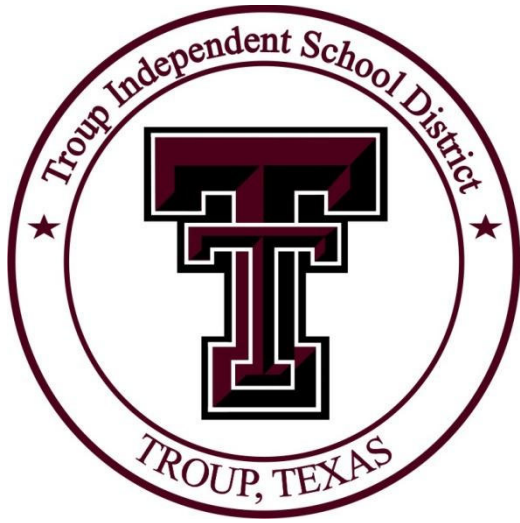




Troup

Independent School District

2025-2026

Compensation Plan

Purpose

The purpose of this Compensation Manual is to communicate the District's Annual Compensation Plan for all District employees.

The Annual Compensation Plan includes wage and salary structures, stipends, benefits, and incentives. The plan supports District goals for hiring and retaining highly qualified employees.

The Board of Trustees shall approve the Annual Compensation Plan as part of the annual budget development process. In addition, the Board of Trustees shall determine the total compensation package for the Superintendent in conjunction with the approval of the Superintendent's employment contract.

The Superintendent, or designee, shall implement the Annual Compensation Plan and establish procedures for plan administration consistent with the adopted budget.

- School Board Policy DEA Legal – Compensation and Benefits: Compensation Plan
- School Board Policy DEA Local – Compensation and Benefits: Compensation Plan
- School Board Policy DEAA Legal – Compensation Plan: Incentives and Stipends
- School Board Policy DEAA Local – Compensation Plan: Incentives and Stipends
- School Board Policy DEAB Legal – Compensation Plan: Wage and Hour Laws
- School Board Policy DEAB Local – Compensation Plan: Wage and Hour Laws
- School board Policy DEB Legal – Compensation Plan: Fringe Benefits
- School Board Policy DEC Legal – Compensation Plan: Leaves and Absences
- School Board Policy DEC Local – Compensation Plan: Leaves and Absences
- School Board Policy DECA Local – Leaves and Absences: Family and Medical Leave
- School Board Policy DECB Local – Leaves and Absences: Military Leave
- School Board Policy DED Local – Compensation and Benefits: Vacations and Holidays

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Mr. Todd Kelly, Vice President
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Mr. Blake Rowe, Executive Director of Financial Services
Mr. Reginald Gossett, Executive Director of Technology
Mr. Preston Lindsey, Executive Director of Support Services
Mr. Travis Goode, High School Principal
Mr. Ryan McInturff, Middle School Principal
Ms. Traci Pridgen, Elementary School Principal
Mr. Sam Wells, Athletic Director
Ms. Teresa Gillespie, Food Services Director
Mr. Stephen Cooksey, Director of Teaching and Training

Salary Structures

Teachers, Librarians, Counselors, and Nurses Pay Scale

The Teacher, Librarians, Counselors, and Nurses Pay Scales are used for the initial placement of teachers, nurses, librarians, and counselors. The placement is based on the number of years of creditable service as specified in the TEA Commissioner's Rules on Creditable Years of Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022). The total years of creditable service must be verified by receipt of a Teacher Service Record (Form FIN-115) or other acceptable documentation.

A district shall pay each classroom teacher, full-time librarian, full-time counselor, and full-time nurse not less than the state minimum monthly salary based on the employee's level of experience. Troup ISD pays a local supplement above the state minimum salary schedule.

Administrative/Professional, Clerical, Technical, and Manual Trades

Employees classified under these job classifications shall be placed on a salary as determined by the superintendent based on experience, market value, and duties. An annual salary increase will be calculated by applying a percentage recommended by the superintendent as the budget permits.

All employees designated as Administrative/Professional will be categorized as "exempt" under the Fair Labor Standards Act (FLSA). All employees designated as Administrative/Professional shall meet the FLSA tests including salary level, salary basis, and job test as appropriate. All employees categorized as Clerical, Technical, and Manual Trades will be classified as "non-exempt" under the FLSA and will fall under the FLSA regulations including minimum wages, overtime, recordkeeping, and child labor laws.

Auxiliary and Paraprofessional Pay Schedules

All employees classified as clerical, instructional assistants, LVNs, technical, and manual trades will be placed on the appropriate Auxiliary/Paraprofessional Pay Schedule. The step that the employee is initially placed on will be determined by years of experience and qualifications. If the budget permits, an annual salary increase will be awarded by moving the employee to the next step on the pay schedule.

All employees placed on the Auxiliary/Paraprofessional Pay Schedule shall be classified as non-exempt under the Fair Labor Standard Act. Compensation of non-exempt employees will be administered by the FLSA regulations including minimum wage, overtime, recordkeeping, and child labor laws.

Substitute Pay Schedule

The Substitute Pay Schedule shall be used to compensate employees categorized as “substitutes.” A substitute is an employee that fills in for a permanent employee during an absence. Substitutes who are TRS retirees, shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include substitute teachers, aides, custodians, food service, etc.

Stipends and Extra-Duty Pay

The Stipend Schedule and the Extra-Duty Pay Schedule are used to compensate staff for extra assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are defined as a flat amount that is paid to an employee for performing a specific assignment such as serving as a sponsor, coaching, serving in a leadership position, or teaching in a shortage area. Stipends are paid over a 12-month period and if an employee does not complete the full year, the stipend shall be pro-rated to compensate for the portion of the assignment verified by the immediate supervisor as complete. If a non-exempt employee is paid a stipend, the district will ensure that the stipend pay complies with the FLSA regulations.

Extra-duty pay is defined as a rate of pay paid for performing duties beyond the normal work schedule. The rate of pay included in the Extra-Duty Pay Schedule is defined as either hourly or per activity.

Benefits

The employee benefits are described in detail on the Summary of Employee Benefits (Exhibit Section.) Part-time and full-time employees who meet the TRS eligibility criteria shall be eligible for a portion of their health insurance to be paid by the district and a district paid term life insurance. Other benefits are available to employees on a voluntary basis at their cost.

Incentive Programs

From time-to-time, the District participates in incentive and innovation programs upon recommendation of the Superintendent. The district currently participates in four (4) incentive/innovation programs as noted below. Details of each program are included under “Incentives.”

- Leave Buyback at Retirement
- Retention Incentive
- Completion of Reading Academy Stipend

**TROUP ISD
TEACHER SALARY SCHEDULE
2025-2026**

Step	Daily Rate	State Min	10 months (185 days)	10 months (190 days)	11 months (195 days)	11 months (200 days)	11 months (205 days)	12 months (224 days)
NC*	199.42	\$33,960	\$36,892	\$37,889	\$38,886	\$39,883	\$40,880	\$44,669
0	215.63	\$33,960	\$39,892	\$40,970	\$42,048	\$43,127	\$44,205	\$48,302
1	221.04	\$34,690	\$40,892	\$41,997	\$43,102	\$44,208	\$45,313	\$49,513
2	226.38	\$35,410	\$41,880	\$43,012	\$44,144	\$45,276	\$46,408	\$50,709
3	242.40	\$36,150	\$44,845	\$46,057	\$47,269	\$48,481	\$49,693	\$54,298
4	247.74	\$37,690	\$45,831	\$47,070	\$48,309	\$49,547	\$50,786	\$55,493
5	274.63	\$39,230	\$50,807	\$52,180	\$53,554	\$54,927	\$56,300	\$61,518
6	280.54	\$40,770	\$51,900	\$53,303	\$54,705	\$56,108	\$57,511	\$62,841
7	288.17	\$42,200	\$53,311	\$54,752	\$56,193	\$57,634	\$59,074	\$64,550
8	295.74	\$43,550	\$54,711	\$56,190	\$57,669	\$59,147	\$60,626	\$66,245
9	303.42	\$44,840	\$56,133	\$57,650	\$59,167	\$60,684	\$62,201	\$67,966
10	309.56	\$46,040	\$57,268	\$58,816	\$60,364	\$61,912	\$63,459	\$69,341
11	316.38	\$47,180	\$58,531	\$60,113	\$61,694	\$63,276	\$64,858	\$70,870
12	322.35	\$48,280	\$59,634	\$61,246	\$62,857	\$64,469	\$66,081	\$72,205
13	327.97	\$49,280	\$60,674	\$62,314	\$63,953	\$65,593	\$67,233	\$73,464
14	333.13	\$50,250	\$61,628	\$63,294	\$64,960	\$66,625	\$68,291	\$74,620
15	338.06	\$51,160	\$62,541	\$64,231	\$65,921	\$67,612	\$69,302	\$75,725
16	343.22	\$52,030	\$63,496	\$65,212	\$66,928	\$68,644	\$70,360	\$76,881
17	348.15	\$52,840	\$64,408	\$66,149	\$67,890	\$69,630	\$71,371	\$77,986
18	352.74	\$53,610	\$65,257	\$67,020	\$68,784	\$70,548	\$72,312	\$79,014
19	357.15	\$54,340	\$66,074	\$67,859	\$69,645	\$71,431	\$73,217	\$80,003
20	361.28	\$55,030	\$66,838	\$68,644	\$70,450	\$72,257	\$74,063	\$80,928
21	365.18	\$55,030	\$67,559	\$69,385	\$71,211	\$73,037	\$74,863	\$81,801
22	368.05	\$55,030	\$68,089	\$69,929	\$71,769	\$73,610	\$75,450	\$82,443
23	370.92	\$55,030	\$68,620	\$70,475	\$72,329	\$74,184	\$76,038	\$83,086
24	373.78	\$55,030	\$69,150	\$71,019	\$72,888	\$74,757	\$76,626	\$83,728
25	376.65	\$55,030	\$69,681	\$71,564	\$73,448	\$75,331	\$77,214	\$84,371
26	379.52	\$55,030	\$70,211	\$72,064	\$73,948	\$75,831	\$77,714	\$84,871
27	382.22	\$55,030	\$70,711	\$72,564	\$74,448	\$76,331	\$78,214	\$85,371
28	384.92	\$55,030	\$71,211	\$73,064	\$74,948	\$76,831	\$78,714	\$85,871
29	387.63	\$55,030	\$71,711	\$73,564	\$75,448	\$77,331	\$79,214	\$86,371
30	390.33	\$55,030	\$72,211	\$74,064	\$75,948	\$77,831	\$79,714	\$86,871
31	393.03	\$55,030	\$72,711	\$74,564	\$76,448	\$78,331	\$80,214	\$87,371
32	395.74	\$55,030	\$73,211	\$75,064	\$76,948	\$78,831	\$80,714	\$87,871
33	398.44	\$55,030	\$73,711	\$75,564	\$77,448	\$79,331	\$81,214	\$88,371
34	401.14	\$55,030	\$74,211	\$76,064	\$77,948	\$79,831	\$81,714	\$88,871
35	403.84	\$55,030	\$74,711	\$76,564	\$78,448	\$80,331	\$82,214	\$89,371
36	406.55	\$55,030	\$75,211	\$77,064	\$78,948	\$80,831	\$82,714	\$89,871
37	409.25	\$55,030	\$75,711	\$77,564	\$79,448	\$81,331	\$83,214	\$90,371
38	411.95	\$55,030	\$76,211	\$78,064	\$79,948	\$81,831	\$83,714	\$90,871
39	414.65	\$55,030	\$76,711	\$78,564	\$80,448	\$82,331	\$84,214	\$91,371
40	417.36	\$55,030	\$77,211	\$79,064	\$80,948	\$82,831	\$84,714	\$91,871
* Step NC is for non-certified step 0 teachers.								
NOTE: Employees with more than 25 years of experience will receive an additional \$500 per year.								

TROUP ISD								
Librarians, Counselors, Nurses								
2025-2026								
Step	Daily Rate	State Min	10 months (185 days)	10 months (190 days)	11 months (195 days)	11 months (200 days)	11 months (205 days)	12 months (224 days)
0	215.63	\$33,660	\$39,892	\$40,970	\$42,048	\$43,127	\$44,205	\$48,302
1	220.97	\$34,390	\$40,880	\$41,985	\$43,090	\$44,195	\$45,299	\$49,498
2	226.19	\$35,100	\$41,845	\$42,976	\$44,107	\$45,237	\$46,368	\$50,666
3	236.93	\$35,830	\$43,831	\$45,016	\$46,201	\$47,385	\$48,570	\$53,071
4	242.20	\$37,350	\$44,807	\$46,018	\$47,229	\$48,440	\$49,651	\$54,253
5	248.11	\$38,880	\$45,900	\$47,141	\$48,381	\$49,622	\$50,862	\$55,576
6	255.74	\$40,410	\$47,311	\$48,590	\$49,868	\$51,147	\$52,426	\$57,285
7	263.31	\$41,830	\$48,711	\$50,028	\$51,344	\$52,661	\$53,978	\$58,980
8	270.99	\$43,170	\$50,133	\$51,488	\$52,843	\$54,198	\$55,553	\$60,702
9	277.13	\$44,440	\$51,268	\$52,654	\$54,039	\$55,425	\$56,811	\$62,076
10	283.95	\$45,630	\$52,531	\$53,950	\$55,370	\$56,790	\$58,210	\$63,605
11	289.91	\$46,770	\$53,634	\$55,084	\$56,533	\$57,983	\$59,432	\$64,941
12	295.53	\$47,850	\$54,674	\$56,151	\$57,629	\$59,107	\$60,584	\$66,199
13	300.69	\$48,850	\$55,628	\$57,132	\$58,635	\$60,139	\$61,642	\$67,356
14	305.63	\$49,810	\$56,541	\$58,069	\$59,597	\$61,125	\$62,653	\$68,460
15	310.79	\$50,710	\$57,496	\$59,050	\$60,604	\$62,157	\$63,711	\$69,616
16	315.72	\$51,570	\$58,408	\$59,987	\$61,565	\$63,144	\$64,722	\$70,721
17	320.31	\$52,370	\$59,257	\$60,858	\$62,460	\$64,061	\$65,663	\$71,749
18	324.72	\$53,140	\$60,074	\$61,697	\$63,321	\$64,945	\$66,568	\$72,738
19	328.85	\$53,860	\$60,838	\$62,482	\$64,126	\$65,770	\$67,415	\$73,663
20	332.75	\$54,540	\$61,559	\$63,223	\$64,886	\$66,550	\$68,214	\$74,536
21	335.62		\$62,089	\$63,767	\$65,445	\$67,123	\$68,801	\$75,178
22	338.49		\$62,620	\$64,312	\$66,005	\$67,697	\$69,390	\$75,821
23	341.35		\$63,150	\$64,857	\$66,564	\$68,270	\$69,977	\$76,463
24	344.22		\$63,681	\$65,402	\$67,123	\$68,844	\$70,565	\$77,106
25	347.09		\$64,211	\$65,946	\$67,682	\$69,417	\$71,153	\$77,747
26	349.79		\$64,711	\$66,446	\$68,182	\$69,917	\$71,653	\$78,247
27	352.49		\$65,211	\$66,946	\$68,682	\$70,417	\$72,153	\$78,747
28	355.19		\$65,711	\$67,446	\$69,182	\$70,917	\$72,653	\$79,247
29	357.90		\$66,211	\$67,946	\$69,682	\$71,417	\$73,153	\$79,747
30	360.60		\$66,711	\$68,446	\$70,182	\$71,917	\$73,653	\$80,247
31	363.30		\$67,211	\$68,946	\$70,682	\$72,417	\$74,153	\$80,747
32	366.01		\$67,711	\$69,446	\$71,182	\$72,917	\$74,653	\$81,247
33	368.71		\$68,211	\$69,946	\$71,682	\$73,417	\$75,153	\$81,747
34	371.41		\$68,711	\$70,446	\$72,182	\$73,917	\$75,653	\$82,247
35	374.11		\$69,211	\$70,946	\$72,682	\$74,417	\$76,153	\$82,747
36	376.82		\$69,711	\$71,446	\$73,182	\$74,917	\$76,653	\$83,247
37	379.52		\$70,211	\$71,946	\$73,682	\$75,417	\$77,153	\$83,747
38	382.22		\$70,711	\$72,446	\$74,182	\$75,917	\$77,653	\$84,247
39	384.92		\$71,211	\$72,946	\$74,682	\$76,417	\$78,153	\$84,747
40	387.63		\$71,711	\$73,446	\$75,182	\$76,917	\$78,653	\$85,247

TROUP ISD
PAY SCALES - AIDES
2025-2026

TEACHER AIDES				SPECIAL EDUCATION AIDES			
			185 days				185 Days
Step	Hourly Rate	Daily Rate*	Yearly Salary	Step	Hourly Rate	Daily Rate*	Yearly Salary
0	11.50	92.03	17,025.15	0	11.86	94.86	17,549.05
1	11.72	93.76	17,345.66	1	12.08	96.65	17,880.03
2	11.94	95.53	17,672.57	2	12.31	98.47	18,217.63
3	12.17	97.33	18,006.02	3	12.54	100.34	18,561.99
4	12.40	99.17	18,346.14	4	12.78	102.23	18,913.23
5	12.63	101.04	18,693.06	5	13.02	104.17	19,271.49
6	12.87	102.96	19,046.92	6	13.27	106.15	19,636.92
7	13.11	104.91	19,407.86	7	13.52	108.16	20,009.66
8	13.36	106.90	19,776.02	8	13.78	110.22	20,389.85
9	13.62	108.93	20,151.54	9	14.04	112.31	20,777.65
10	13.87	111.00	20,534.57	10	14.31	114.45	21,173.20
11	14.14	113.11	20,925.26	11	14.58	116.63	21,576.67
12	14.41	115.26	21,323.77	12	14.86	118.86	21,988.20
13	14.68	117.46	21,730.24	13	15.14	121.12	22,407.96
14	14.96	119.70	22,144.85	14	15.43	123.44	22,836.12
15	15.25	121.99	22,567.74	15	15.72	125.80	23,272.84
16	15.54	124.32	22,999.10	16	16.03	128.21	23,718.30
17	15.84	126.70	23,439.08	17	16.33	130.66	24,172.67
18	16.14	129.12	23,887.86	18	16.65	133.17	24,636.12
19	16.45	131.60	24,345.62	19	16.97	135.72	25,108.84
20	16.77	134.12	24,812.53	20	17.29	138.33	25,591.02
21	17.09	136.70	25,288.78	21	17.62	140.99	26,082.84
22	17.42	139.32	25,774.56	22	17.96	143.70	26,584.50
23	17.75	142.00	26,270.05	23	18.31	146.47	27,096.19
24	18.09	144.73	26,775.45	24	18.66	149.29	27,618.11
25	18.44	147.52	27,290.96	25	19.02	152.16	28,150.47
Based on 8 hour day							

TROUP ISD
PAY SCALES - LIBRARY AIDES
2025-2026

LIBRARY AIDES				
			185 days	200 days
Step	Hourly Rate	Daily Rate*	Yearly Salary	Yearly Salary
0	11.94	95.53	\$17,672	\$19,105
1	12.17	97.33	\$18,006	\$19,466
2	12.40	99.17	\$18,346	\$19,833
3	12.63	101.04	\$18,693	\$20,208
4	12.87	102.95	\$19,047	\$20,591
5	13.11	104.91	\$19,408	\$20,981
6	13.36	106.90	\$19,776	\$21,379
7	13.62	108.93	\$20,151	\$21,785
8	13.87	111.00	\$20,534	\$22,199
9	14.14	113.11	\$20,925	\$22,622
10	14.41	115.26	\$21,323	\$23,052
11	14.68	117.46	\$21,730	\$23,492
12	14.96	119.70	\$22,145	\$23,940
13	15.25	121.99	\$22,567	\$24,397
14	15.54	124.32	\$22,999	\$24,864
15	15.84	126.70	\$23,439	\$25,339
16	16.14	129.12	\$23,888	\$25,824
17	16.45	131.60	\$24,345	\$26,319
18	16.76	134.12	\$24,812	\$26,824
19	17.09	136.69	\$25,288	\$27,339
20	17.41	139.32	\$25,774	\$27,864
21	17.75	142.00	\$26,270	\$28,400
22	18.09	144.73	\$26,775	\$28,946
23	18.44	147.52	\$27,291	\$29,503
24	18.79	150.36	\$27,816	\$30,072
25	19.16	153.26	\$28,353	\$30,652
26	19.53	156.21	\$28,900	\$31,243
27	19.90	159.23	\$29,457	\$31,845
28	20.29	162.30	\$30,025	\$32,460
29	20.68	165.43	\$30,604	\$33,086
30	21.08	168.62	\$31,194	\$33,724

Based on 8 hour day

**TROUP ISD
PAY SCALES - LVN
2025-2026**

Step		Daily Rate *	Yearly Salary
0	24.43	195.48	\$36,163
1	24.91	199.28	\$36,866
2	25.39	203.15	\$37,583
3	25.89	207.11	\$38,315
4	26.39	211.14	\$39,061
5	26.91	215.26	\$39,823
6	27.43	219.45	\$40,599
7	27.97	223.74	\$41,391
8	28.51	228.10	\$42,199
9	29.07	232.56	\$43,023
10	29.64	237.10	\$43,863
11	30.22	241.73	\$44,721
12	30.81	246.46	\$45,595
13	31.41	251.28	\$46,487
14	32.02	256.20	\$47,397
15	32.65	261.21	\$48,325
16	33.29	266.33	\$49,271
17	33.94	271.55	\$50,237
18	34.61	276.87	\$51,221
19	35.29	282.30	\$52,226
20	35.98	287.84	\$53,250
21	36.69	293.49	\$54,295
22	37.41	299.25	\$55,361
23	38.14	305.13	\$56,448
24	38.89	311.12	\$57,557
25	39.65	317.23	\$58,688

Based on 8 hour day

TROUP ISD
PAY SCALES - CAMPUS RECEPTIONIST/ATHLETIC SECRETARY
2025-2026

Step	Hourly Rate	Daily Rate *	195 Days Annual Salary	200 Days Annual Salary	218 Days Annual Salary	224 Days Annual Salary
0	14.58	116.68	\$22,752	\$23,335	\$25,436	\$26,136
1	14.86	118.91	\$23,187	\$23,782	\$25,922	\$26,635
2	15.15	121.18	\$23,631	\$24,237	\$26,418	\$27,145
3	15.44	123.50	\$24,083	\$24,701	\$26,924	\$27,665
4	15.73	125.87	\$24,545	\$25,174	\$27,440	\$28,195
5	16.04	128.29	\$25,016	\$25,657	\$27,967	\$28,736
6	16.34	130.75	\$25,496	\$26,150	\$28,503	\$29,288
7	16.66	133.26	\$25,986	\$26,652	\$29,051	\$29,851
8	16.98	135.83	\$26,486	\$27,165	\$29,610	\$30,425
9	17.30	138.44	\$26,996	\$27,688	\$30,180	\$31,010
10	17.64	141.11	\$27,516	\$28,221	\$30,761	\$31,608
11	17.98	143.82	\$28,046	\$28,765	\$31,354	\$32,217
12	18.32	146.60	\$28,587	\$29,320	\$31,959	\$32,838
13	18.68	149.43	\$29,138	\$29,886	\$32,575	\$33,472
14	19.04	152.31	\$29,701	\$30,463	\$33,204	\$34,118
15	19.41	155.26	\$30,275	\$31,052	\$33,846	\$34,778
16	19.78	158.26	\$30,861	\$31,652	\$34,501	\$35,450
17	20.17	161.32	\$31,458	\$32,265	\$35,168	\$36,136
18	20.56	164.45	\$32,067	\$32,889	\$35,849	\$36,836
19	20.95	167.63	\$32,688	\$33,527	\$36,544	\$37,550
20	21.36	170.88	\$33,322	\$34,177	\$37,253	\$38,278
21	21.77	174.20	\$33,969	\$34,840	\$37,975	\$39,020
22	22.20	177.58	\$34,628	\$35,516	\$38,712	\$39,778
23	22.63	181.03	\$35,301	\$36,206	\$39,464	\$40,550
24	23.07	184.55	\$35,987	\$36,909	\$40,231	\$41,339
25	23.52	188.14	\$36,686	\$37,627	\$41,013	\$42,142

** Based on an 8 hour day*

TROUP ISD
PAY SCALE - CAMPUS SECRETARY
2025-2026

Step	Hourly Rate	Daily Rate *	218 Days Annual Salary	224 Days Annual Salary
0	16.36	130.90	28,536.43	29,321.84
1	16.68	133.43	29,087.16	29,887.72
2	17.00	136.00	29,648.90	30,464.93
3	17.33	138.63	30,221.88	31,053.68
4	17.66	141.31	30,806.32	31,654.20
5	18.01	144.05	31,402.45	32,266.73
6	18.35	146.84	32,010.49	32,891.52
7	18.71	149.68	32,630.70	33,528.80
8	19.07	152.58	33,263.32	34,178.82
9	19.44	155.54	33,908.59	34,841.85
10	19.82	158.56	34,566.76	35,518.14
11	20.21	161.64	35,238.09	36,207.95
12	20.60	164.78	35,922.85	36,911.56
13	21.00	167.99	36,621.31	37,629.24
14	21.41	171.26	37,333.74	38,361.27
15	21.82	174.59	38,060.41	39,107.95
16	22.25	177.99	38,801.62	39,869.55
17	22.68	181.46	39,557.65	40,646.40
18	23.12	184.99	40,328.81	41,438.77
19	23.58	188.60	41,115.38	42,247.00
20	24.04	192.28	41,917.69	43,071.39
21	24.50	196.04	42,736.04	43,912.26
22	24.98	199.87	43,570.76	44,769.96
23	25.47	203.77	44,422.18	45,644.81
24	25.97	207.76	45,290.62	46,537.15
25	26.48	211.82	46,176.44	47,447.35

** Based on an 8 hour day*

TROUP ISD
PAY SCALE -TECHNOLOGY ASSISTANTS
2025-2026

Step	Hourly Rate	Daily Rate	218 Days	224 Days
			Yearly Salary	Yearly Salary
0	17.07	136.56	29,769.14	30,588.47
1	17.40	139.20	30,344.52	31,179.69
2	17.74	141.89	30,931.41	31,782.73
3	18.08	144.63	31,530.04	32,397.84
4	18.43	147.43	32,140.64	33,025.24
5	18.79	150.29	32,763.45	33,665.20
6	19.15	153.21	33,398.72	34,317.95
7	19.52	156.18	34,046.69	34,983.76
8	19.90	159.21	34,707.63	35,662.88
9	20.29	162.30	35,381.78	36,355.59
10	20.68	165.46	36,069.42	37,062.15
11	21.08	168.67	36,770.80	37,782.85
12	21.49	171.96	37,486.22	38,517.95
13	21.91	175.30	38,215.95	39,267.76
14	22.34	178.72	38,960.26	40,032.56
15	22.77	182.20	39,719.47	40,812.67
16	23.22	185.75	40,493.86	41,608.37
17	23.67	189.37	41,283.74	42,419.99
18	24.13	193.07	42,089.41	43,247.83
19	24.61	196.84	42,911.20	44,092.24
20	25.09	200.69	43,749.42	44,953.54
21	25.58	204.61	44,604.41	45,832.06
22	26.08	208.61	45,476.50	46,728.15
23	26.59	212.69	46,366.03	47,642.16
24	27.11	216.85	47,273.35	48,574.45
25	27.64	221.10	48,198.82	49,525.39

Based on 8 hours per day

TROUP ISD
PAY SCALES - CUSTODIANS AND GENERAL MAINTENANCE
2025-2026

CUSTODIANS

MAINTENANCE

Step	Hourly Rate	Daily Rate	Yearly Salary
0	10.12	80.94	21,043.96
1	10.31	82.48	21,444.84
2	10.51	84.05	21,853.74
3	10.71	85.66	22,270.82
4	10.91	87.29	22,696.23
5	11.12	88.96	23,130.16
6	11.33	90.66	23,572.76
7	11.55	92.40	24,024.22
8	11.77	94.17	24,484.70
9	12.00	95.98	24,954.39
10	12.23	97.82	25,433.48
11	12.46	99.70	25,922.15
12	12.70	101.62	26,420.59
13	12.95	103.57	26,929.01
14	13.20	105.57	27,447.59
15	13.45	107.60	27,976.54
16	13.71	109.68	28,516.07
17	13.97	111.79	29,066.39
18	14.24	113.95	29,627.72
19	14.52	116.15	30,200.27
20	14.80	118.40	30,784.28
21	15.09	120.69	31,379.96
22	15.38	123.03	31,987.56
23	15.68	125.41	32,607.31
24	15.98	127.84	33,239.46
25	16.29	130.32	33,884.25

Step	Hourly Rate	Daily Rate	Yearly Salary
0	11.50	92.02	23,925.82
1	11.72	93.79	24,384.34
2	11.95	95.58	24,852.03
3	12.18	97.42	25,329.07
4	12.41	99.29	25,815.65
5	12.65	101.20	26,311.96
6	12.89	103.15	26,818.20
7	13.14	105.13	27,334.56
8	13.39	107.16	27,861.25
9	13.65	109.22	28,398.48
10	13.92	111.33	28,946.45
11	14.19	113.48	29,505.38
12	14.46	115.67	30,075.49
13	14.74	117.91	30,657.00
14	15.02	120.19	31,250.14
15	15.31	122.52	31,855.14
16	15.61	124.89	32,472.24
17	15.91	127.31	33,101.69
18	16.22	129.78	33,743.72
19	16.54	132.30	34,398.59
20	16.86	134.87	35,066.57
21	17.19	137.49	35,747.90
22	17.52	140.16	36,442.86
23	17.86	142.89	37,151.71
24	18.21	145.67	37,874.75
25	18.56	148.51	38,612.24

Based on 260 days per year, 8 hrs per day

TROUP ISD
PAY SCALES - BUS DRIVERS
2025-2026

Step	Hourly Rate	Daily Rate Short Route	Total Salary "Short"	Daily Rate Medium Route	Total Salary "Medium"	Daily Rate Long Route	Total Salary "Long"
0	15.20	45.59	7,886.73	49.39	8,593.35	53.19	9,254.37
1	15.50	46.50	8,044.47	50.37	8,765.21	54.25	9,439.46
2	15.81	47.43	8,205.35	51.38	8,940.52	55.33	9,628.25
3	16.13	48.38	8,369.46	52.41	9,119.33	56.44	9,820.81
4	16.45	49.35	8,536.85	53.46	9,301.71	57.57	10,017.23
5	16.78	50.33	8,707.59	54.53	9,487.75	58.72	10,217.57
6	17.11	51.34	8,881.74	55.62	9,677.50	59.90	10,421.93
7	17.46	52.37	9,059.37	56.73	9,871.05	61.09	10,630.36
8	17.80	53.41	9,240.56	57.86	10,068.47	62.32	10,842.97
9	18.16	54.48	9,425.37	59.02	10,269.84	63.56	11,059.83
10	18.52	55.57	9,613.88	60.20	10,475.24	64.83	11,281.03
11	18.89	56.68	9,806.16	61.41	10,684.74	66.13	11,506.65
12	19.27	57.82	10,002.28	62.63	10,898.44	67.45	11,736.78
13	19.66	58.97	10,202.33	63.89	11,116.41	68.80	11,971.52
14	20.05	60.15	10,406.37	65.17	11,338.74	70.18	12,210.95
15	20.45	61.36	10,614.50	66.47	11,565.51	71.58	12,455.17
16	20.86	62.58	10,826.79	67.80	11,796.82	73.01	12,704.27
17	21.28	63.83	11,043.33	69.15	12,032.76	74.47	12,958.35
18	21.70	65.11	11,264.19	70.54	12,273.41	75.96	13,217.52
19	22.14	66.41	11,489.48	71.95	12,518.88	77.48	13,481.87
20	22.58	67.74	11,719.27	73.39	12,769.26	79.03	13,751.51
21	23.03	69.10	11,953.65	74.85	13,024.64	80.61	14,026.54
22	23.49	70.48	12,192.73	76.35	13,285.14	82.22	14,307.07
23	23.96	71.89	12,436.58	77.88	13,550.84	83.87	14,593.21
24	24.44	73.33	12,685.31	79.44	13,821.86	85.55	14,885.08
25	24.93	74.79	12,939.02	81.02	14,098.29	87.26	15,182.78

0-30

30.1-60

60.1 +

All Routes and Monitors based on 173 days

Route is based on total mileage driven per day

Gauranteed hours per day:

Short Route 3 hours

Medium Route 3.25 hours

Long Route 3.5 hours

TROUP ISD
PAY SCALES - BUS DRIVERS MONITORS
2025-2026

Step	Hourly Rate	Daily Rate Short Route	Total Salary "Short"	Daily Rate Medium Route	Total Salary "Medium"	Daily Rate Long Route	Total Salary "Long"
0	9.40	28.20	4,879.08	30.55	5,285.67	32.90	5,692.26
1	9.59	28.77	4,976.66	31.16	5,391.38	33.56	5,806.10
2	9.78	29.34	5,076.19	31.79	5,499.21	34.23	5,922.23
3	9.98	29.93	5,177.72	32.42	5,609.19	34.92	6,040.67
4	10.18	30.53	5,281.27	33.07	5,721.38	35.62	6,161.48
5	10.38	31.14	5,386.90	33.73	5,835.81	36.33	6,284.71
6	10.59	31.76	5,494.64	34.41	5,952.52	37.05	6,410.41
7	10.80	32.40	5,604.53	35.10	6,071.57	37.80	6,538.62
8	11.01	33.04	5,716.62	35.80	6,193.00	38.55	6,669.39
9	11.23	33.70	5,830.95	36.51	6,316.86	39.32	6,802.78
10	11.46	34.38	5,947.57	37.24	6,443.20	40.11	6,938.83
11	11.69	35.07	6,066.52	37.99	6,572.07	40.91	7,077.61
12	11.92	35.77	6,187.85	38.75	6,703.51	41.73	7,219.16
13	12.16	36.48	6,311.61	39.52	6,837.58	42.56	7,363.54
14	12.40	37.21	6,437.84	40.31	6,974.33	43.42	7,510.81
15	12.65	37.96	6,566.60	41.12	7,113.81	44.28	7,661.03
16	12.91	38.72	6,697.93	41.94	7,256.09	45.17	7,814.25
17	13.16	39.49	6,831.89	42.78	7,401.21	46.07	7,970.54
18	13.43	40.28	6,968.53	43.64	7,549.24	46.99	8,129.95
19	13.70	41.09	7,107.90	44.51	7,700.22	47.93	8,292.55
20	13.97	41.91	7,250.05	45.40	7,854.23	48.89	8,458.40
21	14.25	42.75	7,395.06	46.31	8,011.31	49.87	8,627.57
22	14.53	43.60	7,542.96	47.23	8,171.54	50.87	8,800.12
23	14.82	44.47	7,693.82	48.18	8,334.97	51.89	8,976.12
24	15.12	45.36	7,847.69	49.14	8,501.67	52.92	9,155.64
25	15.42	46.27	8,004.65	50.13	8,671.70	53.98	9,338.75

0-30

30.1-60

60.1 +

All Routes and Monitors based on 173 days

Route is based on total mileage driven per day

Gauranteed hours per day:

Short Route	3 hours
Medium Route	3.25 hours
Long Route	3.5 hours

TROUP ISD
PAY SCALE - CAFETERIA MANAGERS
2025-2026

CAFETERIA MANAGERS

Step	Hrly Rate	Daily Rate	Yearly Salary
0	13.31	106.44	18,946.72
1	13.56	108.46	19,305.65
2	13.81	110.52	19,671.77
3	14.08	112.61	20,045.20
4	14.34	114.75	20,426.11
5	14.62	116.94	20,814.63
6	14.90	119.16	21,210.92
7	15.18	121.43	21,615.14
8	15.47	123.75	22,027.44
9	15.76	126.11	22,447.99
10	16.07	128.52	22,876.95
11	16.37	130.98	23,314.49
12	16.69	133.49	23,760.78
13	17.01	136.04	24,216.00
14	17.33	138.65	24,680.32
15	17.66	141.31	25,153.92
16	18.00	144.03	25,637.00
17	18.35	146.80	26,129.74
18	18.70	149.62	26,632.34
19	19.06	152.50	27,144.98
20	19.43	155.44	27,667.88
21	19.80	158.43	28,201.24
22	20.19	161.49	28,745.26
23	20.58	164.61	29,300.17
24	20.97	167.79	29,866.17
25	21.38	171.03	30,443.50

Based 8 hours per day, 178 days per year

TROUP ISD
PAY SCALES - CAFETERIA EMPLOYEES WITH REGISTER
2025-2026

CAFETERIA EMPLOYEES-WITH REGISTER

Step	Hourly Rate	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary
0	11.59	75.34	13,258.96	81.13	14,278.88	84.03	14,788.84	86.93	15,298.80	92.72	16,318.72
1	11.80	76.70	13,499.20	82.60	14,537.60	85.55	15,066.80	88.50	15,576.00	94.40	16,614.40
2	12.01	78.07	13,739.44	84.07	14,796.32	87.07	15,324.76	90.08	15,853.20	96.08	16,910.08
3	12.22	79.43	13,979.68	85.54	15,055.04	88.60	15,592.72	91.65	16,130.40	97.76	17,205.76
4	12.44	80.86	14,231.36	87.08	15,326.08	90.19	15,873.44	93.30	16,420.80	99.52	17,515.52
5	12.66	82.29	14,483.04	88.62	15,597.12	91.79	16,154.16	94.95	16,711.20	101.28	17,825.28
6	12.89	83.79	14,746.16	90.23	15,880.48	93.45	16,447.64	96.68	17,014.80	103.12	18,149.12
7	13.12	85.28	15,009.28	91.84	16,163.84	95.12	16,741.12	98.40	17,318.40	104.96	18,472.96
8	13.35	86.78	15,272.40	93.45	16,447.20	96.79	17,034.60	100.13	17,622.00	106.80	18,796.80
9	13.59	88.34	15,546.96	95.13	16,742.88	98.53	17,340.84	101.93	17,938.80	108.72	19,134.72
10	13.84	89.96	15,832.96	96.88	17,050.88	100.34	17,659.84	103.80	18,268.80	110.72	19,486.72
11	14.09	91.59	16,118.96	98.63	17,358.88	102.15	17,978.84	105.68	18,598.80	112.72	19,838.72
12	14.34	93.21	16,404.96	100.38	17,666.88	103.97	18,297.84	107.55	18,928.80	114.72	20,190.72
13	14.60	94.90	16,702.40	102.20	17,987.20	105.85	18,629.60	109.50	19,272.00	116.80	20,556.80
14	14.87	96.66	17,011.28	104.09	18,319.84	107.81	18,974.12	111.53	19,628.40	118.96	20,936.96
15	15.14	98.41	17,320.16	105.98	18,652.48	109.77	19,318.64	113.55	19,984.80	121.12	21,317.12
16	15.42	100.23	17,640.48	107.94	18,997.44	111.80	19,675.92	115.65	20,354.40	123.36	21,711.36
17	15.70	102.05	17,960.80	109.90	19,342.40	113.83	20,033.20	117.75	20,724.00	125.60	22,105.60
18	15.98	103.87	18,281.12	111.86	19,687.36	115.86	20,390.48	119.85	21,093.60	127.84	22,499.84
19	16.28	106.82	18,624.32	113.96	20,056.96	118.03	20,773.28	122.10	21,489.60	130.24	22,922.24
20	16.58	107.77	18,967.52	116.06	20,426.56	120.21	21,156.08	124.35	21,885.60	132.64	23,344.64
21	16.88	109.72	19,310.72	118.16	20,796.16	122.38	21,538.88	126.60	22,281.60	135.04	23,767.04
22	17.19	111.74	19,665.36	120.33	21,178.08	124.63	21,934.44	128.93	22,690.80	137.52	24,203.52
23	17.51	113.82	20,031.44	122.57	21,572.32	126.95	22,342.76	131.33	23,113.20	140.08	24,654.08
24	17.83	115.90	20,397.52	124.81	21,966.56	129.27	22,751.08	133.73	23,535.60	142.64	25,104.64
25	18.16	118.04	20,775.04	127.12	22,373.12	131.66	23,172.16	136.20	23,971.20	145.28	25,569.28
		6 1/2 hrs daily		7 hrs daily		7 1/4 hrs daily		7 1/2 hrs daily		8 hrs daily	

Based on 176 days per year

Troup ISD
PAY SCALES - CAFETERIA EMPLOYEES WITHOUT REGISTER
2025-2026

CAFETERIA EMPLOYEES WITHOUT REGISTER

Step	Hourly Rate	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary	Daily Rate	Yearly Salary
0	11.39	56.96	10,024.91	74.05	13,032.38	79.74	14,034.87	82.59	14,536.12	85.44	15,037.37	91.14	16,039.86
1	11.60	57.99	10,205.41	75.38	13,267.03	81.18	14,287.57	84.08	14,797.84	86.98	15,308.12	92.78	16,328.66
2	11.81	59.03	10,389.52	76.74	13,506.38	82.64	14,545.33	85.60	15,064.80	88.55	15,584.28	94.45	16,623.23
3	12.02	60.10	10,577.31	78.13	13,750.50	84.14	14,808.23	87.14	15,337.10	90.15	15,865.97	96.16	16,923.70
4	12.24	61.19	10,768.85	79.54	13,999.51	85.66	15,076.39	88.72	15,614.83	91.78	16,153.28	97.90	17,230.16
5	12.46	62.30	10,964.23	80.99	14,253.50	87.22	15,349.92	90.33	15,898.13	93.45	16,446.35	99.67	17,542.77
6	12.69	63.43	11,163.52	82.46	14,512.58	88.80	15,628.93	91.97	16,187.10	95.14	16,745.28	101.49	17,861.63
7	12.92	64.58	11,366.79	83.96	14,776.83	90.42	15,913.51	93.65	16,481.85	96.88	17,050.19	103.33	18,186.86
8	13.15	65.76	11,574.12	85.49	15,046.36	92.07	16,203.77	95.35	16,782.47	98.64	17,361.18	105.22	18,518.59
9	13.39	66.96	11,785.60	87.05	15,321.28	93.75	16,499.84	97.10	17,089.12	100.45	17,678.40	107.14	18,856.96
10	13.64	68.19	12,001.32	88.65	15,601.72	95.47	16,801.85	98.87	17,401.91	102.28	18,001.98	109.10	19,202.11
11	13.89	69.44	12,221.34	90.27	15,887.74	97.22	17,109.88	100.69	17,720.94	104.16	18,332.01	111.10	19,554.14
12	14.14	70.71	12,445.77	91.93	16,179.50	99.00	17,424.08	102.54	18,046.37	106.07	18,668.66	113.14	19,913.23
13	14.40	72.02	12,674.69	93.62	16,477.10	100.82	17,744.57	104.42	18,378.30	108.02	19,012.04	115.22	20,279.50
14	14.67	73.34	12,908.18	95.34	16,780.63	102.68	18,071.45	106.35	18,716.86	110.01	19,362.27	117.35	20,653.09
15	14.94	74.70	13,146.34	97.10	17,090.24	104.57	18,404.88	108.31	19,062.19	112.04	19,719.51	119.51	21,034.14
16	15.22	76.08	13,389.27	98.90	17,406.05	106.51	18,744.98	110.31	19,414.44	114.11	20,083.91	121.72	21,422.83
17	15.50	77.48	13,637.05	100.73	17,728.17	108.48	19,091.87	112.35	19,773.72	116.22	20,455.58	123.97	21,819.28
18	15.78	78.92	13,889.80	102.60	18,056.74	110.49	19,445.72	114.43	20,140.21	118.38	20,834.70	126.27	22,223.68
19	16.08	80.38	14,147.59	104.50	18,391.87	112.54	19,806.63	116.56	20,514.01	120.58	21,221.39	128.61	22,636.14
20	16.38	81.88	14,410.54	106.44	18,733.70	114.63	20,174.76	118.72	20,895.28	122.82	21,615.81	131.00	23,056.86
21	16.68	83.40	14,678.75	108.42	19,082.38	116.76	20,550.25	120.93	21,284.19	125.10	22,018.13	133.44	23,486.00
22	16.99	84.96	14,952.33	110.44	19,438.03	118.94	20,933.26	123.19	21,680.88	127.43	22,428.50	135.93	23,923.73
23	17.31	86.54	15,231.38	112.50	19,800.79	121.16	21,323.93	125.49	22,085.50	129.81	22,847.07	138.47	24,370.21
24	17.63	88.16	15,516.00	114.61	20,170.80	123.42	21,722.40	127.83	22,498.20	132.24	23,274.00	141.05	24,825.60
25	17.96	89.81	15,806.32	116.75	20,548.22	125.73	22,128.85	130.22	22,919.16	134.71	23,709.48	143.69	25,290.11
26	18.28	91.40	16,086.40	118.82	20,912.32	127.96	22,520.96	132.53	23,325.28	137.10	24,129.60	146.24	25,738.24
27	18.61	93.05	16,376.80	120.97	21,289.84	130.27	22,927.52	134.92	23,746.36	139.58	24,565.20	148.88	26,202.88
28	18.94	94.70	16,667.20	123.11	21,667.36	132.58	23,334.08	137.32	24,167.44	142.05	25,000.80	151.52	26,667.52
		5 hrs daily		6 1/2 hrs daily		7 hrs daily		7 1/4 hrs daily		7 1/2 hrs daily		8 hrs daily	

Based on 176 days per year

TROUP ISD	
SUBSTITUTE PAY SCHEDULE	
2025-2026	
Teacher (non-degreed)	\$80.00 per day
Teacher (Degreed, non-certified)	\$85.00 per day
Teacher (Certified)	\$90.00 per day
Administrator (Certified)	\$140.00 per day
Long Term - Non-Degreed (after 15 days)	\$100.00 per day
Long Term - Degreed (after 15 days)	\$120.00 per day
Long Term - Certified (after 15 days)	\$140.00 per day
Teacher's Aide Substitute	\$70.00 per day
Long Term Aide (after 15 days)	\$80.00 per day
Cafeteria Substitute	\$11.00 per hour
Maintenance/Custodial Substitute	\$10.00 per hour
Bus Substitute-Short Route	\$15.00 per short bus run
Bus Substitute-Medium Route	\$20.00 per medium bus run
Bus Substitute-Long Route	\$25.00 per long bus run

**TROUP ISD
STIPEND SCHEDULE
2025-2026**

SPORTS

HS 1 SPORT	2,120
HS 2 SPORT	5,565
HS 3 SPORT	8,815
MS 1 SPORT	1,855
MS 2 SPORT	3,845
MS 3 SPORT	5,830
OFFENSIVE COORDINATOR	2,120
DEFENSIVE COORDINATOR	2,120
SPECIAL TEAMS COORDINATOR	2,120
GIRLS ATHLETIC COORDINATOR	2,120
MS COORDINATOR	2,650
MS GIRLS CO-COORDINATOR	1,060
EQUIPMENT MANAGER	1,060
CDL	1,000
LITTLE DRIBBLERS LEAD	1,000
LITTLE DRIBBLERS ASST	500

HEAD TENNIS	1,060
HEAD VOLLEYBALL	1,060
HEAD BOYS BASKETBALL	1,060
HEAD GIRLS BASKETBALL	1,060
HEAD BASEBALL	1,060
HEAD SOFTBALL	1,060
HEAD TRACK	1,060
HEAD CROSS COUNTRY	1,060
HEAD BOYS POWERLIFTING	1,060
HEAD GIRLS POWERLIFTING	1,060
HEAD GOLF	1,060
VIDEO COORDINATOR	1,060
VIDEO COORDINATOR ASST	500
VISITOR DRESSING ROOM	500
ATHLETIC TRAINER	5,815

SHORTAGE

MS MATH*	6,360
MS SCIENCE*	6,360
MS MATH**	5,000
MS SCIENCE**	5,000

HS MATH***	10,600
HS SCIENCE***	10,600
HS SPANISH***	10,600
HS MATH****	6,500
HS SCIENCE****	6,500
HS SPANISH****	6,500

*Employed prior to the 2014-2015 school year

**Employed for the 2014-2015 school year and beyond

***Employed prior to the 2015-2016 school year

****Employed for the 2016-2017 school year and beyond

MISCELLANEOUS

AG TEACHER-LEAD	10,000
AG TEACHER	8,000
AG TEACHER-HORTICULTURE	3,000
CAR ALLOWANCE	600-2,500
CONCESSION STAND MGR	1,200
CHEER COACH-VARSITY	3,000
CHEER COACH-JV	2,000
CHEER COACH-MS	2,000
ESL COORDINATOR	2,500
HS/MS COUNSELOR	6,375
ES COUNSELOR	3,150
HS STUDENT COUNCIL SPONSOR	1,000
PEIMS COORDINATOR	9,000
FOOTBALL PROGRAM SPONSOR	1,500
MAJORETTE STIPEND	1,500
GROUNDS SUPERVISOR	1,200
CUSTODIAL SUPERVISOR	1,200
SPECIAL ED TEACHER	2,500
TEACHER PHONE/INTERNET STIPEND IN THE EVENT OF SCHOOL CLOSURE	25/MO

EXTENDED DAY COORDINATOR	1,500
IMMUNIZATION COORDINATOR	1,200
CERTIFIED DYSLEXIA THERAPIST	2,500
CAFE CAR ALLOWANCE	200
TESTING COORDINATOR	1,500
UIL ONE ACT PLAY	1,700
UIL ACADEMIC COORDINATOR	1,500
VIDEO PRODUCTION DIRECTOR	5,000
YEARBOOK	2,650
MS HEAD BAND DIRECTOR	8,750
ASSISTANT BAND DIRECTOR	5,000
CULINARY ARTS	1,500
HS NHS SPONSOR	1,000
MS NJHS SPONSOR	500
DEBATE SPONSOR	1,500
SCHOOL GUARDIAN STIPEND	2,400
ACTIVE DEFENDER STIPEND	1,200
GT COORDINATOR	1,200
ES CLUB SPONSOR	1,500
* FIRST YEAR CERTIFICATION SUPPORT	3,000

* This stipend is available to first-year classroom teachers who do not yet hold the applicable SBEC certification and who are actively pursuing certification. The stipend is intended to assist with the additional time, preparation, coursework, testing, educator preparation program requirements, and expenses associated with obtaining certification.

Troup ISD
Extra-Duty Pay Schedule
2025-2026

Sports

Varsity Football Games	Ticket sales/Gate worker	\$ 45.00	Per Game
	Stadium/Gym Supervision	\$ 50.00	Per Day
JV Football Games	Ticket/Gate worker	\$ 15.00	Per Game
Baseball Games	Pitch Counters	\$ 15.00	Per Game
Basketball Games	tickets/scoreboard/books	\$ 15.00	Per Game
Volleyball Games	tickets/scoreboard/labero	\$ 15.00	Per Game
Fitness Instructor	Zumba/Weights	\$ 20.00	Per Hour
Summer Sports Camp	Weight Room/Strength & Conc	\$ 4,000.00	Divided over Coaches
MS Cheer Sponsor Help	Teachers	\$ 20.00	Per Hour
Track Meets	Press Box		Hourly Rate of Pay

Transportation

Trips	Route Bus Drivers	Hourly Rate per Contract (3 hours guaranteed)
Trips	Employees	\$ 12.00 Per Hour (3 hours guaranteed)
Tutorial Route	Bus Drivers & Monitors	Hourly Rate per Contract
Substitute Driver	Employees	See Substitute Schedule
Substitute Monitor	Employees	\$ 7.25 Hourly or Minimum wage
Bus Training	Employees	\$ 15.00 Hourly
Summer School	Drivers	Hourly Rate per Contract

Other

Class Tutorials	Teachers	\$ 35.00	Hourly
Home Bound Tutorials	Teachers	\$ 25.00	Hourly
Detention	Teachers/Aides	\$ 15.00	Hourly
After School Care	Teachers	\$ 20.00	Hourly
After School Care	Aide	\$ 16.00	Hourly
STAAR Testing "Summer"	Teacher	\$ 35.00	Hourly
Rented Facility workers	Technology	\$ 30.00	Hourly
Rented Facility workers	Custodial Workers	OT Hourly Rate of Pay	
Summer Library Services	Working Books/Computers	\$ 10.00	Hourly
Summer School	Teachers	\$ 35.00	Hourly
Summer School	Aide	Hourly Rate of Pay	
Saturday/Thursday School	Teacher	\$ 35.00	Hourly
Saturday/Thursday School	Aide	Hourly Rate of Pay	
Summer Workshop Instr.	Teacher	Daily Rate of Pay	
Board Appr. Dinner	Cafeteria Workers	OT Hourly Rate of Pay	
Board Thanksgiving Dinner	Cafeteria Workers	OT Hourly Rate of Pay	
HS UIL Coach	Teachers	\$ 200.00	Per Rvent
HS UIL Coach Travel	Teachers	\$ 100.00	Per Event
MS UIL Coordinator	Teachers	\$ 300.00	
MS UIL One Act Play	Teachers	\$ 400.00	
MS UIL Event Sponsors	Teachers	\$ 150.00	Per Event
PTO Movie Night	Technology	\$ 20.00	Per Hour
Band Twirling Practice	Teachers	\$ 20.00	Per Practice
Band Twirling Games	Teachers	\$ 25.00	Per Game
Band Twirling Competitions	Teachers	\$ 50.00	Per Competition
Summer Maintenance helper	Maintenance	\$ 9.50	Hourly or Minimum Wage
Campus Dances	Teachers/Aides	\$ 15.00	Hourly
School Finance Consulting	Administrators	\$ 62.32	Hourly

Employee Benefits

All eligible employees shall receive benefits in accordance with Troup Independent School District Board Policy DEC. The plan year for all benefits is September 1st through August 31st. For questions concerning Employee Benefits, please contact Carri Jackson, Director of Human Resources and Benefits, at 903-842-3067 ext. 1100, or via email at cjackson@trouplisd.org.

Group Health and Life Insurance

Group health insurance coverage is provided through TRS-Active Care, the statewide public-school employee health insurance program. The district's contribution to the employee insurance premium is \$350.00. All employees who work at least 10 hours per week are eligible to participate in the health insurance plan.

A \$20,000 life insurance plan is provided for all employees. Additional life insurance is available at employee cost.

Supplemental Insurance Plans

At their own expense, employees may enroll in approved supplemental insurance programs such as long and short-term disability, cancer insurance, dental insurance, vision insurance, and heart/stroke insurance. Employees may also purchase additional life insurance, contribute to an eligible 403(b) Tax Deferred Annuity, and set up Flexible Spending Accounts.

Summary of Employee Benefits

Medicare: All employees, including substitutes contribute to Medicare. The District makes matching contributions of 1.45 percent of gross wages.

Workers' Compensation: All employees, including substitutes and temporary employees are covered by workers' compensation insurance.

Unemployment Compensation: All employees, including substitutes are covered by unemployment compensation insurance.

Teacher Retirement System of Texas: All employees, excluding substitutes and TRS Retirees, who work no less than 15 hours per week, are eligible to participate in the Teacher Retirement System. The state contributes 8.25 percent of gross wages per employee and the district contributes .75 percent of gross wages towards TRS Care.

State Personal Days: All permanent employees will receive 5 state personal leave days according to Troup ISD Board Policy DEC (Legal)/(Local). State personal days will be granted at the beginning of the school year. If an employee begins employment after the first duty day or ends employment before the last duty day, state personal leave days will be prorated based on actual time employed. These days will accumulate. These days will accumulate.

Local Days: All permanent employees will receive local leave days according to Troup ISD Board Policy DEC (Legal)/(Local). Local Sick Leave days will be granted at the beginning of the school year with employees in twelve-month positions earning seven days; employees in an eleven-month position earning six days; and employees in ten-month positions earning five days. If an employee begins employment after the first duty day or ends employment before the last duty day, local leave days will be prorated based on actual time employed. These days accumulate up to a maximum of 25 days.

Sick Leave Pool: A sick leave pool may be established from voluntary donations by District staff to assist a fellow employee suffering from a catastrophic illness or injury to the employee or employee's immediate family. See Board Policy DEC (Local).

Family and Medical Leave (FMLA): Employees working 12 consecutive months and at least 1,250 hours over the past twelve months and incur a qualifying event are eligible for FMLA.

Bereavement Leave: An employee shall be granted three days of bereavement leave upon the death of a member of the employee's immediate family. Such leave shall be taken with no loss of pay or other paid leave.

INCENTIVES

The District currently has a Leave Buy Back Upon Retirement Incentive Program, which is discussed in School Board Policy DEC - Local. For the 2025-2026 school year, the district will also pay a one-time retention incentive for all qualifying employees and an incentive to any teacher completing the Reading Academy. From time-to-time, the District may decide to participate in incentive grant programs established under Education Code 21. It will be emphasized that all incentives are a payment for performance, not an entitlement as part of an employee's salary.

Reimbursement for Unused Leave upon Retirement

Purpose: The district currently has an attendance incentive in place in which the employees are eligible to be reimbursed for unused leave at the time of retirement. Please refer to Board Policy DEC (Local) for guidelines.

Terms and Conditions

- Upon retirement through TRS, an employee may request reimbursement for unused state and local leave days earned with a maximum of 25 local leave days shall be eligible for this reimbursement program and unlimited state leave days.
- The request must be made prior to adoption of the budget in the year which the employee will retire.
- The rate of pay will be established by the Board. The current rate is \$80 for professional employees and \$65 for paraprofessional and auxiliary employees.
- Local leave days for which payment is made will be deducted from the employee's leave balance. State leave for which payment is made will not be available for future buyback.

2025-2026 One-Time Retention Incentive

Purpose: The Board of Trustees believes that the educational mission is served by retaining its committed, experienced and skilled staff members. Therefore, the board will provide a one-time retention incentive payment to all individuals employed by the District by September 1, 2025 and who remain employed as of December 15, 2025.

Terms and Conditions:

- The one-time retention is in effect for the 2025-2026 school year.
- Temporary employees and substitutes are not eligible for the incentive.
- The employee must be actively employed at the time of the payment.
- Full-time qualifying employees will receive a total sum of \$500 and part time employees (20 hours or less per week) will receive a total sum of \$250. Amounts will be prorated for employees hired after September 1, 2025 according to the following schedule:
 - If employed during the month of September, 2025 (F/T - \$375.00) (P/T - \$187.50)
 - If employed during the month of October, 2025 (F/T - \$250.00) (P/T - \$125.00)
 - If employed during the month of November, 2025 (F/T - \$125.00) (P/T - \$62.50)
 - If employed during the month of December, 2025 (No incentive paid)
- Employees who have submitted resignation notices or will not returning in January will not be eligible for the incentive.
- This payment will be provided to qualifying employees of Troup ISD in December, 2025.

Reading Academy Stipend

Purpose: To recognize and compensate employees who have completed the Reading Academy, as required by TEA.

Terms and Conditions:

- The employee shall successfully complete all units of the Reading Academy as determined by TEA.

- Upon completion, the employee will submit a signed statement and a copy of their certificate to the business office. Upon receipt of these documents, the employee will receive a sum of \$1,000.