2025 - 2026



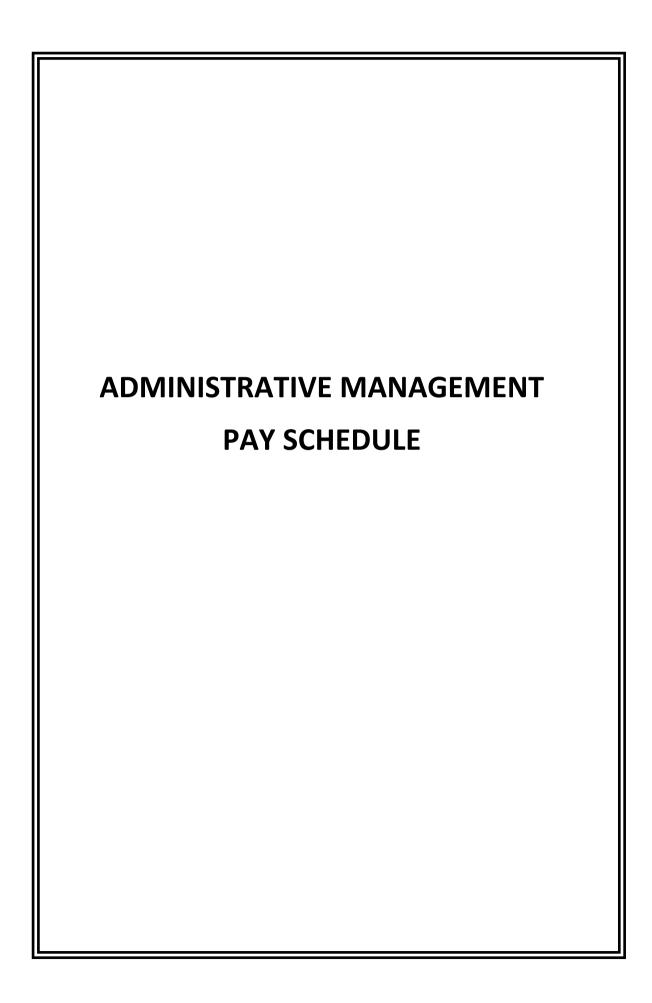








**COMPENSATION MANUAL** 



### 2025 - 2026 Administrative Management (AM) Compensation Manual

Paygrade	Assignment	Duty Days
AM1	Assignment	Duty Days
	Coordinator, Asset Management	226
	Coordinator, Swim Coach	226
	Manager, Fleet	260
	Specialist, Inventory	226
	Specialist, Network	226
	Specialist, Payroll	226
	Supervisor, Nutrition	226

Daily Rate	Minimum		Midpoint	Maximum		
Dully Hate	\$	204.09	\$ 245.00	\$	285.92	
226 Days	\$ 4	46,124.00	\$ 55,370.00	\$	64,618.00	
260 Days	\$ !	53,063.00	\$ 63,700.00	\$	74,339.00	

Paygrade AM2	Assignment	<b>Duty Days</b>
	Manager, Operations	226
	Manager, Security Electronics	226
	Specialist, Audio/Visual	226
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, MAC	226
	Specialist, PEIMS Submission	226
	Specialist, School Attendance	226
	Specialist, Systems	226

Daily Rate	Minimum		Midpoint		Maximum	
Jamy Hate	\$	234.70	\$	281.75	\$	328.80
226 Days	\$	53,042.00	\$	63,676.00	\$	74,309.00

Paygrade AM3	Assignment	Duty Days
	Coordinator, Auxiliary Services	226
	Coordinator, Benefits & Leave	226
	Coordinator, Certification/Personnel Records	226
	Coordinator, Custodial	260
	Coordinator, Multimedia & Graphic Design	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Security	226
	Coordinator, Student Services	226
	Coordinator, Warehouse	226
	Registered Dietician	226

Daily Rate	Minimum		Midpoint	Maximum		
Duny nace	\$	258.17	\$ 309.93	\$	361.69	
226 Days	\$	58,346.00	\$ 70,044.00	\$	81,742.00	
260 Days	\$	67,124.00	\$ 80,582.00	\$	94,039.00	

Paygrade AM4	Assignment	Duty Days
		Т
	Accountant	226
	Manager, Business Systems	226
	Manager, Grant	226
	Manager, HR Data Systems	226
	Manager, Payroll	226
	Manager, Risk	226

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	283.99	\$	340.92	\$	397.85
226 Days	\$	64,182.00	\$	77,048.00	\$	89,914.00

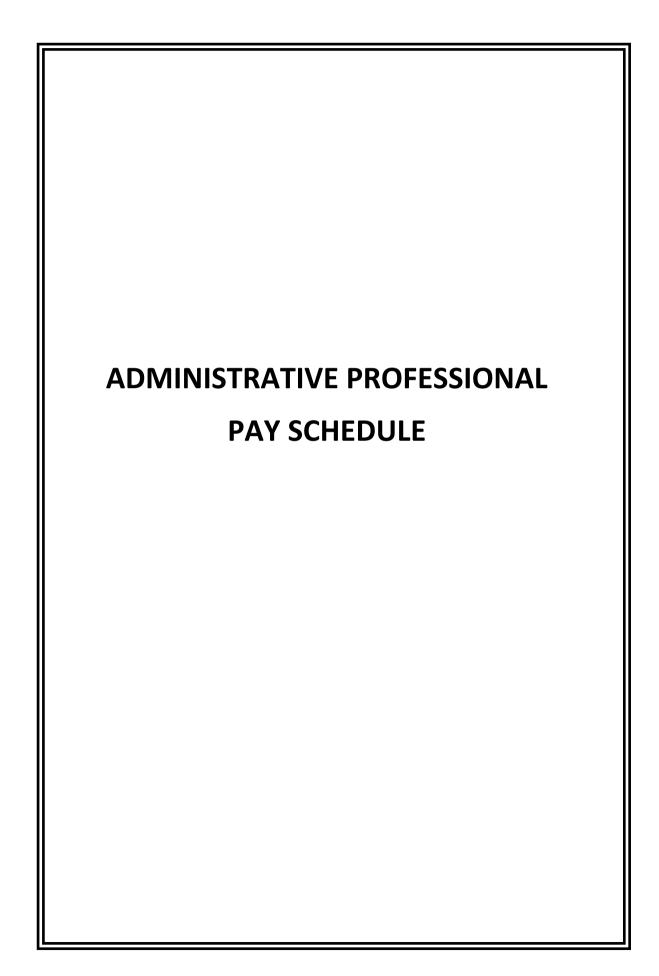
#### 2025 - 2026 Administrative Management (AM) Compensation Manual

grade	Assignment	Duty Days					
M5	Assignment	Duty Days					
	Director, Information Systems (PEIMS)	226					
	Deputy, Police Chief	226					
	Director, Maintenance Services						
	Director, Marketing and Communications						
	Director, Nutrition Services	226					
	Director, Partnerships & Engagement	226					
	Director, Purchasing	226					
	Director, Technology Operations	226					
	Director, Transportation						
	Engineer, Database						
	Engineer, Network						
	Engineer, Systems	226					

Daily Rate		Minimum		Midpoint		Maximum	
		\$	357.82	\$	429.56	\$	501.30
226	Days	\$	80,867.00	\$	97,081.00	\$	113,294.00
260	Days	\$	93,033.00	\$	111,686.00	\$	130,338.00

Paygrade AM6	Assignment	<b>Duty Days</b>
	Chief of Police	226

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	419.89	\$	493.99	\$	568.09
226 Days	Ś	94.895.00	Ś	111.642.00	Ś	128.388.00



### 2025 - 2026 Administrative Professional (AP) Compensation Manual

**Duty Days** 

226

192

192

192

Paygrade	Assignment	Duty Days
AP1	713315.11111.111	
	Athletic Trainer, Assistant	220
	Speech Language Pathologist Assistant	192

Daily Rate	Minimum	Midpoint		Maximum	
Bully Hute	\$ 278.05	\$	335.00	\$	391.95
		-		-	
192 Days	\$ 53,386.00	\$	64,320.00	\$	75,254.00
220 Days	\$ 61,171.00	\$	73,700.00	\$	86,229.00

Paygrade AP2	Assignment	Duty Days
	Academic Athletic Advisor	226
	Coach, Instructional	217
	Counselor, Elementary/Middle School	202
	Counselor, PACE	207
	Counselor, STEAM	202
	Counselor, Summit	202
	Facilitator, Math	217
	Specialist Academic Career & Technology Education (CTE)	217

Daily Rate	Minimum	Midpoint	Maximum
Daily Nate	\$ 305.86	\$ 368.50	\$ 431.15
187 Days	\$ 57,196.00	\$ 68,910.00	\$ 80,625.00
192 Days	\$ 58,725.00	\$ 70,752.00	\$ 82,781.00
197 Days	\$ 60,254.00	\$ 72,595.00	\$ 84,937.00
207 Days	\$ 63,313.00	\$ 76,280.00	\$ 89,248.00
217 Days	\$ 66,372.00	\$ 79,965.00	\$ 93,560.00
202 Days	\$ 61,784.00	\$ 74,437.00	\$ 87,092.00
226 Days	\$ 69,124.00	\$ 83,281.00	\$ 97,440.00

Academic Athletic Advisor	226
Coach, Instructional	217
Counselor, Elementary/Middle School	202
Counselor, PACE	207
Counselor, STEAM	202
Counselor, Summit	202
Facilitator, Math	217
Specialist, Academic Career & Technology Education (CTE)	217
Specialist, CTE/Innovation	226
Specialist, District Transition (Special Ed)	197
Specialist, Dual Language	217
Specialist, Early Childhood	217
Specialist, ESL/LOTE	217
Specialist, GATE	217
Specialist, Instructional (Special Ed)	197
Specialist, Library Media	187
Speech Language Pathologist Assistant Bilingual	192

Assistant Principal, Elementary	212
Athletic Trainer, Head	226
Coordinator, Testing (High School)	226
Counselor, Collegiate	226
Counselor, High School	207
Counselor, Social Emotional Learners (SEL)	207
Diagnostician	197
Licensed Specialist School Psychology (LSSP)	197
Nurse, Registered	192
Social Worker	207
Specialist, 504 Campus Interventionist	207
Specialist, Behavior (Special Education)	197
Specialist, Restorative & Behavior Support	212
Specialist, Transcript (High School)	226

Specialist, Transcript Support & Graduation

Speech Language Pathologist

Therapist, Occupational

Therapist, Physical

Assignment

Daily Rate	Viinimum	Midpoint	Maximum		
Daily Nate	\$ 320.30	\$ 390.61	\$	460.92	
192 Days	\$ 61,498.00	\$ 74,997.00	\$	88,497.00	
197 Days	\$ 63,099.00	\$ 76,950.00	\$	90,801.00	
207 Days	\$ 66,302.00	\$ 80,856.00	\$	95,410.00	
226 Days	\$ 72,388.00	\$ 88,278.00	\$	104,168.00	
212 Days	\$ 67,904.00	\$ 82,809.00	\$	97,715.00	

Paygrade

### 2025 - 2026 Administrative Professional (AP) Compensation Manual

de	Assignment	Duty Days
	Assignment	Duty Days
	Academic Dean, Collegiate Academy	226
	Assistant Principal, Middle School	217
	Assistant Principal, STEAM	217
	Coordinator, 504	226
	Coordinator, Assessment & Data	226
	Coordinator, Counseling	226
	Coordinator, CTE College Career & Military Readiness	226
	Coordinator, Dual Language	226
	Coordinator, Dyslexia	226
	Coordinator, ESL/LOTE	226
	Coordinator, Instruction	226
	Coordinator, Instructional (Reading Academy)	226
	Coordinator, Instructional Technology	226
	Coordinator, Intervention Services	226
	Coordinator, LPAC	226
	Coordinator, Special Education	226
	Diagnostician (Bilingual)	197
	Speech Language Pathologist (Bilingual)	192

Daily Rate	Minimum	Midpoint		Maximum	
Daily Hate	\$ 335.38	\$	414.05	\$	492.72
192 Days	\$ 64,393.00	\$	79,498.00	\$	94,602.00
197 Days	\$ 66,070.00	\$	81,568.00	\$	97,066.00
217 Days	\$ 72,777.00	\$	89,849.00	\$	106,920.00
226 Days	\$ 75,796.00	\$	93,575.00	\$	111,355.00

Paygrade AP5	Assignment	Duty Days
	Assistant Principal, High School	217
	Associate Principal, High School	220

	Midpoint Maximu		
355.50	\$ 438.89	\$	522.28
77,144.00	\$ 95,239.00	\$	113,335.00

Paygrade	Assignment	Duty Days
AP6	Assignment	Duty Days
	Assistant Athletic Director	226
	Associate Principal, High School	226
	Director, Fine Arts	226
	Director, Nursing	226
	Principal, Collegiate Academy	226
	Principal, Elementary	226
	Principal, PACE (AEP)	226
	Principal, Summit (DAEP)	226

Daily Rate		Minimum		Midpoint		Maximum	
		\$	381.48	\$	465.22	\$	548.96
226	Days	\$	86,214.00	\$	105,140.00	\$	124,065.00

е	Assignment	Duty Days
	733.81111.011.	Buty Buys
		*
[	Director, Accounting	226
[	Director, Assessment and Accountability	226
[	Director, Athletics	226
[	Director, Budget & Finance	226
[	Director, Counseling	226
[	Director, CTE/College & Career Readiness	226
[	Director, Human Resources	226
[	Director, Language Acquisition	226
[	Director, Professional Development & Program Evaluation	226
[	Director, Schools	226
[	Director, Special Education	226
E	Director, State & Federal Programs	226
[	Director, Student Services	226
Е	Director, Teaching & Learning/Assessment	226
ŀ	Head Basketball Coach	226
H	Head Football Coach	226

	Minimum		Midpoint		Maximum	
\$ 409.30 \$ 493.13		\$	576.96			
						·
226 Days	\$	92,502.00	\$	111,447.00	\$	130,393.00

### 2025 - 2026 Administrative Professional (AP) Compensation Manual

Principal, Middle School 226

Paygrade	Assignment	Duty Days		
AP8	Assignment	Duty Days		
	Executive Director, Academic Support Programs	226		
	Executive Director, Schools	226		
	Executive Director, Special Education	226		
	Executive Director, Student Services and Campus Support	226		
	Executive Director, Teaching & Learning	226		
	Executive Director, Technology			
	Executive Principal, High School	226		

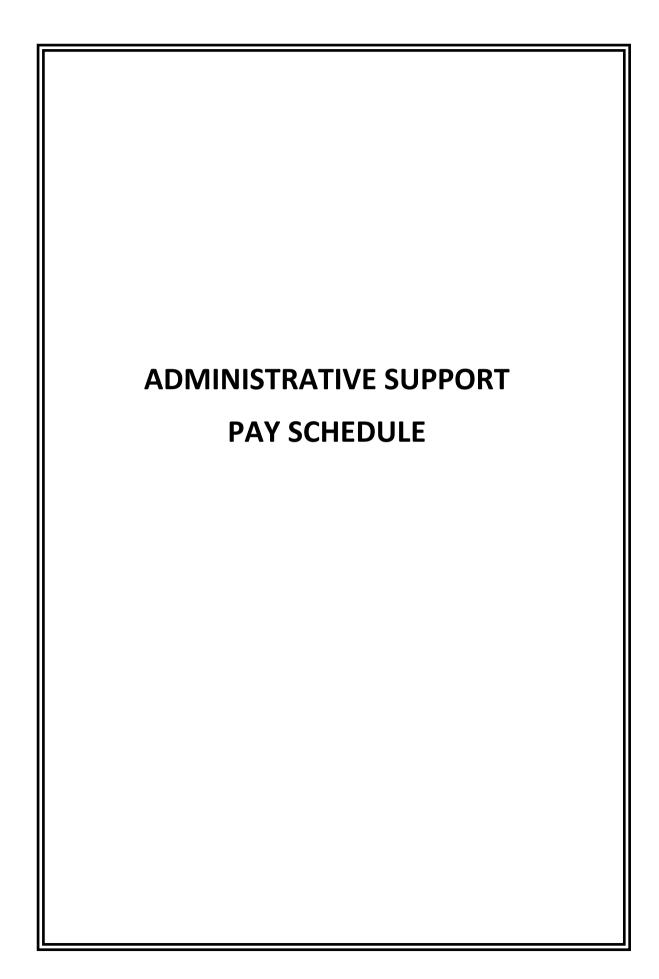
Daily Rate	Minimum		Midpoint		Maximum	
Daily Hate	\$	462.51	\$	557.24	\$	651.97
226 Days	\$	104,527.00	\$	125,936.00	\$	147,345.00

Paygrade AP9	Assignment	Duty Days
	Chief Academic Officer	226
	Chief Communications Officer	226
	Chief Human Resources	226
	Chief of Athletic Operations	226
	Chief of Schools	226
	Chief of Staff	226
	Chief Operations Officer	226

Daily Rate	Minimum		Midpoint		Maximum	
Daily Nate	\$	577.86	\$	679.83	\$	781.80
226 Days	\$	130,596.00	\$	153,642.00	\$	176,687.00

Chief Financial Officer

226 Days	Negotiated



### 2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade AS1	Assignment	<b>Duty Days</b>				
	Aide, Copy Center/Mail (West Campus)	187				
	Clerk, Counselor					
	Clerk, Special Ed					

Paygrade AS2	Assignment	<b>Duty Days</b>
	Aide Conv Conter/Mail /Fact Compute)	207
	Aide, Copy Center/Mail (East Campus)  Clerk, Office	
	Clerk, Receptionist (High School)	226

Paygrade	Assignment	Duty Days		
AS3	Assignment	Duty Duys		
	Aide, Health Services	187		
	Clerk, Attendance	197		
	Clerk, LPAC	197		
	Clerk, Records (High School)	226		
	Secretary, Assistant Principal (Middle School)			
	Secretary, Counselor	197		

de	Assignment	Duty Days
	Assignment	Buty Days
	Aide, Professional Library/Media Center	207
	Clerk, Data Management (Special Ed)	226
	Clerk, Enrollment	197
	Clerk, Free & Reduced	207
	Clerk, SEMS/SERS (Special Ed)	207
	Clerk, Substitutes (High School)	187
	Clerk, Withdrawal	197
	Secretary, Assistant Principal (High School)	197
	Secretary/Receptionist (STEAM)	217
	Secretary/Receptionist (TLC)	226

ygrade	Assignment	Duty Days					
AS5	Assignment	Duty Days					
	Clerk, Bookkeeper (High School)	226					
	Receptionist, District						
	Secretary, Associate Principal	226					
	Secretary, Collegiate	226					
	Secretary, Principal (Elementary)	217					
	Secretary, Principal (Middle School)	220					
	Secretary, Principal (PACE)	226					
	Secretary, Principal (Summit)	226					
	Secretary, i inicipal (Samme)	220					

Hourly Rate	Minimum		ı	Midpoint	Maximum	
Hourry Rate	\$	16.00	\$	17.40	\$	18.94
187 Days	\$	22,440.00	\$	24,404.00	\$	26,563.00
202 Days	\$	24,240.00	\$	26,361.00	\$	28,694.00

Hourly Rate	Minimum		Midpoint	Maximum	
nourly kate	\$	17.13	\$ 18.93	\$	20.91
207 Days	\$	26,594.00	\$ 29,389.00	\$	32,463.00
187 Days	\$	24,025.00	\$ 26,549.00	\$	29,326.00
226 Days	\$	29,035.00	\$ 32,086.00	\$	35,442.00

Hourly Rate	Minimum		Midpoint	Maximum	
Hourry Nate	\$	17.73	\$ 19.93	\$	22.35
187 Days	\$	24,866.00	\$ 27,952.00	\$	31,346.00
197 Days	\$	26,196.00	\$ 29,447.00	\$	33,022.00
226 Days	\$	30,052.00	\$ 33,781.00	\$	37,883.00

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	18.47	\$	20.67	\$	23.09
187 Days	\$	25,904.00	\$	28,990.00	\$	32,384.00
197 Days	\$	27,289.00	\$	30,540.00	\$	34,115.00
207 Days	\$	28,675.00	\$	32,090.00	\$	35,847.00
217 Days	\$	30,060.00	\$	33,640.00	\$	37,579.00
226 Days	\$	31,307.00	\$	35,036.00	\$	39,138.00

Hourly Rate	Minimum		Midpoint		Maximum	
nourly Kate	\$	19.50	\$	22.30	\$	25.38
217 Days	\$	31,736.00	\$	36,293.00	\$	41,306.00
220 Days	\$	32,175.00	\$	36,795.00	\$	41,877.00
226 Days	\$	33,053.00	\$	37,799.00	\$	43,019.00
260 Days	\$	38,025.00	\$	43,485.00	\$	49,491.00

### 2025 - 2026 Administrative Support (AS) Compensation Manual

Paygrade AS6	Assignment	Duty Days
	Clerk, Academic Data	226
	Clerk, Accounts Payable	226
	Office Manager (Athletics)	226
	Secretary, Department	226
	Secretary, Executive Principal (High School)	226

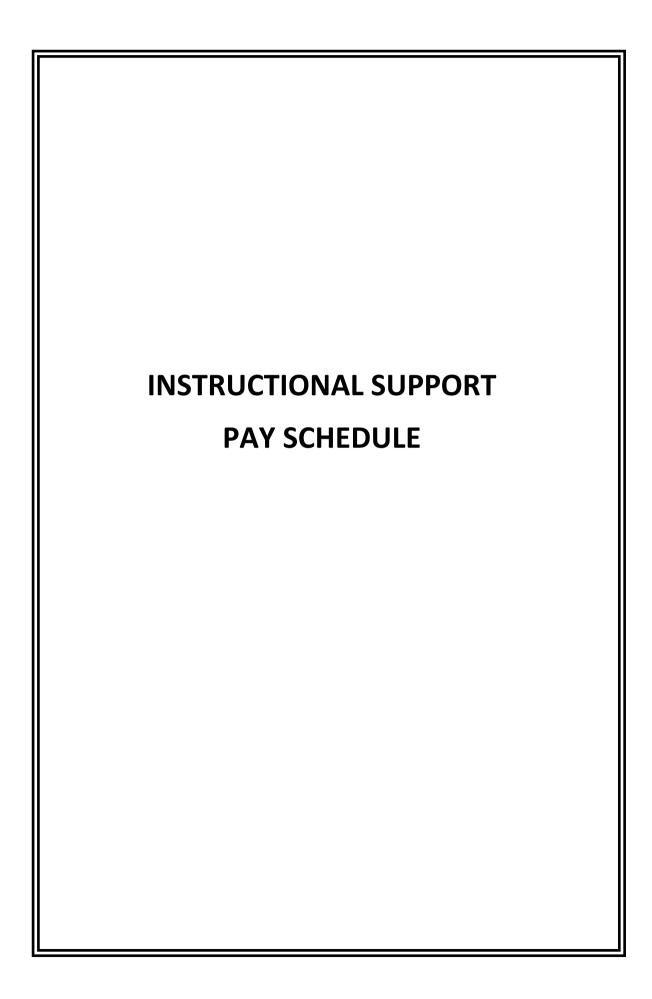
Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	20.76	\$	23.76	\$	27.06
226 Days	\$	35,188.00	\$	40,273.00	\$	45,867.00

Paygrade AS7	Assignment	Duty Days
	Family Engagement Liaison Secretary, Executive	197 226

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	22.97	\$	26.37	\$	30.11
197 Days	\$	33,938.00	\$	38,962.00	\$	44,488.00
226 Days	\$	38,934.00	\$	44,697.00	\$	51,036.00

Paygrade AS8	Assignment	Duty Days
	Secretary, Superintendent	226

Havely Data	Minimum		Midpoint	Maximum		
Hourly Rate	\$	32.33	\$ 40.88	\$	47.51	
226 Days	\$	54,791.00	\$ 69,292.00	\$	80,529.00	



## 2025 - 2026 Instructional Support (IS) Compensation Manual

Paygrade IS1	Assignment	Duty Days
	Aide, Bilingual	187
	Aide, ESL	187
	Aide, Instructional	187
	Aide, Instructional CTE	187
	Aide, Physical Education	187
	Aide, Pre-Kindergarten	187
	Resident Teacher	187

Hourly Rate	M	inimum	Midpoint	Maximum	
Hourry Nate	\$	16.50	\$18.30	\$	20.28
187 Days	\$ 2	3,141.00	\$ 25,666.00	\$	28,443.00

Paygrade IS2	Assignment	Duty Days
	Aide, Media Tech (CTE)	187
	Aide. Special Education (Resource/Inclusion)	187

Hourly Rate	Minimum		Midpoint		Maximum	
riourly nate	\$	16.97		\$19.17	\$	21.59
187 Days	\$ 2	23,800.00	\$	26,886.00	\$	30,280.00

Paygrade IS3	Assignment	<b>Duty Days</b>				
	Aide/Clerk	187				
	Aide, In School Suspension					
	Aide, Restorative	187				
	Aide, Special Education (Behavior)	187				
	Aide, Special Education (Co Teach Kinder)	187				
	Aide, Special Education (ECSE)	187				
	Aide, Special Education (FAST)	187				
	Aide, Special Education (SLC)	187				
	Aide, Special Education (Specialized Support)	187				

Hourly Rate	Minimum	Midpoint	Maximum	
mounty nate	\$ 17.47	\$19.67	\$ 22.09	
187 Days	\$ 24,502.00	\$ 27,587.00	\$ 30,981.00	

Paygrade IS4	Assignment	<b>Duty Days</b>
	Facilitator, Digital Classroom	187
	Facilitator, Library	187
	Floater, Special Education	187

Hourly Rate		Minimum		Midpoint		Maximum	
		\$	18.09		\$20.29	\$	22.71
187	Days	\$	25,371.00	\$	28,457.00	\$	31,851.00

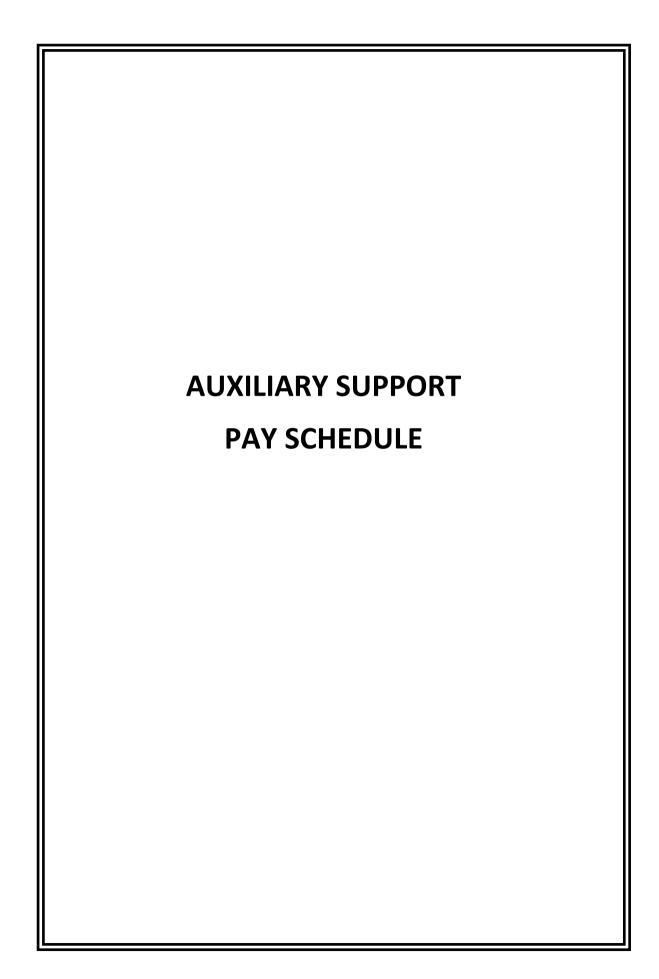
Paygrade IS5	Assignment	Duty Days
		107
	Teacher Apprentice	187
	Therapist, Occupational Assistant	192

noully hate		\$	32.31	\$38.95	\$ 45.59
187	Days	\$ 4	5,315.00	\$ 54,627.00	\$ 63,940.00
192	Days	\$ 4	6,526.00	\$ 56,088.00	\$ 65,650.00

Midpoint

Maximum

Minimum



## 2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade AUX1	Assignment	Duty Days
	-	
	Bus Attendant	181
	Custodian	260
	Food Service Assistant	179
	Food Service Assistant (Production)	181
	Food Service Assistant (Substitute)	179

Paygrade	Assignment	Duty Days
AUX2	Assignment	Duty Days
	Custodian Floor Technician	260
	Custodian Lead (Elementary)	260
	Food Service Assistant Lead	186

Paygrade AUX3	Assignment	Duty Days				
	Custodian Lead	260				
	Custodian Lead Asst (High School)	260				
	Driver, Central Warehouse	226				
	Driver, Nutrition Warehouse	226				
	Groundskeeper	260				
	HVAC Filter Technician	260				
	Painter Helper	260				
	Parking Guard					
	Warehouse Worker (Document Management)					
	Warehouse Worker (Nutrition)	181				
	Warehouse Worker (Receiving)	226				

Paygra	de Assignment	Duty Days				
AUX4		Buty Buys				
	Driver Apprentice	181				
	Grounds Equipment Operator					
	Grounds Equipment operator	260				

Paygrade	Assignment	Duty Days					
AUX5	Assignment	Duty Days					
	Carpenter	260					
	Lifeguard, Deep Water	260					
	Nutrition Services Manager (Elem/MS)	186					
	Security Dispatcher						
	Security Officer						
	Technician, Maintenance	260					

Hourly Rate		Minimum		ا	Midpoint	Maximum	
		\$	15.00	\$	16.60	\$	18.20
							_
179	Days	\$	21,480.00	\$	23,771.00	\$	26,062.00
181	Days	\$	21,720.00	\$	24,037.00	\$	26,354.00
184	Days	\$	22,080.00	\$	24,435.00	\$	26,790.00
187	Days	\$	22,440.00	\$	24,834.00	\$	27,227.00
260	Days	\$	31,200.00	\$	34,528.00	\$	37,856.00

Hourly Rate	Minimum		Midpoint		Maximum	
mounty hate	\$	15.99	\$	17.79	\$	19.59
10C Davis	۲	22.702.00	۲.	26 472 00	۲.	20.150.00
186 Days	<u>ې</u>	23,793.00	\$ _	26,472.00	<b>ب</b>	29,150.00
260 Days	\$	33,259.00	\$	37,003.00	\$	40,747.00

Hourly Rate		Minimum		Midpoint		Maximum	
- 110	Hourry Nate		17.27	\$	18.87	\$	20.47
177	Days	\$	24,454.00	\$	26,720.00	\$	28,986.00
181	Days	\$	25,007.00	\$	27,324.00	\$	29,641.00
184	Days	\$	25,421.00	\$	27,777.00	\$	30,132.00
187	Days	\$	25,836.00	\$	28,230.00	\$	30,623.00
226	Days	\$	31,224.00	\$	34,117.00	\$	37,010.00
260	Days	\$	35,922.00	\$	39,250.00	\$	42,578.00

Hourly Rate	Minimum		Midpoint		Maximum	
riourly Rate	\$	18.33	\$	20.73	\$	23.13
181 Days	\$	26,542.00	\$	30,017.00	\$	33,492.00
260 Days	\$	38,126.00	\$	43,118.00	\$	48,110.00

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	19.78	\$	21.58	\$	23.38
181 Days	\$	28,641.00	\$	31,248.00	\$	33,854.00
186 Days	\$	29,433.00	\$	32,111.00	\$	34,789.00
192 Days	\$	30,382.00	\$	33,147.00	\$	35,912.00
226 Days	\$	35,762.00	\$	39,017.00	\$	42,271.00
260 Days	\$	41,142.00	\$	44,886.00	\$	48,630.00

## 2025 - 2026 Auxiliary Support (AUX) Compensation Manual

Paygrade	0 sainmus aut	Duty Dave					
AUX6	Assignment	Duty Days					
	Custodian Lead (High School)	260					
	Lifeguard, Head Deep Water	260					
	Maintenance Technician Asst Lead (High School)	260					
	Nutrition Services Manager (High School)						
	Painter Lead	260					

Harrier Bata		Minimum		Midpoint		Maximum	
Hourly Rate	\$	22.11	\$	25.11	\$	28.11	
186 Days	\$	32,900.00	\$	37,364.00	\$	41,828.00	
260 Days	\$	45,989.00	\$	52,229.00	\$	58,469.00	

Paygrade	Assignment	Duty Days
AUX7	Assignment	Duty Days
	Coordinator Safety & Training (Transportation)	226
	Coordinator Student Mgmt (Transportation)	226
	Dispatcher (Police)	226
	Electrician Journeyman	260
	Groundskeeper Lead	260
	Integrated Pest Management	260
	Lead, Security Officer	181
	Locksmith	260
	Mechanic, Welder Small Engine	260
	Plumber Journeyman	260
	Route Coordinator (Transportation)	226
	Route Supervisor (Special Ed)	226
	Specialist, Technology Support	226
	Technician Lead (High School), Maintenance	260
	Technician Level III	260
	Technician, HVAC	260

Hourly Rate	Minimum		Midpoint		Maximum	
mounty nate	\$	23.88	\$	26.88	\$	29.88
181 Days	\$	34,578.00	\$	38,922.00	\$	43,266.00
226 Days	\$	43,175.00	\$	48,599.00	\$	54,023.00
260 Days	\$	49,670.00	\$	55,910.00	\$	62,150.00

Paygrade	Assignment	Duty Days
AUX8	Assignment	Duty Days
		-
	District Chef	212
	Shop Foreman	260
	Supervisor, Custodial	260
	Supervisor, Dispatcher	226
	Supervisor, Maintenance	260
	Supervisor, Natatorium	260
	Supervisor, Nutrition Warehouse	226
	Technician Asst Lead, HVAC	260
	Technician, Technology Help Desk Tech	226

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	25.17	\$	26.97	\$	28.77
212 Days	\$	42,688.00	\$	45,741.00	\$	48,794.00
226 Days	\$	45,507.00	\$	48,762.00	\$	52,016.00
260 Days	\$	52,354.00	\$	56,098.00	\$	59,842.00

raygrauc	Assignment	<b>Duty Days</b>
AUX9		
	Master Electrician	260
	Licensed Vocational Nurse (LVN-7.5 Hour)	187
	Licensed Vocational Nurse (Specialized Support)	187
	Master Plumber Responsible	260
	Technician Lead, HVAC	260
	Technician, Technology	226

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$ 26.98	\$	28.78	\$	30.58	
187 Days (LVN)	\$ 37,839.00	\$	40,364.00	\$	42,888.00	
226 Days	\$ 48,780.00	\$	52,034.00	\$	55,289.00	
260 Days	\$ 56,118.00	\$	59,862.00	\$	63,606.00	

## 2025 - 2026 Auxiliary Support (AUX) Compensation Manual

226

260

181

Paygrade	Assignment	Duty Days	
AUX10	Assignment	Duty Days	
	Police Officer Temp	\$28.06	
	Police Officer Advanced	\$35.58	
	Police Officer Basic	\$30.60	
	Police Officer Intermediate	\$33.07	
	Police Officer Master	\$38.08	
	Police Officer Sergeant	\$44.68	

Hourly Rate	Minimum		Midpoint		Maximum	
Hourry Nate	\$	28.06	\$	35.24	\$	44.68
226 Days	\$	50,732.48	\$	63,714.00	\$	80,781.00

Paygrade BD1	Assignment	<b>Duty Days</b>
	Driver Driver (Gen Ed Collegiate 8HR)	181 181
Paygrade BD2	Assignment	Duty Days
	Dispatcher/Driver	226

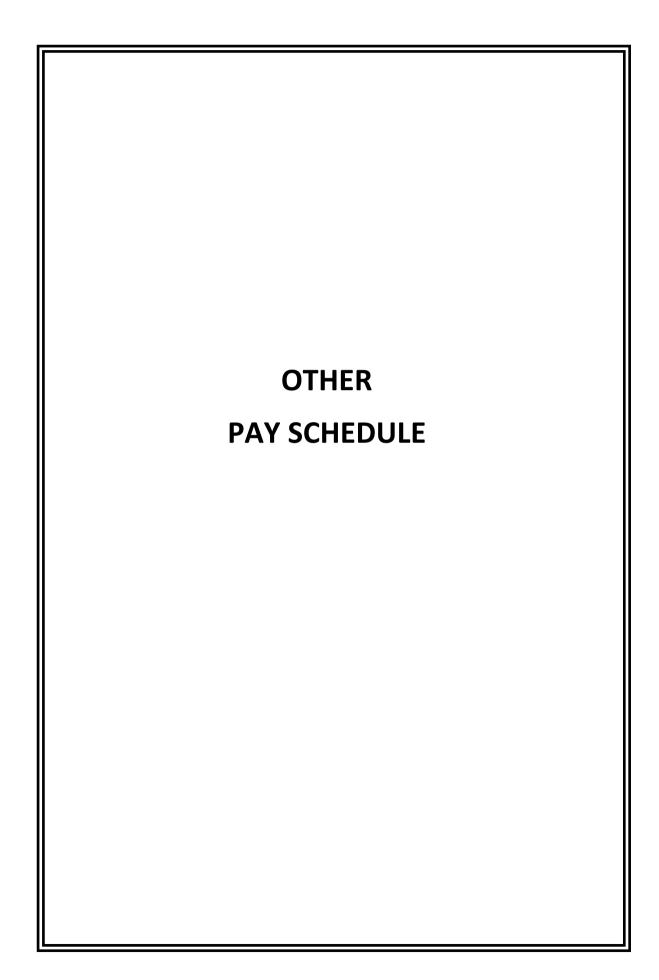
Clerk, Special Needs

Driver Floater

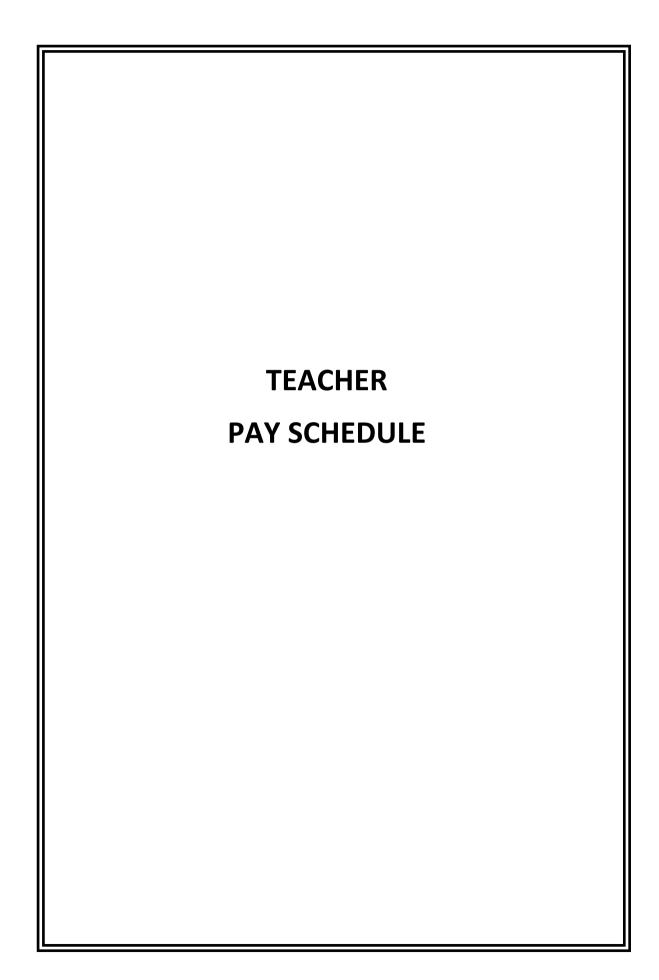
Clerk, Transportations Shop Floater

Hourly Rate	Minimum		Midpoint		Maximum	
mounty nate	\$	22.00	\$	26.79	\$	31.58
181 Days	\$	31,856.00	\$	38,792.00	\$	45,728.00

н	Hourly Rate		Minimum		Midpoint		Maximum	
riourly Rate		\$	22.99	\$	28.36	\$	33.72	
	•							
181	Days	\$	33,290.00	\$	41,065.00	\$	48,827.00	
226	Days	\$	41,566.00	\$	51,275.00	\$	60,966.00	
260	Days	\$	47,819.00	\$	58,989.00	\$	70,138.00	



2025 - 2026 Other Pay Compensation Manual						
ASSIGNMENT	AMOUNT					
Aspiring Educator	\$58,500					
Intern Counselor	TEACHER PAY SCALE					
Permanent Substitute	\$58,500					
UNT-Dallas Resident Teacher	\$26000 per school year					
Seasonal Worker	Pay Commensurate with Compensation Manual					
Athletics Event Manager	\$100 per event					
Athletics Gate Worker	\$50 per event					
Athletics Ticket Scanner	\$50 per event					



Years of Experience	Bachelor's Degree	Master's Degree
0	\$ 62,250.00	\$ 63,250.00
1	\$ 62,450.00	\$ 63,450.00
2	\$ 62,650.00	\$ 63,650.00
3	\$ 64,100.00	\$ 65,100.00
4	\$ 64,300.00	\$ 65,300.00
5	\$ 67,000.00	\$ 68,000.00
6	\$ 67,200.00	\$ 68,200.00
7	\$ 67,400.00	\$ 68,400.00
8	\$ 67,600.00	\$ 68,600.00
9	\$ 67,900.00	\$ 68,900.00
10	\$ 68,200.00	\$ 69,200.00
11	\$ 68,500.00	\$ 69,500.00
12	\$ 68,800.00	\$ 69,800.00
13	\$ 69,100.00	\$ 70,100.00
14	\$ 69,400.00	\$ 70,400.00
15	\$ 69,700.00	\$ 70,700.00
16	\$ 70,100.00	\$ 71,100.00
17	\$ 70,500.00	\$ 71,500.00
18	\$ 70,800.00	\$ 71,800.00
19	\$ 71,200.00	\$ 72,200.00
20	\$ 71,700.00	\$ 72,700.00
21	\$ 72,200.00	\$ 73,200.00
22	\$ 72,800.00	\$ 73,800.00
23	\$ 73,400.00	\$ 74,400.00
24	\$ 74,000.00	\$ 75,000.00
25	\$ 74,600.00	\$ 75,600.00
26	\$ 74,800.00	\$ 75,800.00
27	\$ 75,400.00	\$ 76,400.00
28	\$ 76,000.00	\$ 77,000.00
29	\$ 76,600.00	\$ 77,600.00
*30+	\$ 77,200.00	\$ 78,200.00

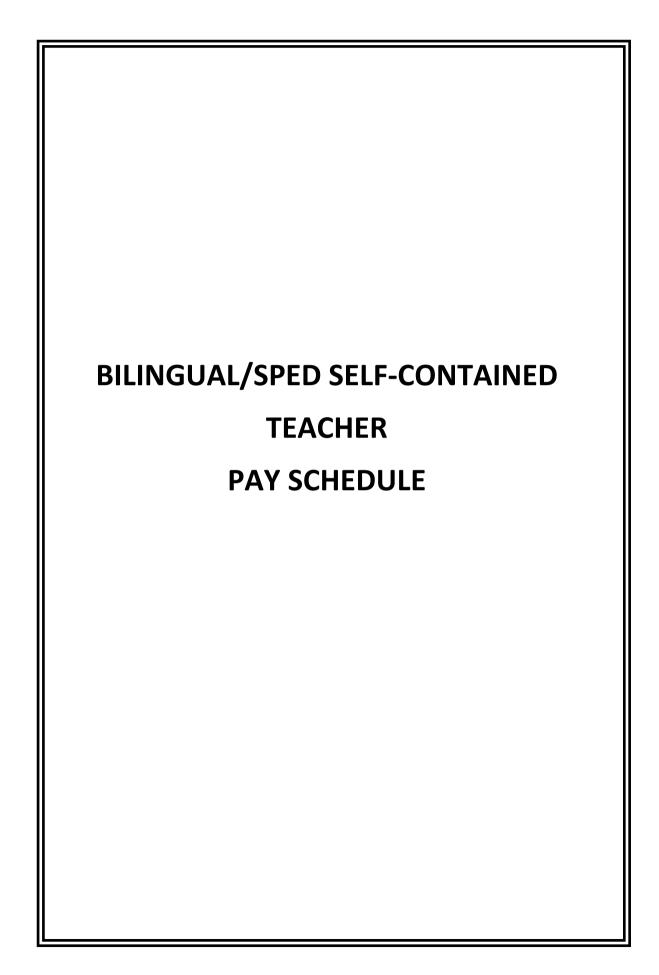
The salaries listed above are based on 10-month employment (187 days) for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.

The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a \$1,000 stipend.

New Teachers with more than 30 years' experience will be paid \$77,200 (Bachelor's Degree) or \$78,200 (Master's Degree).





# **Duncanville Independent School District**

## 2025-2026 Teacher Salary Schedule

(Fully Certified Bilingual & Special Education Self-Contained)

Years of Experience	Bachelor'	s Degree	Ма	aster's Degree
0	\$	66,250.00	\$	67,250.00
1	\$	66,450.00	\$	67,450.00
2	\$	66,650.00	\$	67,650.00
3	\$	68,100.00	\$	69,100.00
4	\$	68,300.00	\$	69,300.00
5	\$	71,000.00	\$	72,000.00
6	\$	71,200.00	\$	72,200.00
7	\$	71,400.00	\$	72,400.00
8	\$	71,600.00	\$	72,600.00
9	\$	71,900.00	\$	72,900.00
10	\$	72,200.00	\$	73,200.00
11	\$	72,500.00	\$	73,500.00
12	\$	72,800.00	\$	73,800.00
13	\$	73,100.00	\$	74,100.00
14	\$	73,400.00	\$	74,400.00
15	\$	73,700.00	\$	74,700.00
16	\$	74,100.00	\$	75,100.00
17	\$	74,500.00	\$	75,500.00
18	\$	74,800.00	\$	75,800.00
19	\$	75,200.00	\$	76,200.00
20	\$	75,700.00	\$	76,700.00
21	\$	76,200.00	\$	77,200.00
22	\$	76,800.00	\$	77,800.00
23	\$	77,400.00	\$	78,400.00
24	\$	78,000.00	\$	79,000.00
25	\$	78,600.00	\$	79,600.00
26	\$	78,800.00	\$	79,800.00
27	\$	79,400.00	\$	80,400.00
28	\$	80,000.00	\$	81,000.00
29	\$	80,600.00	\$	81,600.00
*30+	\$	81,200.00	\$	82,200.00

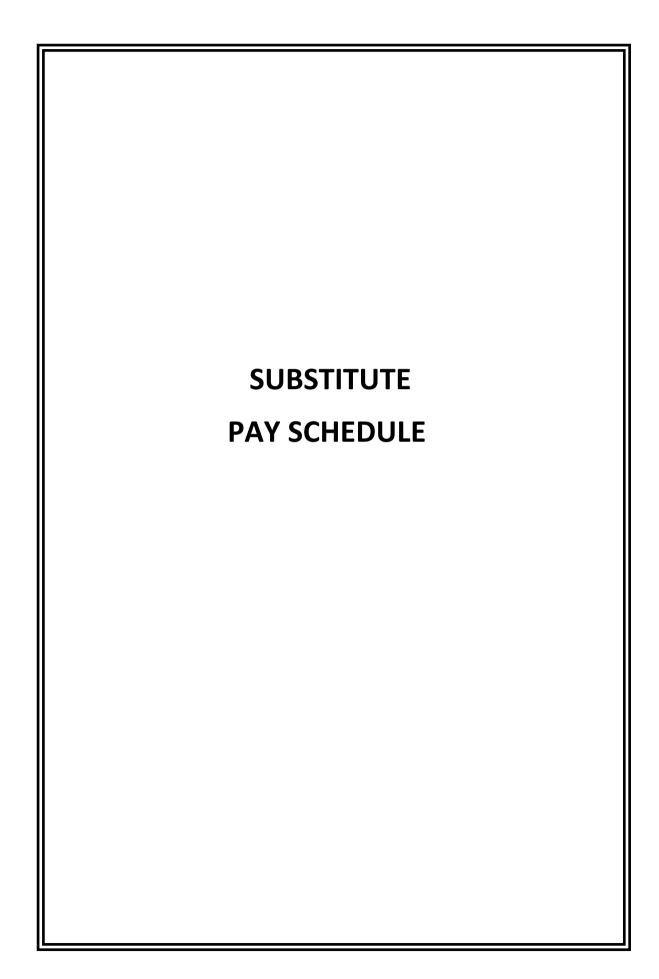
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The salaries above are for teachers that have an SBEC Teaching Certification or are exempted through the District of Innovation. The salaries above do not include full-time substitutes or aspiring educators.

Master's Degree must have been awarded prior to September 1st of the current school year in order to qualify for the additional Master's supplement.

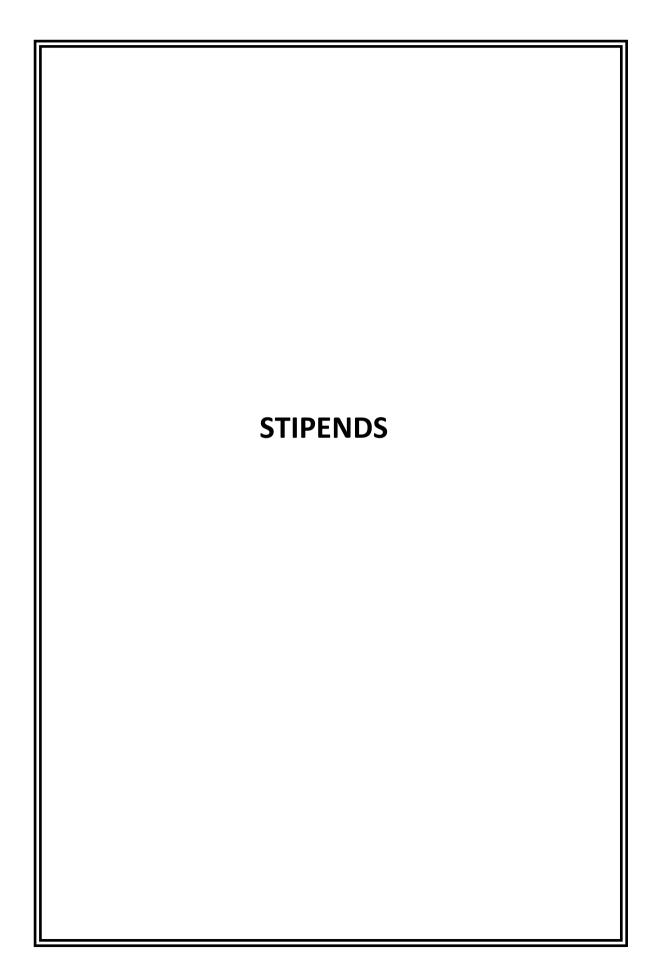
Teachers with a doctoral degree (EdD or PhD only) from an accredited institution in alignment with the stipend criteria will receive a \$1,000 stipend.

New Teachers with more than 30 years' experience will be paid \$81,200 (Bachelor's Degree) or \$82,200 (Master's Degree).



Substitute Pay			
Assignment	Assignment Description	Ar	nount
Substitute	Secretary Department	\$20.76	Per Hour
Substitute	Secretary Executive	\$22.97	Per Hour
Substitute	Secretary Principal	\$19.50	Per Hour
Substitute Administrator	Principal (All Levels)	\$300.00	Per Day
Substitute Administrator	Assistant Principal (All Levels)	\$250.00	Per Day
Substitute Counselor	Counselor (All Levels)	\$200.00	Per Day
Substitute Coverage	Paraprofessional	\$18.00	Per Day
Substitute Coverage	Professional	\$30.00	Per Day
Substitute LVN	LVN (1 To 10 Days)	\$105.00	Per Day
Substitute LVN	LVN (11+ Same Assignment)	\$115.00	Per Day
Substitute LVN	LVN (Monday & Friday)	\$120.00	Per Day
	Special Education Aide - IS3 Assignment (1		,
Substitute Paraprofessional	To 10 Days)	\$90.00	Per Day
, , , , , , , , , , , , , , , , , , ,	Special Education Aide - IS3 Assignment (11+	,	,
Substitute Paraprofessional	Same Assignment)	\$100.00	Per Day
	Special Education Aide - IS3 Assignment	7 - 0 - 0 - 0	
Substitute Paraprofessional	(Monday & Friday)	\$105.00	Per Day
	Instructional Aide/Clerical Assignment (1	7	,
Substitute Paraprofessional	To 10 Days)	\$85.00	Per Day
	Instructional Aide/Clerical Assignment (11+	700.00	
Substitute Paraprofessional	Same Assignment)	\$95.00	Per Day
	Instructional Aide/Clerical Assignment	755.55	,
Substitute Paraprofessional	(Monday & Friday)	\$100.00	Per Day
Substitute RN	Registered Nurse	\$175.00	Per Day
Substitute MV	Less Than 60 Credit Hours - Upon Approval (1	7173.00	1 Cl Day
Substitute Teacher	To 10 Days)	\$95.00	Per Day
Substitute reacties	Less Than 60 Credit Hours - Upon Approval	733.00	1 ci bay
Substitute Teacher	(11+ Same Assignment)	\$105.00	Per Day
Substitute redefici	Less Than 60 Credit Hours - Upon Approval	7103.00	1 Cl Day
Substitute Teacher	(Monday & Friday)	\$110.00	Per Day
Substitute redefici	Minimum 60 Credit Hours - Upon Approval (1	7110.00	1 Cl Day
Substitute Teacher	To 10 Days)	\$115.00	Per Day
Substitute redefici	Minimum 60 Credit Hours - Upon Approval	7113.00	1 Cl Day
Substitute Teacher	(11+ Same Assignment)	\$125.00	Per Day
Substitute reacties	Minimum 60 Credit Hours - Upon Approval	Ş123.00	rei Day
Substitute Teacher	(Monday & Friday)	\$130.00	Per Day
Substitute Teacher	Degreed (1 To 10 Days)	\$125.00	Per Day
Substitute Teacher	Degreed (11+ Same Assignment)	\$135.00	Per Day
Substitute Teacher	Degreed (Monday & Friday)	\$140.00	Per Day
Substitute Teacher	Certified (1 To 10 Days)	\$135.00	Per Day
Substitute Teacher	Certified (11+ Same Assignment)	\$145.00	Per Day
Substitute Teacher	Certified (Monday & Friday)	\$165.00	•
Substitute reactier	[Certified (Monday & Friday)	λ102.UU	Per Day

Substitute Attendance Incentive		IA.	MOUNT
At Least 50% Attendance For The Semester	At Least 50% Attendance for the Semester	\$250.00	Per Semester
At Least 75% Attendance For The Semester	At Least 75% Attendance for the Semester	\$375.00	Per Semester
At Least 90% Attendance For The Semester	At Least 90% Attendance for the Semester	\$500.00	Per Semester



Special Education Stipends	Stipend Amount	
Diagnostician	\$5,000.00	Per School Year
Dyslexia Teacher	\$4,000.00	Per School Year
Lead Diagnostician (Elementary)	\$4,000.00	Per School Year
Lead Diagnostician (Secondary)	\$4,000.00	Per School Year
Lead LSSP	\$4,000.00	Per School Year
Lead Speech/Language Pathologist	\$4,000.00	Per School Year
LSSP (Critical Shortage)	\$10,000.00	Per School Year
Special Olympics	\$4,300.00	Per School Year
Sped Mentor (Teacher Apprentice Program)	\$5,000.00	Per School Year
Speech Language Pathologist Assistant	\$1,250.00	Per School Year
Speech Language Pathologist	\$2,500.00	Per School Year
Vision Impairment	\$5,000.00	Per School Year
Fine Arts Stipends	Stipend Amount	
Art Lead (District)	\$2,000.00	Per School Year
Art Lead (High School)	\$1,250.00	Per School Year
Auditorium/Performance Hall	\$15,000,00	Per School Year

Fine Arts Stipends	Stipend Amount	
Art Lead (District)	\$2,000.00	Per School Year
Art Lead (High School)	\$1,250.00	Per School Year
Auditorium/Performance Hall	\$15,000.00	Per School Year
Band Asst High School	\$11,500.00	Per School Year
Band Asst Middle School	\$8,500.00	Per School Year
Band Director Associate	\$13,500.00	Per School Year
Band Director Head	\$17,000.00	Per School Year
Band Head Middle School	\$10,500.00	Per School Year
Choir Assistant	\$5,000.00	Per School Year
Choir Head	\$10,000.00	Per School Year
Drill Team Assistant	\$5,500.00	Per School Year
Drill Team Head	\$12,000.00	Per School Year
Marching Band	\$2,000.00	Per School Year
Music (Choir)	\$2,000.00	Per School Year
Music Lead (Elementary)	\$1,250.00	Per School Year
Show Stoppers	\$1,500.00	Per School Year
Theatre Arts Assistant	\$1,250.00	Per School Year
Theatre Arts Lead	\$5,000.00	Per School Year

Academic Stipends	Stipend Amount	
Aide Bilingual	\$1,000.00	Per School Year
Computer Science & Health Science	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard		
Certified in Content	\$3,500.00	Per School Year
EOC Subjects (English I, II & US History) - Standard		
Certified	\$1,750.00	Per School Year
Foreign Language (French, Spanish, Latin) -		
Standard Certified in Content	\$3,500.00	Per School Year
Foreign Language (French, Spanish, Latin) -		
Standard Certified	\$1,750.00	
Lead Librarian	\$5,000.00	Per School Year

Math (6-12) - Standard Certified in Content	\$3,500.00	Per School Year
Math (6-12) - Standard Certified Teacher	\$1,750.00	Per School Year
Mentor Teacher Stipend Instructional Support	\$7,500.00	Per School Year
New Teacher Mentor	\$300.00	Per Semester
Science (6-12) - Standard Certified in Content	\$3,500.00	Per School Year
Science (6-12) - Standard Certified Teacher	\$1,750.00	Per School Year
Teacher Bilingual	\$5,000.00	Per School Year
Certified Bilingual Campus Administrator	\$5,000.00	Per School Year

Other Stipends	Stipend Amount	
Doctorate	\$1,000.00	Per School Year
Executive Role Expansion Stipend	\$10,000.00	Per School Year
Impact Learning Lead	\$4,000.00	Per School Year
Impact Learning Lead (PACE/Summit)	\$2,000.00	Per School Year
Lead Accountant	\$5,000.00	Per School Year
Lead Nurse	\$2,500.00	Per School Year
Lead Specialist Restorative Practice Program	\$4,000.00	Per School Year
Translation (Department)	\$2,000.00	Per School Year/Per Team
Translation (Elementary/Middle School)	\$2,000.00	Per School Year/Per Team
Translation (High School)	\$10,000.00	Per School Year/Per Team
Loyalty Stipend (15+ consecutive years)	\$2,000.00	Per school Year

Allowances		
Allowance Type	Annual Minimum	Annual Maximum
Allowance (Phone)	\$600.00	\$720.00
Allowance (Travel)	\$600.00	\$2,400.00

## **Athletic Stipends**

High School (Head Coach)	Stipend Amount
Head Baseball	\$11,000.00
Head Cross Country	\$11,000.00
Head Golf	\$11,000.00
Head Soccer	\$11,000.00
Head Softball	\$11,000.00
Head Tennis	\$11,000.00
Head Track (Boys)	\$11,000.00
Head Track (Girls)	\$11,000.00
Head Volleyball	\$11,000.00

1st Assistant (High School)	Stipend Amount
1st Asst Baseball	\$7,400.00
1st Asst Basketball	\$9,000.00
1st Asst Football	\$7,000.00
1st Asst Golf	\$7,400.00
1st Asst Soccer	\$7,400.00
1st Asst Softball	\$7,400.00
1st Asst Tennis	\$7,400.00
1st Asst Track	\$7,400.00
1st Asst Volleyball	\$7,400.00

Other Coach (High School)	Stipend Amount
Varsity/JV (Basketball)	\$4,400.00
Assistant Basketball	\$4,400.00
Assistant Cross Country	\$4,400.00
Assistant Football	\$4,400.00
Assistant Soccer	\$4,400.00
Assistant Softball	\$4,400.00
Assistant Swimming	\$4,400.00
Assistant Track	\$4,400.00
Assistant Volleyball	\$4,400.00
Varsity/JV (Baseball)	\$4,400.00
Varsity/JV (Football)	\$7,000.00

Other Athletic Stipends	Stipend Amount
Flag Football	\$2,500.00
Athletic Mentor Coach	\$10,000.00
Basketball (Skills)	\$4,400.00
Equipment (Per Sport)	\$1,000.00
Football Analyst	\$2,500.00
Football Defensive Coordinator	\$16,500.00

Football Defensive Quality Control	\$1,500.00
Football Equipment	\$2,500.00
Football Equipment Assistant	\$2,500.00
Football Offensive Coordinator	\$16,500.00
Football Offensive Quality Control	\$1,500.00
Football Recruitment	\$2,500.00
Football Special Teams	\$11,500.00
Football Strength & Conditioning	\$2,500.00
Football Video	\$2,500.00
Football Video Assistant	\$2,500.00
Powerlifting	\$2,500.00
Strength & Conditioning	\$1,000.00
Middle School Stipends	Stipend Amount
Athletic Coordinator	\$2,500.00
One Sport	\$2,800.00
Two Sports	\$5,600.00
Yellow	Bus Driver
Athletics Driver	\$100 Per Trip
Type of Trip Clarification	\$100.00 Per Round Trip
More than 50 Miles	\$100.00 Per One-Way Trip
Activity	Bus Driver
Athletics Driver	\$125 Per Trip
Type of Trip Clarification	\$125.00 Per Round Trip
More Than 50 Miles	\$125.00 Per One-Way Trip
Coach Driving	g Another Sport
Athletics Driver	\$50.00 1/2 Day; \$100.00 Full Day
Type of Trip Clarification	\$50.00 Per One Way Trip
More Than 50 Miles	\$100.00 Per One Way Trip
Coach Transpo	orting Own Team
Athletics Driver	\$25.00 Per Trip
Type of Trip Clarification	\$25.00 Per One Way Trip
More Than 50 Miles	\$50.00 Per One-Way Trip
Trip Within A Trip	Rate (See Above)
Trip Within A Trip (Bus Driver)	Yellow Bus Or Activity Bus Per Trip
Type of Trip Clarification	Per One Way Trip Pay from Location
More Than 50 Miles	Not Applicable

Elementary School Stipends	Stipend Amount	
Stipend ESL	\$1,000.00	Per School Year
		Per Student/Per School
LPAC CHAIR	\$25.00	Year
		Per Student/Per School
Ratio Stipend (Over 22:1)	\$1,000.00	Year/Per Grade Level Team
Team Leader	\$1,000.00	Per School Year

Middle School Stipends	Stipend Amount	
Department Chair	\$1,000.00	Per School Year
Sponsor, Cheerleading	\$1,000.00	Per School Year
Sponsor, National Honor Society	\$500.00	Per School Year
Sponsor, Other Club (Upon Approval)	\$500.00	Per School Year
Sponsor, Step Team	\$1,000.00	Per School Year
Sponsor, Student Council	\$500.00	Per School Year
Sponsor, Yearbook	\$500.00	Per School Year
Sponsor, Youth & Government	\$1,000.00	Per School Year
Stipend ESL	\$1,000.00	Per School Year
		Per Student/Per School
Stipend LPAC Chair	\$25.00	Year
		Per Section/Per School
Take 2 Class	\$3,000.00	Year

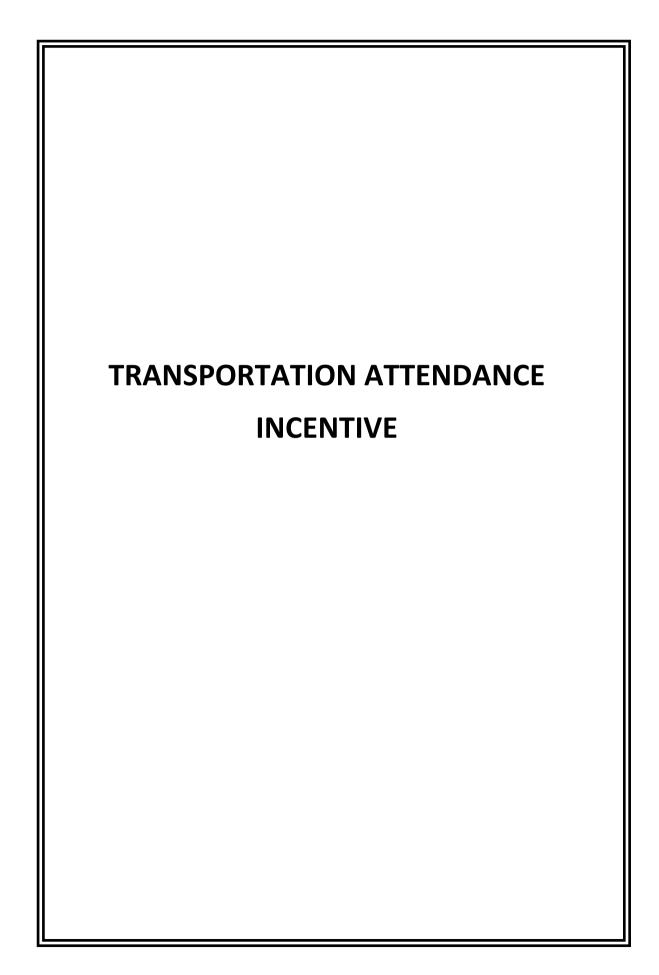
High School Stipends	Stipend Amount	
Cheerleading JV	\$3,500.00	Per School Year
Cheerleading Varsity	\$5,000.00	Per School Year
Cheerleading Varsity Assistant	\$3,500.00	Per School Year
CTE Health Science	\$3,500.00	Per School Year
CTE Science	\$3,500.00	Per School Year
Debate	\$2,000.00	Per School Year
Department Chair	\$2,300.00	Per School Year
Extra Period	\$5,000.00	Per School Year/Per Period
Lead Counselor	\$5,000.00	Per School Year
Lead Library Media Specialist	\$5,000.00	Per School Year
Master Schedule	\$2,500.00	Per School Year
Media Tech Scoreboard	\$10,000.00	Per School Year
Media Tech Scoreboard Assistant	\$5,000.00	Per School Year
Newspaper Assistant	\$2,187.50	Per School Year
Newspaper Head	\$3,375.00	Per School Year
Spirit Facilitator	\$4,400.00	Per School Year
Sponsor, Chess Club	\$500.00	Per School Year
Sponsor, National Honor Society	\$750.00	Per School Year

Sponsor, Senior Activities	\$2,000.00	Per School Year	
Sponsor, Senior All Night Party	\$300.00	Per School Year	
Sponsor, Senior Powder Puff Football	\$300.00	Per School Year	
Sponsor, Senior Prom	\$750.00	Per School Year	
Sponsor, Youth & Government	\$6,000.00	Per School Year	
		Per Student/Per School	
LPAC Chair	\$25.00	Year	
Student Council Assistant	\$2,500.00	Per School Year	
Student Council Head	\$5,000.00	Per School Year	
		Per Section/Per School	
Take 2 Class	\$3,000.00	Year	
Team Leader	\$1,000.00	Per School Year	
Team Leader (Collegiate)	\$2,500.00	Per School Year	
Textbook Coordinator	\$5,000.00	Per School Year	
Yearbook	\$6,000.00	Per School Year	

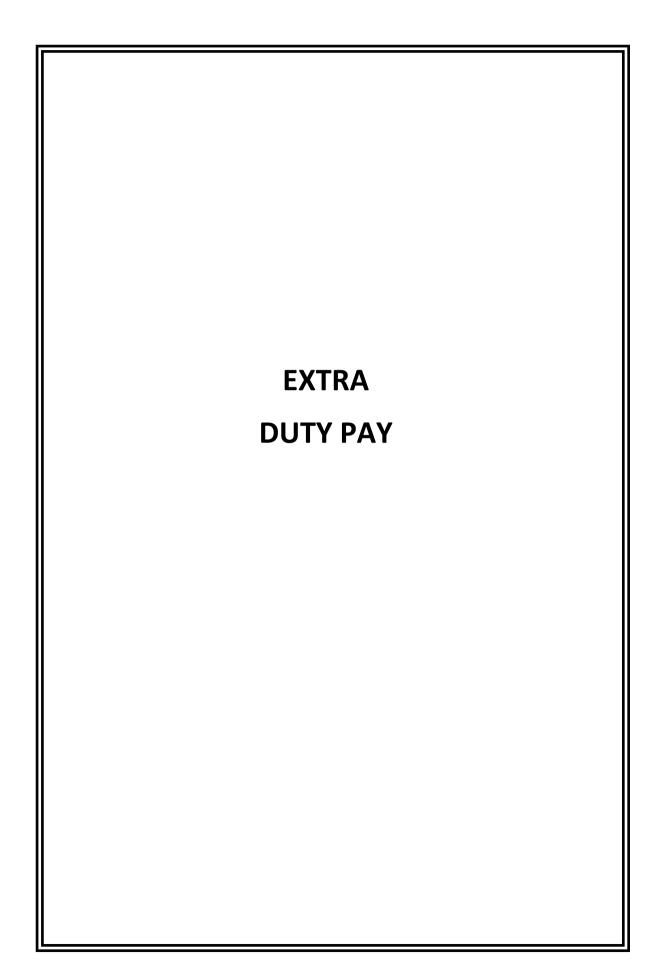
PACE Stipends	Stipend Amount	
Media Assistant	\$2,500.00	Per School Year
Team Leader	\$1,250.00	Per School Year
Yearbook	\$500.00	Per School Year
Student Council	\$1,000.00	Per School Year
Sponsor, Senior	\$1,500.00	Per School Year

Career & Technology Education (CTE) Club Stipends			
Business Professionals of America (BPA)	\$1,500.00	Per School Year	
Distributive Education Clubs of American (DECA)	\$1,500.00	Per School Year	
Family, Career & Community Leaders Of America (FCCLA)	\$1,500.00	Per School Year	
Texas Association of Future Educators (FCCLA)	\$1,500.00	Per School Year	
Health Occupations Students of America (HOSA)	\$1,500.00	Per School Year	
National Future Farmers of America (FA)	\$1,500.00	Per School Year	
Skills USA	\$1,500.00	Per School Year	
Technology Student Association (TSA)	\$1,500.00	Per School Year	

Career & Technology Education (CTE) Other Stipends			
CTE Action Team	\$1,500.00	Per School Year	
Career & Technical Education State Conference Contest	\$250.00	Per School Year	
Career & Technical National Contestant Participation	\$500.00	Per School Year	
National Technical Honor Society Sponsor	\$1,000.00	Per School Year	

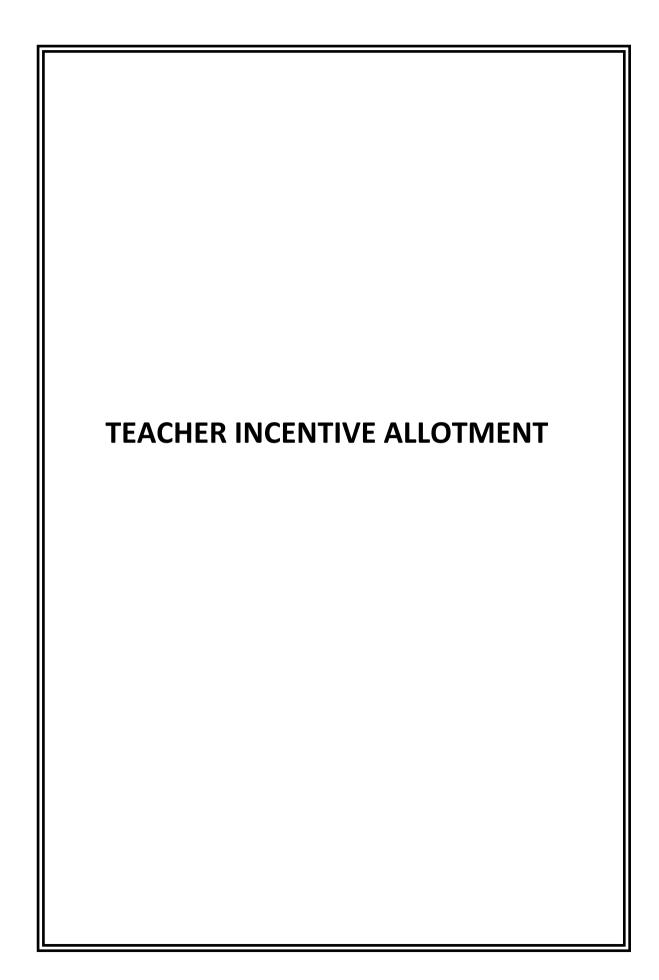


Transportation Incentive Program		
Calendar Opportunity	# of days absent	Incentive
	0 days	\$300
August - October	1/2 days	\$100
	1 Full Day	\$50
	0 days	\$150
November - December	1/2 days	\$75
	1 Full Day	\$50
	0 days	\$150
January - February	1/2 days	\$75
	1 Full Day	\$50
	0 days	\$300
March - May	1/2 days	\$100
	1 Full Day	\$50



# **Extra Duty Pay**

Assignment (Supplemental Pay - Non Transportation Staff)	AMOUNT
Bus Attendant	\$15.00 Per Hour
Exempt Staff - Bus Driver	\$26.79 Per Hour
Non-Exempt Staff - Bus Driver	\$22.00 Per Hour
Other Duty Pay	
Custodian (Non-Custodian Staff)	\$15.00 Per Hour
Exempt Staff	\$30.00 Per Hour
Non-Exempt Staff	Currently Hourly Rate
Parking Guard	\$ 17.50 Per Hour
Security Guard	\$ 20.00 Per Hour
Summer School Paraprofessional	Current Hourly Rate
Summer School Teacher Aide	\$16.00 Per Hour
Summer School Teacher	\$30.00 Per Hour

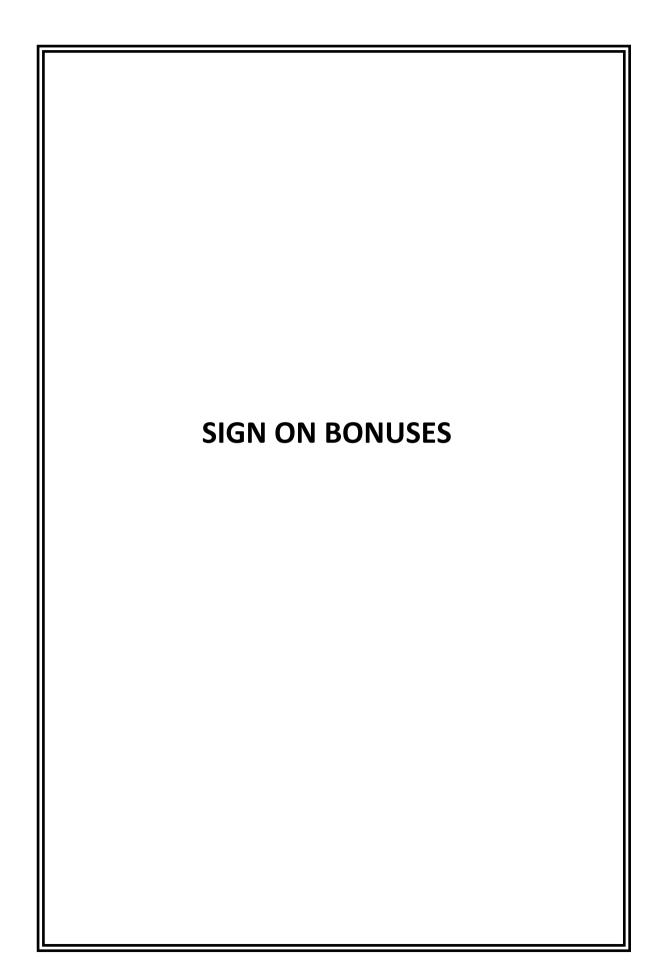


#### **Teacher Incentive Allotment Plan**

For any funds received by Duncanville ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be used for teacher compensation. The remaining 10 percent will be used for training and support of the system, expansion of the system, professional development . The TIA spending plan is outlined below. For full details, refer to the Teacher Incentive Allotment Guidebook.

For any funds received by Duncanville ISD for a designated teacher under the Teacher

	Data Capture	Allotment to Designated	Allotment to Non- Eligible Teachers on Designee's	
Phases	Year	Teachers	Campus	District
Phase One	2024-25	70%	20%	10%
Phase Two	2025-26	75%	15%	10%
Phase Three	2026-27	80%	10%	10%
Phase Four	2027-28	80%	10%	10%
Phase Five	2028-29	80%	10%	10%



Sign On Bonuses		
Content Area	Signing Bonus	
Bilingual Education	\$7,000.00	
Special Education	\$2,000.00	
Mathematics (Grades 6-12)	\$2,000.00	
Foreign Language (Grades 6-12)	\$2,000.00	
Science (Grades 6-12)	\$2,000.00	
CTE (6-12)	\$2,000.00	
English I/II & US History	\$2,000.00	

Bilingual: Half the payment made during the first year of employment. The second half of the payment is made during the second year of employment.

Generalist/Core Subjects Certifications are not eligible.

Sign on bonuses and stipends are contingent upon verification of sections taught (75% required).

Sign on bonuses will be paid contingent upon verification of full standard SBEC certification. If the new hire who received a sign on bonus fails to complete the school year for the district, then the sign on bonus shall be fully refunded to the district.

Previous employees are ineligible to receive a sign on for the same certification area upon rehire.