



2026-2027 COMPENSATION GUIDE



401 Santa Fe Way, Temple TX 76501
254-215-8473
www.tisd.org

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TEACHING & PROFESSIONAL STAFF SALARY SCHEDULES

PURPOSE The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district, and
- To be fiscally controlled and cost effective.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. A pay grade and step for each position shall be based on a "Teacher Model" to recognize years of work history.

JOB CLASSIFICATION/PAY GRADE Positions shall be assigned pay grades based on a review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is reviewed before placing positions within pay grades. The superintendent or his designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Staff Compensation Guide is the superintendent of schools.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year-to-year experience in the same manner of the Teacher Salary Table.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The pay grade charts shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a job with a higher pay grade. When being placed in a higher pay grade, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION and REASSIGNMENT A voluntary demotion in position will require that the employee earn the salary associated with the pay grade of the new position. When being placed in a lower pay grade, the salary will be based on years of service for that pay grade. An involuntary demotion or reassignment determined by TISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current pay grade or, more appropriately, to change to the correct amount or days between school years to align with the new position.

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be the teacher's annual base salary plus a stipend. The supervisor will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Assistant Superintendent of Human Resources upon receipt of a written recommendation submitted by the individual's supervisor. When appropriate, and with the approval of the Assistant Superintendent of Human Resources, stipends may be shared.

SALARY PLACEMENT FOR AFJROTC PERSONNEL The salary for commissioned or noncommissioned officers shall be based on the Air Force Minimum Instructor Pay (MIP). AFJROTC personnel salary increases are given each July when a new MIP calculation is received. The Air Force reimburses the district for one-half of the Minimum Instructor Pay. Salaries will be calculated based on contract days.

EDUCATION SALARY FOR MASTER'S DEGREE A salary increase of \$1,000 is provided to full-time campus- based employees with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject provided that their current position does not require a master's degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Staffing. All new employees must apply for the advanced degree stipend by September 1, to the Assistant Superintendent of Human Resources. Payment will be included in monthly payroll checks.

- Included are teachers, librarians, nurses, instructional coaches, coordinators, and other instructional positions closely related to campuses.
- Excluded are principals, counselors, diagnosticians, LSSPs, some directors, etc.

EDUCATION SALARY FOR DOCTORAL DEGREE An annual stipend of \$1,500 is provided to full-time employees with earned doctoral degrees from an accredited educational institution if their position does not require a doctoral degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Staffing. A one-time request for the stipend which includes transcripts, if not already on file, must be made to the Assistant Superintendent of Human Resources by September 1. Payment will be included in monthly payroll checks.

CREDITABLE YEARS OF SERVICE Calculated in accordance with rules set by the Commissioner of Education.

LONGEVITY PAY PROFESSIONAL EMPLOYEES Full-time professional employees, who have worked in full-time positions in the Temple Independent School District, qualify for longevity pay after 20 or more continuous years of service. TRS has approved that longevity pay be paid in one lump sum starting in November during the 21st year upon the employee's return to TISD. Prior to 2002-03, continuous years of service were not required to qualify for longevity pay. However, any employee hired during or after the 2002-03 school year must have continuous years. Part-time employees do not receive longevity pay nor do part-time years calculate toward longevity; however, part- time employment will not interrupt continuous service years. Employees are eligible to receive longevity pay in accordance to the following scale based on years completed:

- 20-29 \$ 1,000
- 30+ \$ 2,000

LONGEVITY PAY AUXILIARY EMPLOYEES Full-time auxiliary employees, who have worked in full-time positions in the Temple Independent School District, qualify for longevity pay after fifteen (15) or more continuous years of service. TRS has approved that longevity pay be paid in one lump sum starting in November during the sixteenth (16th) year upon the employee's return to TISD. Prior to 2002-03, continuous years of service were not required to qualify for longevity pay. However, any employee hired during or after the 2002-03 school year must have continuous years. Part-time employees do not receive longevity pay nor do part-time years calculate toward longevity; however, part-time positions will not interrupt continuous service years. Employees are eligible to receive longevity pay in accordance to the following scale based on years completed:

- 15-19 \$ 500
- 20-29 \$ 1,000
- 30+ \$ 2,000

RETENTION PAYMENT To encourage retention of current staff, and avoid turnover, the district may provide a retention payment to staff. Payment will be made if funds are available.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to ensure compliance with any requirements from the 89th Texas Legislature; and the associated funding levels which were not known at the time this plan was initially adopted. The amounts reflected in this adopted compensation guide may be incorporated as part of satisfying new statutory requirements.

PERFORMANCE PAY INCENTIVE. To encourage the high performance of principals and campuses, the district may provide a discretionary performance pay incentive to principals based on a structured program recommended by the administration and on the condition that the Board finds a public purpose is served from the pay incentive program and approves it at a public Board meeting as required by Chapter 551, Texas Government Code.

Salary schedules are intended to be informational and not contractual in nature.

TEACHER INCENTIVE ALLOTMENT (TIA)

For any funds received by Temple ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% percent will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will disburse the funds to the department or grade level team the teacher taught.

❖ TIA Designated Teachers: 90% of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. **Employees are responsible to pay both the employee and employer benefit and tax costs in excess of what TIA funding covers.** Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

ELIGIBILITY

Teachers with TIA designation (90% of funds)

- ❖ PEIMS coded 087
- ❖ Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

DEFINITIONS

TIA designated teacher

- ❖ Identified by PEIMS code 087
- ❖ Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.
- ❖ A combination of teacher performance and student achievement meets the minimum requirements as set forth in the plan

COMPENSATION PAYOUT

All compensation for TIA will be paid in August.

If a TIA designated teacher retires from Temple ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If a TIA teacher is moving out of the commuting area due to military orders, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st. Military orders must be provided to HR by August 1st.

If a TIA designated teacher leaves Temple ISD for reasons other than retirement or military orders after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

TEACHER PAY SCALE

Step	Bachelors	Daily Rate	Masters
0	56,105	300	57,105
1	56,636	303	57,636
2	57,176	306	58,176
3	57,717	309	58,717
4	58,258	312	59,258
5	61,289	328	62,289
6	61,869	331	62,869
7	62,400	334	63,400
8	62,930	337	63,930
9	63,461	339	64,461
10	63,991	342	64,991
11	64,522	345	65,522
12	65,052	348	66,052
13	65,583	351	66,583
14	66,114	354	67,114
15	66,644	356	67,644
16	67,175	359	68,175
17	67,705	362	68,705
18	68,236	365	69,236
19	68,766	368	69,766
20	69,297	371	70,297
21	69,827	373	70,827
22	70,358	376	71,358
23	70,889	379	71,889
24	71,419	382	72,419
25	71,950	385	72,950
26	72,480	388	73,480
27	73,011	390	74,011
28	73,541	393	74,541
29	74,072	396	75,072
30	74,602	399	75,602
31	75,133	402	76,133
32+	75,664	405	76,664
Teacher (187)			
❖ All retire/rehire teachers employed with Temple ISD will be paid at the State Minimum salary schedule, Step 20, minus the TRS Surcharge and the TRS Care Surcharge per month if applicable. ❖ All new retire/rehire nonteaching employees will be paid based on the current Pay Grade at Pay Step 10. ❖ Noncertified Teachers will be paid a salary of \$46,693. Full teacher pay will be given once the employee is certified.			

TECHNOLOGY PAY

POSITION	Pay Grade	Days
Technology Operations Specialist	PG-5	216
Help Desk	PG-6	226
Field Technicians (5)	PG-7	226
Client Administrator	PG-8	226
Systems Administrator	PG-10	226
Network Administrator	PG-11	226
Director of IT – Infrastructure & Security	PG 14	226
Chief Technology Officer	PG-16	226

SUBSTITUTE PAY – DAILY RATE

Non-Degreed	Degreed	State Certified/RN	Long Term or After 11 th Day of Regular Subbing			Days to Long Term
			Non-Degreed	Degreed	State Certified	
100.00	115.00	130.00	110.00	125.00	140.00	11
❖ Each campus reports days worked by substitutes to the Payroll Office. ❖ Paychecks are through Direct Deposit or mailed monthly to the home address. ❖ All substitutes must attend a substitute orientation meeting. ❖ Subs are paid for the orientation meeting once a position is accepted. ❖ CATT Teacher Mentor Subs and TAMU-CT Student Teachers will be paid a daily rate of \$250.						

AUXILIARY PAY

	Level 1	Level 2	Level 2-CS	Level 3	Level 4	Level 5	Level 5-T	Level 6	Level 7
Min	11.44	12.48	12.86	13.53	15.61	16.96	18.41	19.77	23.94
Mid	13.46	14.68	15.12	16.01	18.44	20.24	21.98	23.82	28.79
Max	15.54	16.93	17.43	18.62	21.39	23.70	25.76	28.14	33.99
	Food SVC Sub/Temp Crossing guard	Bus Attendant	Café Specialist	Café Manager Mgr. Trainee Delivery/WH Grounds Keeper Gen Maint. 3 HVAC Asst	Café Manager Asst. Mgr. THS Sect. / WH Mgr. Gen Maint. 4 Plumber Asst. Electrician Asst Security Guard	Café Manager THS Gen Maint. 5 Lead Plumber Electrician Locksmith	Bus Driver	Plumbing Foreman Electrician Foreman HVAC Tech Head Security Mechanic	Grounds Supervisor Maint. Supervisor Mechanic Supervisor

STIPEND SCHEDULE

DISTRICT COORDINATORS	
Facilities and Events Coordinator (220)	3,500
Strength and Conditioning Coordinator (220)	10,000
Assistant Athletic Director (226)	7,000
Academic Coordinator	5,000
Middle School Coordinator	5,000
Recruiting Coordinator	5,000
Game Administrator	5,000
BASEBALL/SOFTBALL	
Head (2)	7,500
Assistant – Level 1 (2)	4,200
Assistant – Level 2 (4)	3,500
BASKETBALL (BOYS/GIRLS)	
Head (2)	9,250
Assistant – Level 1 (2)	4,500
Assistant – Level 2 (4)	3,500
CROSS COUNTRY (BOYS/GIRLS)	
Head (2)	7,000
Assistant – Level 1 (1)	5,000
Assistant – Level 2 (2)	3,250
FOOTBALL	
Offensive & Defensive Coordinator (220)	10,000
Special Teams Coordinator (220)	10,000
Level 1 (5)	10,000
Level 2 (4) and Video Productions (1)	7,500
Level 3 (4)	5,000
GOLF (BOYS/GIRLS)	
Head (1)	9,000
Assistant (1)	3,300
POWERLIFTING (BOYS/GIRLS)	
Head (2)	5,000
Assistant (2)	4,000
SOCCER (BOYS/GIRLS)	
Head (2)	7,500
Assistant – Level 1 (2)	4,200
Assistant – Level 2 (2)	3,500
SWIMMING (BOYS/GIRLS)	
Head (1)	9,000
Assistant (1)	3,000
TENNIS (BOYS/GIRLS)	
Head (1)	9,000
Assistant Tennis (Fall/Spring) (1)	6,000
TRACK (BOYS/GIRLS)	
Head (2)	7,000
Assistants (10) [5 Boys & 5 Girls]	3,250
VOLLEYBALL	
Head (1)	7,500
Assistant – Level 1 (1)	4,500
Assistant – Level 2 (2)	3,500
WRESTLING (Boys/Girls)	
Head (1)	9,000
Assistant (2)	3,000

STIPEND SCHEDULE (CONT)

TRAINERS	
Head (1)	12,000
Assistant (1)	9,000
Middle School (1)	7,000
MIDDLE SCHOOL (BOYS/GIRLS)	
Coordinator (3)	2,500
Assistant Coordinator (3)	1,500
Tennis (3) & Golf (3)	1,500
Soccer Boys (3) & Girls (3)	3,000
Boys: Football (12) Basketball (6) Off Season (6) Track (12)	2,375
Girls: Cross Country (6) Volleyball (6) Off Season (6) Basketball (6) Track (12)	(per sport)
TEMPLE HIGH SCHOOL/FRED EDWARDS ACADEMY	
Agriculture Sponsors	8,000
AP Coordinator	2,000
Band Director Head	18,000
Band Director Assistant (2)	8,000
Color Guard Director	4,000
Choir Director	8,000
Cheerleading Varsity	6,000
Cheerleading J.V. and Instructor (2)	3,000
Choir Director Assistant	4,000
THS Dean of Students	3,500
Drama/Theatre Arts Director	8,000
Drama/Theatre Arts Assistant (2)	4,000
Dance Team	8,000
Dance Team Assistant	4,000
Dual Credit (Teacher or Counselor) Semester*	500*
Esports Director	1,000
Esports Assistant	500
Event Coordinator	1,500
FBLA Sponsor	1,000
FBLA Assistant Sponsor	500
Lead Teacher (THS)	2,350
Lead Teacher (THS 4 Core; FEA 1)	2,000
Lead Teacher (THS 4 Non-core: CTE, Fine Arts, LOTE & SPED)	1,500
One Act Play Director	3,000
Orchestra Director	8,000
ROTC (2)	2,500
Student Council	2,000
UIL Coordinator	3,000
UIL Academic Contests (per event) *	500*
Yearbook	4,000
MIDDLE SCHOOL *Paid from campus/departmental budgets	
Band Director (3)	6,500
Assistant Band Director (3)	5,000
Cheerleading (3)	2,000
Choir Director (3)	3,000
Lead Teacher (4 Core + SPED per MS Campus)	1,000
Grade Level Leader (3 per MS campus)	500
Orchestra Director (3)	4,090
Theatre Arts (3)	1,800
UIL Coordinator (3) *	500*
UIL Academic Contests (per grade level, per event) *	100*
Yearbook	1,500

STIPEND SCHEDULE (CONT)

DISTRICT WIDE	* Paid from campus/departmental budgets
Adult Education Administrator	3,000
Lead Announcer	4,000
Asst. Lead Announcer	2,000
Campus Social Media Manager* (12)	500*
Campus Webmaster* (12)	500*
Campus Secretary Spanish Speaker	750
Campus Technology Liaison	900*
Deaf Education	1,500
District Secretary Spanish Speaker	1,000
HS Chemistry, Physics, Composite Science	3,000
Health Science with Certification	2,500
MS Math with Math Certification	4,000
Elementary Bilingual Certified Classroom Teacher	6,250
ESL Teacher MS (3) HS (1)	1,500
Project Diploma Administrator	3,000
Mentor Teacher (per Mentee Teacher per Year)	500*
PREP Mentorship Stipend (grant funded)	1,000*
Special Olympics	1,000
Diploma Programme Coordinator	3,500
Vision	2,500
PASS Teacher	2,500
RDSPD Interpreters Stipend - basic	7,000*
RDSPD Interpreters Stipend - adv	10,000*
Lead SpEd Assessment Stipend	5,000*
Q1 Trainer Stipend	3,000*
CTSO Stipend	1,500*
Travel Stipend	600
Critical Needs Stipends – Special Education (SLP/SLPA, LSSP) *	1,250
Bilingual Stipend – Special Education (SLPA)*	2,500
Bilingual Stipend – Special Education (SLP, Diagnostician, LSSP) *	5,000
Assessment Intern Supervisor – Special Education (Diagnostician, LSSP) *	500/sem
Wellness Coordinator*	250/sem
SUMMER SCHOOL	*Paid from campus/departmental budgets
Coordinator – ES/MS	2,500
Coordinator – HS/BIL	4,500
Coordinator - Edwards	2,500
Coordinator – Wheatley	1,500
Co-Coordinator – HS	3,000
Counselor – HS	1,600
Nurse	1,600
Teacher	1,700
Secretary	1,120
Registrar	1,120
Paraprofessionals	800

SPECIAL RATES – EXTRA DUTY

POSITION	HOURLY RATE
Interventionist	\$35.00
Homebound	\$35.00
ARD Facilitator	\$35.00
Tutorial- Certified Staff (i.e., Teachers)	\$25.00
After School Saturday Detention	\$20.00
Non-Instructional	\$12.50
Support Help	\$12.50

PROFESSIONAL CONTRACT DAYS

CONTRACT LENGTH	START DATE	END DATE
226	July 1, 2026	June 21, 2027
220	July 7, 2026	June 16, 2027
216	July 13, 2026	June 17, 2027
212	July 13, 2026	June 11, 2027
207	July 20, 2026	June 11, 2027
202	July 20, 2026	June 4, 2027
197	July 27, 2026	June 4, 2027
192	July 28, 2026	May 28, 2027
187 Aide	August 3, 2026	May 27, 2027
187	August 3, 2026	May 27, 2027

All campus related personnel **MUST** follow the Professional Calendar (above) unless they receive prior, written permission from the Assistant Superintendent of Human Resources.

The Standard Professional 226 Contract Days may not apply to Support or Professional Staff not directly related to campus assignments or student services. Their contract days are July 1, 2026, to June 30, 2027, with non-contract days determined by the departmental supervisor or the Assistant Superintendent of Human Resources.

The standard expectation is that work calendars for all support staff shall be similar to that of their immediate supervisor unless prior arrangements are made through the immediate supervisor, e.g. clerical and office staff has the same work calendar as their supervisor.

Supervisors may approve deviations from the calendar of standard contract days (documented in Time Off). Realizing there are atypical circumstances that negate the ability to take time away from work during the summer months, consideration for approval of requests for “non-contract days” during the regular school year may be provided through the supervisor. In addition, we realize many of our professionals go well beyond the call of duty, and supervisors have the ability to exert modest flexibility while being reasonable. This assistance may be accomplished by a conference followed by a memo addressing the issue with the appropriate signatures for approval.

RECORD KEEPING FOR SALARIED EMPLOYEES

For all personnel not on TrueTime (Salaried/Exempt not needing Sub), use Skyward® to document your days of contracted work. Use Skyward® for days used for sickness or personal leave and for non-contract days that vary from the Professional Contract Calendar (above). Personal or sick days are counted the same as a workday, as does a professional development and school business day.

DAILY BELL SCHEDULE/TEACHER WORK SCHEDULE

Campus	Start Time	End Time	Early Release (Dec. 18 th /May 26 th)	Teacher Hours	Minutes
PRE-K	7:40 AM	3:20 PM	12:15 PM	7:25-3:55 (8.5 hours)	460
THS	7:30 AM	3:10 PM	12:30 PM	7:15-3:45 (8.5 hours)	460
Edwards	7:30 AM	3:10 PM	12:30 PM	7:15-3:45 (8.5 hours)	460
Elementary	7:55 AM	3:35 PM	1:00 PM	7:40-4:10 (8.5 hours)	460
Middle Schools	8:25 AM	4:05 AM	1:30 PM	8:10-4:40 (8.5 Hours)	460
CPD/W	AM	Lunch	PM	7 Hours	
Campus PD	8:30-11:30	11:30-12:30	12:30-3:30		
Campus PD/Workday	8:30-11:30	11:30-12:30	12:30-3:30	7 Hours	

*Campuses may “flex” start and stop times to cover arrival and dismissal while creating an 8-hour workday.

The administration shall determine the distribution of work among members of the staff. The superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the superintendent or the principal, such as work related to extracurricular activities, hall duty, and cafeteria duty. All full-time non-exempt employees will be on a 40-hour work week which will be documented through the **TrueTime** software program unless employed for fewer hours per week as per job assignment.

HEALTH INSURANCE PLANS



2026 / 2027

MONTHLY PREMIUM SUMMARY

MEDICAL BCBSTX *TEMPLE ISD CONTRIBUTES A SEPARATE \$410/MONTH TO ALL MEDICAL PLANS

Monthly Employee Rates	PRIMARY **	PRIMARY + **	HD PLAN ***	ACTIVECARE 2 *
EMPLOYEE ONLY	\$145	\$244	\$160	\$603
EMPLOYEE + SPOUSE	\$1,089	\$1,291	\$1,129	\$1,992
EMPLOYEE + CHILD(REN)	\$534	\$702	\$559	\$1,097
EMPLOYEE + FAMILY	\$1,477	\$1,749	\$1,528	\$2,431

*ActiveCare 2 is no longer accepting new enrollments.

Physician Directed Plan (PDP), *Preferred Provider Organization (PPO)



BlueCross BlueShield
of Texas

PLAN *highlights*



EXPRESS SCRIPTS®

MEMBER REWARDS

Earn up to \$599
annually IN
CASH by using
member
rewards!



TRS ACTIVECARE WELCOME WEBSITE

Great place to
find all things
medical at your
fingertips!



Wildcat
Wellness

- Wildcat Wellness Program
- Employee Perk Program
- Employee Assistance Program
- Identity Theft and Travel Assistance



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Visit <https://web.mybenefitshub.com/templeisd> for detailed plan information

HEALTH INSURANCE BENEFITS

HEALTH INSURANCE OPTIONS

Temple ISD provides health insurance through TRS-Active Care which offers several affordable plan options to employees. TISD also contributes up to \$410 monthly towards monthly medical premiums. Eligible employees NOT electing TISD health insurance are eligible to receive up to \$500 annually into either a medical or dependent care flexible spending account or a 457 Retirement Savings Plan. Rates are subject to change.

For specific rates and details surrounding our current benefit offerings, please visit

<http://www.mybenefitshub.com/templeisd>

DISTRICT PAID BENEFIT – For eligible employees, the district pays 100% for a \$10,000 Group Life Insurance Policy

VOLUNTARY BENEFITS

- ❖ Dental & Vision
- ❖ Emergency Transportation (Ambulance)
- ❖ Flexible Spending Account
- ❖ Health Savings Account
- ❖ Basic and Supplemental Life Insurance Policy (Term)
- ❖ Hospital Indemnity Plan
- ❖ Critical Illness
- ❖ Accident Coverage
- ❖ Pet Insurance
- ❖ Supplemental Cancer Coverage
- ❖ Short-Term and Long-Term Disability
- ❖ Employee Assistance Program (EAP)
- ❖ Wildcat Wellness Program
- ❖ Employee Discount Program

PAYROLL SCHEDULES

MONTHLY PAYROLL SCHEDULE



Temple ISD 2026-2027 Monthly Payroll Schedule

MONTH	START DATE	CUT-OFF DATE	DUE TO PAYROLL OFFICE	PAY DAY
July	5/31/2026	6/27/2026	6/29/2026	7/22/2026
August	6/28/2026	7/25/2026	7/27/2026	8/21/2026
September	7/26/2026	8/22/2026	8/24/2026	9/22/2026
October	8/23/2026	9/19/2026	9/21/2026	10/22/2026
November	9/20/2026	10/17/2026	10/19/2026	11/20/2026
December	10/18/2026	11/21/2026	11/30/2026	12/18/2026
January	11/22/2026	12/19/2026	1/4/2027	1/22/2027
February	12/20/2026	1/30/2027	2/1/2027	2/22/2027
March	1/31/2027	2/20/2027	2/22/2027	3/22/2027
April	2/21/2027	3/27/2027	3/29/2027	4/22/2027
May	3/28/2027	4/24/2027	4/26/2027	5/21/2027
June	4/25/2027	5/29/2027	5/31/2027	6/22/2027
July	5/30/2027	7/3/2027	7/5/2027	7/22/2027

Monthly Paid Staff Members:

Teachers, Librarians, Counselors, Register Nurses, Diagnosticians, ACE Coordinators, Coaches, and ROTC
 Department Directors, Principals, Assistant Principals, Superintendent, Assistant Superintendents, and Supervisors
 License Vocational Nurses, Instructional Assistants, License Specialists in School Psychology, Speech Pathologists, Deaf
 Educational Interpreters, Secretaries, Registrars, Attendance Clerks, Paraprofessionals, Accounting Specialists, Payroll
 Specialist, PEIMS Specialists, Benefits Specialist, Transportation Office Staff, Food Service Managers, and Substitutes

BIWEEKLY PAYROLL SCHEDULE



2026-2027 Biweekly Payroll Schedule

Pay Period	Timecards due by 4:00 PM (Unless otherwise specified)	Biweekly Pay Date
June 21 - July 4	July 6, 2026	July 10, 2026 (Friday)
July 5 - July 18	July 20, 2026	July 24, 2026 (Friday)
July 19 - Aug. 1	August 3, 2026	August 7, 2026 (Friday)
Aug. 2 - Aug. 15	August 17, 2026	August 21, 2026 (Friday)
Aug. 16 - Aug. 29	August 31, 2026	Sept. 4, 2026 (Friday)
Aug. 30 - Sept. 12	September 14, 2026	Sept. 18, 2026 (Friday)
Sept. 13 - Sep. 26	September 28, 2026	Oct. 2, 2026 (Friday)
Sept. 27 - Oct. 10	Oct. 13 (TUESDAY, 10 AM)	Oct. 16, 2026 (Friday)
Oct. 11 - Oct. 24	Oct. 26, 2026	Oct. 30, 2026 (Friday)
Oct. 25 - Nov. 7	November 9, 2026	Nov. 13, 2026 (Friday)
Nov. 8 - Nov. 21	November 23, 2026	Nov. 27, 2026 (Friday)
Nov. 22 - Dec 5	December 7, 2026	Dec. 11, 2026 (Friday)
Dec. 6 - Dec. 19	December 21, 2026	Dec. 24, 2026 (Thursday)
Dec. 20 - Jan. 2	January 4, 2027	Jan. 8, 2027 (Friday)
Jan. 3 - Jan. 16	Jan. 19 (TUESDAY, 10 AM)	Jan. 22, 2027 (Friday)
Jan. 17 - Jan. 30	February 1, 2027	Feb. 5, 2027 (Friday)
Jan. 31 - Feb. 13	Feb. 16 (TUESDAY, 10 AM)	Feb. 19, 2027 (Friday)
Feb. 14 - Feb. 27	March 1, 2027	March 5, 2027 (Friday)
Feb. 28 - Mar. 13	March 15, 2027	March 19, 2027 (Friday)
Mar. 14 - Mar. 27	March 30 (TUESDAY, 10 AM)	April 2, 2027 (Friday)
Mar. 28 - April 10	April 12, 2027	April 16, 2027 (Friday)
April 11 - April 24	April 26, 2027	April 30, 2027 (Friday)
April 25 - May 8	May 10, 2027	May 14, 2027 (Friday)
May 9 - May 22	May 24, 2027	May 28, 2027 (Friday)
May 23 - June 5	June 7, 2027	June 11, 2027 (Friday)
June 6 - June 19	June 21, 2027	June 25, 2027 (Friday)
June 20 - July 3	July 5, 2027	July 9, 2027 (Friday)
July 4 - July 17	July 19, 2027	July 23, 2027 (Friday)
July 18 - July 31	August 2, 2027	August 6, 2027 (Friday)
Aug. 1 - Aug. 14	August 16, 2027	August 20, 2027 (Friday)
Food Service Specialist, FS Warehouse, FS Sub; Bus Driver, BD Specialist, Mechanic, BD Trainee/Sub, Crossing Guard, Maintenance; Temporary Hourly (non-TISD employees); Custodian; Security		



Non – Exempt & Exempt Salary Schedule Placement
Guidelines

Pay Grade: _____ Days: _____

Employee: _____ Position: _____

Projected Salary: _____
(Office Use Only)

College Credit: Instructional Aides need to attach a college transcript with college hours earned.

Work History:

School Jobs: TISD or Other Districts

Employer	Position	Years (SS)

Years of Experience Value Ranges from Multiplier of .75 to 1.0

Not in Education but Same or Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from Multiplier of .25 to .75

Not in Education and not Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from Multiplier of 0.0 to .25

I declare that all information above is accurate and if requested will provide documentation of employment including TRS Notice and Social Security Statement. Any incorrect information can be reason for termination by the Temple Independent School District.

Name: _____

Signature: _____

Date: _____

Name _____ ID# _____

Campus/Department _____

Teaching Assignment/ Position _____

Degree Title: _____

University: _____

- ☐ Transcript attached
☐ Transcript on file

Requests for advanced degree salary must be made within one month of employment. Employees must submit requests no later than **Tuesday After Labor Day** in order to receive the advanced degree salary in the 2024-2025 checks. Requests submitted after the deadline will be reviewed the following year.

Payments will be included in October through July checks or September through June if 12-month employee.

- ☐ Approved
☐ Denied

Dr. Donna Ward
Assistant Superintendent of Human Resources

Date

EDUCATION SALARY FOR MASTER'S DEGREE An annual salary increase of \$1,000 is provided to full time campus-based employees with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject provided that their current position does not require a master's degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Staffing. All employees must apply for the advanced degree stipend by **Tuesday After Labor Day**, to the Assistant Superintendent of Human Resource. Payment will be included in monthly payroll checks.

- Included are teachers, librarians, nurses and other instructional positions closely related to the campus instruction
- Excluded are principals, counselors, diagnosticians, LSSP's, Facilitators, etc.

EDUCATION SALARY FOR DOCTORAL DEGREE An annual stipend of \$1,500 is provided to full time employees with earned doctoral degrees from an accredited educational institution if their position does not require a doctoral degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Staffing. A one-time request in by **First Day of Instruction**, which includes transcripts for the stipend if not already on file, must be made to the Assistant Superintendent of Human Resource. Payment will be included in monthly payroll checks.