousal coverage is available to employees at group rates.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction (403B and 457B plans).
Leaves of Absence	SEE BOARD POLICY, *SECTION DEC (LOCAL)*
Sick Leave	SEE BOARD POLICY, *SECTION DEC (LOCAL)*
Bereavement Leave	SEE BOARD POLICY, *SECTION DEC (LOCAL)*
Family Emergency/Illness Leave	SEE BOARD POLICY, *SECTION DEC (LOCAL)*
Personal Leave	SEE BOARD POLICY, *SECTION DEC (LOCAL)*
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with untaxed income.
Long Term Care	Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Vacation	Twelve-month employees (240 or more days), with total service in FWISD; • Two weeks per year for the first ten years. • Three weeks per year after ten years-beginning with the eleventh year. • Four weeks per year after twenty years - beginning with the twenty-first year.
Payroll Deductions	1. Credit Union/Bank Deposits 2. FWISD Education Foundation 3. Dues 4. Annuities 5. Insurance 6. MACE, UNCF, and United Way Contributions

NOTE: All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2016**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.