

Brownwood ISD Compensation Plan

Brownwood Independent School District



2026-2027

This guide is for administering salaries and wages for employees of the Brownwood Independent School District. The practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards. The Superintendent shall recommend a compensation plan for all District employees annually. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The Board shall review and approve the compensation plan to be used by the District. [DEA Local Policy]

This plan is for the 2026-2027 school year only. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this document. This compensation plan may be amended or updated as necessary to align with the mission of the district.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Pay Structures

The following pay structures and stipends were approved by the Board of Trustees of Brownwood ISD on August 10, 2026, and are effective for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Work Calendars and Contract Days

The Human Resources and Payroll Departments shall annually establish and publish district work calendars that determine contract days and work schedules based upon the duties, responsibilities, and requirements of the assigned position and job description.

Legislative Changes Affecting Salary Structure

In compliance with state legislation, Brownwood ISD has updated its compensation plan to align with separate funding allotments established for teachers, and other professional staff. This adjustment ensures state compliance while maintaining fair and competitive compensation for all BISD employees.

Compensation Guidelines for Intern and Non-Certified Teachers (Years 0–4)

In alignment with legislative changes to the Texas Education Code, Brownwood ISD has salary placement guidelines for individuals serving in teaching roles under alternative certification pathways or intern certificates.

Legislative Summary: Per Texas Education Code §§ 21.0412 and 21.402, and funding guidelines under HB 2, the state now differentiates compensation for individuals serving in classroom roles on intern or non-standard certificates. These individuals are not eligible for the Teacher Retention Allotment and must instead be funded through the Support Staff Retention Allotment.

- Teachers on Intern Certificates (0–4 years of experience) will be placed on a separate pay scale from fully certified classroom teachers.
- Intern teachers are still required to receive minimum base pay.

HIRING PAY GRADES

The titles listed in the compensation plan is not an exhaustive list. Additional job titles may exist within each pay grade that are not specifically mentioned. Job titles may fall in more than one pay grade. Pay grades will be determined based on a comprehensive evaluation including but not limited to job title, experience, and qualifications. This ensures employees are compensated fairly and equitably according to their individual contributions and expertise.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

BROWNWOOD ISD
2026~2027 Salary Schedule for Teachers
10 Month Contract

Experience	Fully Certified	Standard Intern Certificate	Non-Certified or District of Innovation
0	\$50,268	\$48,768	\$48,268
1	\$50,540	\$49,040	\$48,540
2	\$50,988	\$49,488	\$48,988
3	\$53,441	\$49,941	\$49,441
4	\$53,897	\$50,397	49,897
5	\$54,819		
6	\$59,760		
7	\$60,719		
8	\$61,699		
9	\$62,697		
10	\$63,717		
11	\$65,015		
12	\$66,346		
13	\$67,711		
14	\$69,108		
15	\$70,543		
16	\$71,719		
17	\$72,918		
18	\$74,140		
19	\$75,388		
20	\$76,660		
21	\$77,308		
22	\$77,964		
23	\$78,627		
24	\$79,295		
25	\$79,614		
26	\$79,972		
27	\$80,313		
28	\$80,656		
29	\$81,000		
30	\$81,174		
31	\$81,347		
32	\$81,521		
33	\$81,695		
34	\$81,870		
35	\$82,045		
36+	\$82,862		
MASTER'S DEGREE STIPEND \$1500			

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Principal Base Salary Model (P7, P8)

Brownwood ISD utilizes a structured administrative compensation model designed to recognize:

- Campus leadership responsibilities
- Administrative experience
- Campus operational complexity
- Student need
- Performance outcomes

The district's administrative compensation system is designed to:

- Recruit and retain high-quality leaders
- Recognize campus complexity
- Reward experience
- Incentivize high performance
- Support student achievement and organizational effectiveness

PRINCIPAL BASE SALARY SCHEDULE	
Campus Assignment	Base Salary
Elementary Principal	\$80,000
Middle School Principal	\$90,000
High School Principal	\$95,000
DAEP/Alternative Principal	\$65,000

Administrative Experience

Principals shall receive:

- 2% of the assigned base salary for each verified year of administrative experience

Administrative experience includes campus-level administrative service such as:

- Principal
- Assistant Principal
- Dean
- Other district-approved campus leadership experience

Administrative salaries are determined using the following formula:

=BaseSalary*(1+(AdminYears*2%)) + CampusStipends+PerformanceIncentive

Experience-based salary enhancements for Principals and Assistant Principals shall be capped at a maximum of twenty-five (25) years of verified experience for compensation calculation purposes.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Campus Complexity Stipends

Additional stipends are assigned to campuses with unique operational, instructional, or student support demands.

Stipend Area	Amount	Campuses
Life Academics Program	\$3,000	Coggin, Northwest, Middle School & High School
ECSE Program	\$3,000	Northwest
High Poverty Campus	\$2,000	Any campus with 75% or more economically disadvantaged student population

Annual Principal Performance Incentive

Principals may earn annual performance incentives based on campus performance indicators aligned to district priorities.

Eligible principals may earn:

- 1% of base salary per performance target met
- Up to a maximum of 5% of base salary annually

Performance Targets	
<i>Indicator</i>	<i>Target</i>
Accountability Academic Growth	5%+ Growth
Staff Retention	95%+
Student Attendance (annual)	95%+
Closing the Gaps Accountability Rating	A
Accelerated Learning Accountability Rating	A
Climate Survey Results	90% positive responses with 100% staff participation
New Teacher Support Outcomes	100% Retention
Certified Staff Attendance (annual)	95%+

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Assistant Principal Base Salary Model (P4, P6)

The district recognizes the critical role Assistant Principals serve in supporting campus leadership, student achievement, staff development, campus operations, and the overall instructional program. Assistant Principals are expected to provide comprehensive administrative support to the campus principal in all operational and instructional areas of the school environment.

ASSISTANT PRINCIPAL BASE SALARY SCHEDULE		
Campus Assignment	Certified	Noncertified
Elementary Assistant Principal	\$63,600	\$60,420
Middle School Assistant Principal	\$70,500	\$66,975
High School Assistant Principal	\$75,000	\$71,250

Experience-Based Salary Enhancement

In recognition of the value of prior educational experience and leadership capacity, Assistant Principals shall receive an experience-based salary enhancement calculated using total verified years of experience.

The salary enhancement shall be determined by adding 1% of the applicable base salary for each year of verified experience. Verified experience may include educational experience recognized by the district, including classroom teaching and other approved educational service experience.

Example Calculation

An Assistant Principal assigned to a middle school campus with 10 years of verified experience:

- Base Salary: \$70,500
- Experience Enhancement: 10% (\$7,050)
- Total Salary: \$77,550

Final salary placement is subject to verification of experience and approval by the Human Resources Department.

Experience-based salary enhancements for Principals and Assistant Principals shall be capped at a maximum of twenty-five (25) years of verified experience for compensation calculation purposes.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Annual Assistant Principal Performance Incentive

Principals may earn annual performance incentives based on campus performance indicators aligned to district priorities.

Eligible Assistant Principals may earn:

- 1% of base salary per performance target met
- Up to a maximum of 2% of base salary annually

Performance Targets	
<i>Indicator</i>	<i>Target</i>
Student Attendance (annual)	95%+
Climate Survey Results	90% positive responses with 100% staff participation
New Teacher Support Outcomes	100% Retention
Certified Staff Attendance (annual)	95%+

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Professional Special Education Positions

The positions listed within this section are representative of Professional Special Education Positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

BROWNWOOD ISD 2026-2027 Salary Schedule

Diagnostician
School Psychologist
ARD Facilitator

The number of annual workdays for each position shall be determined by the district work calendars developed and published annually by the Human Resources Department.

Experience	Fully Certified
0	\$50,268
1	\$50,540
2	\$50,988
3	\$53,441
4	\$53,897
5	\$54,819
6	\$59,760
7	\$60,719
8	\$61,699
9	\$62,697
10	\$63,717
11	\$65,015
12	\$66,346
13	\$67,711
14	\$69,108
15	\$70,543
16	\$71,719
17	\$72,918
18	\$74,140
19	\$75,388
20	\$76,660
21	\$77,308
22	\$77,964
23	\$78,627
24	\$79,295
25+	\$79,614
Employees in positions reflected on this pay scale may also be eligible for supplemental stipends based on assigned duties, certifications, program responsibilities, campus assignments, or other district-determined factors.	

Professional Special Education Stipend

Diagnostician	\$3,000
School Psychologist	\$10,000
Bilingual School Psychologist	\$12,000

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Professional Special Education Positions			
Position	Minimum Salary	Median Salary	Pay Grade
Assist Speech Language Pathologist	\$46,750	\$56,100	P1
Speech Language Pathologist	\$57,970	\$69,564	P3
Licensed Professional Counselor	\$57,970	\$69,564	P3
Occupational Therapist	\$60,128	\$72,154	P6

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Student-Teacher Support and Professional Service Positions

The positions listed within this section are representative of positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

BROWNWOOD ISD 2026-2027 Salary Schedule
Elementary & Secondary Campus Counselors
Registered Nurse

The number of annual workdays for each position shall be determined by the district work calendars developed and published annually by the Human Resources Department.

Experience	Fully Certified
0	\$50,268
1	\$50,540
2	\$50,988
3	\$53,441
4	\$53,897
5	\$54,819
6	\$59,760
7	\$60,719
8	\$61,699
9	\$62,697
10	\$63,717
11	\$65,015
12	\$66,346
13	\$67,711
14	\$69,108
15	\$70,543
16	\$71,719
17	\$72,918
18	\$74,140
19	\$75,388
20	\$76,660
21	\$77,308
22	\$77,964
23	\$78,627
24	\$79,295
25+	\$79,614

Employees in positions reflected on this pay scale may also be eligible for supplemental stipends based on assigned duties, certifications, program responsibilities, campus assignments, or other district-determined factors.

Counselor Stipend	
Elementary Campus	\$3,000
Middle School Campus	\$5,000
High School Campus	\$7,500

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

District Leadership and Program Director Positions

The positions listed within this section are representative of positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

District and Program Leadership			
Position	Minimum Salary	Median Salary	Pay Grade
Director of Transportation	\$60,000	\$72,000	P7
Mental Health Coordinator	\$69,966	\$83,959	P7
Head Football Coach	\$83,950	\$99,530	P8
High School Band Director	\$83,950	\$99,530	P8
Director of Technology	\$85,000	\$102,000	P9
Director of Facilities	\$90,000	\$108,000	P9
Director of Athletics	\$90,000	\$108,000	P9
Director of Student Services	\$90,000	\$108,000	P9
Director of Human Resources	\$90,000	\$108,000	P9
Director of Elementary Curriculum	\$90,000	\$108,000	P9
Director of Finance and Grants	\$90,000	\$108,000	P9
Director of Special Populations	\$90,000	\$108,000	P9
Assistant Superintendent	\$105,000	\$126,000	P10
Deputy Superintendent	\$113,000	\$135,600	P10

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Auxiliary Campus Support Positions

The positions listed within this section are representative of positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

CAMPUS SUPPORT POSITIONS			
Position	Starting Hourly Rate	Median Hourly Rate	Pay Grade
Paraprofessional	\$16.25	\$19.50	A1
Receptionist	\$16.25	\$19.50	A1
Attendance Clerk	\$16.25	\$19.50	A1
Life Academics Classroom/Structured Learning Classroom Paraprofessional (Includes stipend)	\$17.00	\$20.50	A1
Secretary	\$17.00	\$20.50	A2
Registrar/PEIMS	\$18.00	\$21.50	A2
Campus Technology Technician	\$20.00	\$24.00	A3
Campus LVN	\$21.00	\$25.50	A3
Campus Guardians	\$25.00	\$30.00	A3

Positions include a variety of support roles that provide instructional, operational, student, and campus support services. Positions added to this category may be added, modified, or discontinued on district needs and organizational requirements.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Auxiliary District Support Positions

The positions listed within this section are representative of positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

DISTRICT SUPPORT POSITIONS			
Position	Starting Hourly Rate	Median Hourly Rate	Pay Grade
CSC Receptionist/Food Service Liason	\$17.50	\$21.00	A3
Special Populations Specialist	\$18.00	\$21.50	A4
PEIMS Coordinator	\$23.00	\$27.50	A4
Human Resources Generalist	\$23.00	\$27.50	A4
Accounts Payable Specialist	\$23.00	\$27.50	A4
Accounting Clerk	\$23.00	\$27.50	A4
Payroll Supervisor	\$25.00	\$30.00	A5
Executive Administrative Assistant to Supt	\$25.00	\$30.00	A5
Network Supervisor	\$27.00	\$32.40	A5
Instructional Technologist	\$30.00	\$36.00	A5
Community Relations Coordinator	\$30.00	\$36.00	A5

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Operation and Facility Personnel

The positions listed within this section are representative of positions currently utilized by Brownwood ISD and are not intended to be an all-inclusive list. The district reserves the right to add, remove, modify, or reclassify positions, duties, assignments, stipend structures, and compensation components based on student needs, program requirements, funding availability, organizational structure, and Board-approved compensation plans.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Transportation

SALARY HIRING GUIDE (M1) Drivers and Bus Aides are paid for 5.5 hours per day for daily routes and receive their pay over 12 months.		
YEARS OF EXPERIENCE	Bus Driver Hourly Rate	Bus Monitor Hourly Rate
0	\$22.00	\$15.00
1	\$22.25	\$15.15
2	\$22.50	\$15.30
3	\$22.75	\$15.45
4	\$23.00	\$15.60
5	\$23.25	\$15.75
6	\$23.50	\$16.00
7	\$23.75	\$16.15
8	\$24.00	\$16.30
9	\$24.25	\$16.45
10	\$24.50	\$16.60

Extracurricular Bus Routes and Driver Training Compensation

Hourly Rate for Extracurricular Trips

Employees who drive a school vehicle for extracurricular trips outside of regular bus route assignments will be compensated at a rate of \$21.00 per hour.

Driver Trainers

Employees who serve as driver trainers for Brownwood ISD are compensated at a rate of \$20.00 per hour for time spent training new drivers.

Supplemental Pay Provisions

- Compensation for extracurricular and training trips is outside of regular route pay and is not considered part of the employee's standard workday or weekly overtime calculation.
- These hours are paid as separate, supplemental compensation in compliance with Fair Labor Standards Act (FLSA) guidelines for non-exempt part time employees.
- All trips must occur outside of the employee's regular assigned work hours to qualify for this rate of pay.

TRANSPORTATION POSITIONS			
Position	Starting Hourly Rate	Median Hourly Rate	Pay Grade
Secretary/Administrative Assistant	\$17.00	\$20.50	A3
Mechanic	\$25.00	\$30.00	M2

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Custodial (M1)

SALARY HIRING GUIDE	
YEARS OF EXPERIENCE	Hourly Rate
0	\$13.00
1	\$13.25
2	\$13.40
3	\$13.65
4	\$14.00
5	\$14.20
6	\$14.40
7	\$14.60
8	\$15.00
9	\$15.20
10	\$15.50

Custodial Assignment and Supervision

Custodians are assigned to a specific campus and are considered an integral part of the campus staff. Hiring recommendations for campus custodial positions are made by the campus principal in coordination with district hiring procedures. The campus principal serves as the custodian's direct supervisor and is responsible for daily supervision, work assignments, scheduling, performance expectations, and evaluation of job performance. Custodial staff also operate under the guidance of the Director of Facilities regarding district custodial standards, training, equipment, safety procedures, and supply management. To ensure clear lines of communication and accountability, the Director of Facilities will generally communicate operational expectations and districtwide custodial initiatives through the campus principal, while working directly with custodial staff on matters related to training, supplies, equipment, and safety requirements.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

Maintenance

MAINTENANCE POSITIONS			
Position	Starting Hourly Rate	Median Hourly Rate	Pay Grade
Grounds	\$15.00	\$18.00	M1
General Maintenance	\$17.00	\$20.00	M2
Secretary	\$17.00	\$20.00	A3
Painter	\$18.00	\$20.00	M2
Locksmith	\$18.00	\$24.00	M3
Carpenter	\$18.00	\$25.00	M3
Electrician Journeyman	\$24.00	\$29.00	M3
HVAC Licensed	\$24.00	\$29.00	M3
Plumber Journeyman	\$24.00	\$29.00	M3
Maintenance Coordinator	\$32.00	\$38.50	M3

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

SUBSTITUTE & TUTOR PAY SCHEDULE

Substitute Pay

Rates	Non-Certified Substitute	Texas Certified Substitute
Daily	\$100	\$140
Half Day	\$50	\$70
Long Term	\$120	\$160
Extended Long Term (vacant position)	Employment Agreement	

Rates

- **Daily**- working the regular school day to cover the duties of a regular classroom teacher who is absent.
- **Half Day**- working half of the school day, either AM or PM to cover the duties of a regular classroom teacher who is absent.
- **Long Term (Assignment for 15 or more consecutive days)**- working for a prolonged period and assuming more responsibilities, such as attending meetings and following curriculum rigorously.
- **Extended Long Term**- Long term substitute who assumes full responsibilities of the regular teacher, including planning lessons, grading and communicating with parents.

Tutor Pay

Certified Teachers (per hour) \$35

Tutor pay is for extended assignments approved by campus principals before initiated. Regular before and after-school tutoring by classroom teachers of students is not covered in this section.

Performance Pay: Teacher Incentive Allotment

For any funds received by Brownwood ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, and professional development. Should the district receive funding for a designated teacher who has resigned for retired, the district will pay the 90% to the remaining TIA eligible teachers on the exiting teachers home campus.

District Benefit Information

Health Insurance Premium Benefit for All Participating Employees

Brownwood ISD contributes \$150 per month towards TRS ActiveCare health insurance premiums for participating employees as required by the state. The state continues to pay \$75 per month toward these premiums.

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

STIPENDS BY EXTRA DUTY CODE

Code	DESCRIPTION	STIPEND	LEVEL
01	Academic UIL	\$2,500	HS
02	Assistant UIL Coordinator	\$4,500	HS
03	UIL Sponsor	Time Sheet	HS
04	Drama Sponsor	\$9,000	HS
05	National Honor Society Sponsor	\$1,000	HS
06	Key Club Sponsor	\$1,000	HS
07	Department Head	\$2,250	HS
08	Student Council Sponsor	\$1,000	HS
10	Lion Crew Sponsor	\$500	HS
11	Yearbook Sponsor	\$1,500	HS
12	Drill Team Sponsor	\$5,500	HS
13	Cheerleading Sponsor	\$5,500	HS
16	Assistant Football Coach	\$4,500	HS
17	Head Basketball Coach	\$5,500	HS
18	Head Powerlifting Coach	\$5,000	HS
19	Assistant Basketball Coach	\$2,750	HS
1E	Football Equipment Manager	\$2,500	HS
1F	Football Filmer	\$750	HS
1R	On Ramps Instructor	\$1,500 per course	HS
20	Football Defensive Coordinator	\$4,500	HS
21	Assistant Powerlifting Coach	\$2,750	HS
22	Football Offensive Coordinator	\$4,500	HS
23	Head Baseball Coach	\$5,500	HS
24	Middle School Coach	\$5,000	MS
25	Athletic Coordinator	\$7,500	MS
27	Special Team Coordinator	\$4,000	HS
28	Yearbook Sponsor	\$1,000	MS
29	Student Council Sponsor	\$1,000	MS
30	Cheerleading Sponsor	\$1,500	MS
31	UIL Sponsor	Time Sheet	MS
32	Head Softball Coach	\$5,500	HS
33	Assistant Head Coach	\$4,500	HS
35	Soccer Coach	\$1,500	MS, HS
36	Choir Stipend	\$2,500	District
38	Deaf Education Leader	\$3,000	District
39	Assistant Softball Coach	\$2,750	HS
40	Head Soccer Coach	\$5,000	MS, HS

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

41	Master's Stipend	\$1,500	Teachers
42	Intramurals Coach	\$1,200	Coggin
49	Head Volleyball Coach	\$5,500	HS
50	Assistant Volleyball Coach	\$2,750	HS
51	Head Cross Country Coach	\$3,875	HS
52	JR National Honor Society	\$1,000	MS
53	Assistant Baseball Coach	\$2,750	HS
54	Head Track Coach	\$5,000	HS
55	Assistant Tennis Coach	\$5,000	MS
56	Special Ed Department Head	\$2,250	HS
57	Assistant Track Coach	\$2,750	HS
58	Athletic Trainer	\$10,000	District
60	Head Tennis Coach	\$10,000	HS
61	Prom Sponsor	\$500	HS
62	Vocation AG Director	\$3,000	HS
63	Athletic Technology	\$1,500	HS
66	Sound and Media Stipend	\$3,000	HS
69	Athletic Grounds	\$1,500	HS
71	Assistant Cross-Country Coach	\$2,750	HS
74	Speech Therapy Lead	\$5,000	District
7E	Elementary Department Lead	\$2,250	6 th
7M	Middle School Department Lead	\$2,250	MS
7T	Middle School Team Lead	\$1,000	MS
83	Sub Varsity Cheer Coordinator	\$2,500	HS
84	Elementary Student Council	\$500	ELEM
86	Boys Coordinator	\$3,000	HS
87	Girls Coordinator	\$3,000	HS
88	Athletic Assistant Trainer	\$5,000	District
89	Drill Team Assistant	\$1,000	HS
90	Cheer Assistant	\$1,000	HS
92	Head Golf Coach	\$5,000	HS
96	Assistant Band Director	\$8,500	HS
BC	Builders Club	\$500	MS
CG	Color Guard Assistant	\$2,750	HS
DY	Dyslexia Coordinator	\$2,500	District
EL	Emergent Bilingual Coordinator	\$10,000	District
LA	Life Academics Paraprofessional	\$1,000	All levels
LT	Life Academics Teachers	\$2,500	All levels
MU	Choral Music	\$7,000	HS
OL	Languages Other Than English (LOTE)	\$2,500	HS

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.

SO	Special Olympics	\$2,000	HS
TO	Safety Care Trainer	\$1,000	District

Retirees employed under standard Employment after Retirement (EAR) rules will take responsibility for their surcharge. All EAR must comply with TRS rules and are subject to verification.