

Baird ISD Compensation Plan

2025 - 2026

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Compensation Philosophy

Baird Independent School District is committed to maintaining a fair, competitive, and transparent compensation system that supports the recruitment, retention, and professional growth of all employees. Our compensation philosophy is guided by the following principles:

1. **Recognition of Service** – We value continued service to the district and support annual salary progression for all certified, non-administrative personnel.
2. **Performance-Based Incentives** – We encourage excellence and innovation by providing performance-based pay opportunities for non-administrative staff.
3. **Market Competitiveness** – We strive to offer compensation that is competitive with peer districts and labor market benchmarks, with a goal of exceeding those standards when fiscally feasible.
4. **Financial Stewardship** – Our pay system is designed to be sustainable, cost-effective, and aligned with the district's overall financial health and priorities.
5. **Legal Compliance** – All compensation practices comply with applicable federal, state, and local laws, as well as policies adopted by the Baird ISD Board of Trustees.

As a participating district in the Texas Teacher Incentive Allotment (TIA), Baird ISD is committed to recognizing and rewarding highly effective educators. Through the TIA, we aim to:

- Attract and retain top teaching talent,
 - Provide increased compensation for teachers who achieve high levels of performance, particularly in high-need and rural campuses, and
 - Promote instructional excellence that leads to improved student outcomes.
- Our TIA implementation supports our broader goal of building a strong, equitable system that values and elevates teacher effectiveness.

Baird ISD ensures that classroom teachers, counselors, and registered nurses (RN) are compensated at or above the state minimum salary schedule based on years of experience. All salary schedules are reviewed and adopted annually by the Board of Trustees as part of the district's approved compensation plan.

Teacher Salary Schedule

The teacher salary schedule applies to classroom teachers, full-time librarians, full-time counselors, and full-time registered nurses. The district salary schedule must be at or above the state minimum salary schedule for these positions. In no instance may a school district pay less than the state base salary listed for that individual's years of experience as determined by Section 153.1021 of the Texas Administrative Code, Commissioner's Rules on Creditable Years of Service.

Step Days	10 month 187	11 month 207	12 month 226	Daily Rate
0	\$40,638.00	\$44,984.00	\$49,113.00	\$217.32
1	\$41,038.00	\$45,427.00	\$49,597.00	\$219.45
2	\$41,438.00	\$45,870.00	\$50,080.00	\$221.59
3	\$41,838.00	\$46,313.00	\$50,564.00	\$223.73
4	\$42,238.00	\$46,755.00	\$51,047.00	\$225.87
5	\$42,648.00	\$47,209.00	\$51,543.00	\$228.06
6	\$43,648.00	\$48,316.00	\$52,751.00	\$233.41
7	\$44,898.00	\$49,700.00	\$54,262.00	\$240.10
8	\$46,148.00	\$51,084.00	\$55,772.00	\$246.78
9	\$47,648.00	\$52,744.00	\$57,585.00	\$254.80
10	\$49,158.00	\$54,416.00	\$59,410.00	\$262.88
11	\$50,158.00	\$55,522.00	\$60,619.00	\$268.22
12	\$51,408.00	\$56,906.00	\$62,129.00	\$274.91
13	\$52,408.00	\$58,013.00	\$63,338.00	\$280.26
14	\$53,408.00	\$59,120.00	\$64,547.00	\$285.60
15	\$54,408.00	\$60,227.00	\$65,755.00	\$290.95
16	\$55,158.00	\$61,057.00	\$66,662.00	\$294.96
17	\$55,908.00	\$61,887.00	\$67,568.00	\$298.97
18	\$56,908.00	\$62,994.00	\$68,777.00	\$304.32
19	\$57,658.00	\$63,825.00	\$69,683.00	\$308.33
20	\$58,408.00	\$64,655.00	\$70,589.00	\$312.34
21	\$59,158.00	\$65,485.00	\$71,496.00	\$316.35
22	\$59,658.00	\$66,039.00	\$72,100.00	\$319.03
23	\$60,158.00	\$66,592.00	\$72,704.00	\$321.70
24	\$60,658.00	\$67,145.00	\$73,309.00	\$324.37
25	\$61,158.00	\$67,699.00	\$73,913.00	\$327.05

Pay Plan for Paraprofessionals & Instructional Aides

Beginning this year, the pay plan for paraprofessionals and instructional aides no longer includes guaranteed annual step raises. At the time the compensation plan for 2024 -25 is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee's annual performance review.

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
P1			Hourly	\$14.00	\$17.00	\$20.00
	Educational Aide I	187	187 days	\$20,944.00	\$25,432.00	\$29,920.00
	Paraprofessional	187				
P2			Hourly	\$15.00	\$18.00	\$21.00
	Educational Aide II	187	187 days	\$22,440.00	\$26,928.00	\$31,416.00
	Educational Aide I – SPED	187				
	Library Aide	187				
P3			Hourly	\$15.50	\$18.75	\$22.00
	Educational Aide III	187	187 days	\$23,188.00	\$28,050.00	\$32,912.00
	Educational Aide II - SPED	187				
	ISS Aide	187				
P4			Hourly	\$16.00	\$19.50	\$23.00
	Educational Aide III - SPED	187	187 days	\$23,936.00	\$29,172.00	\$34,408.00

Pay Plan for Clerical Employees

Beginning this year, the pay plan for clerical employees no longer includes guaranteed annual step raises. After the plan is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee's annual performance review.

Current Pay Plan

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
C1			Hourly	\$16.48	\$21.50	\$26.52
	Campus Secretary	206	187 days	\$24,268.86	\$31,973.26	\$39,677.66
			206 days	\$26,734.68	\$35,221.88	\$43,709.08
			226 days	\$29,330.28	\$38,641.48	\$47,952.68
C2			Hourly	\$17.00	\$22.16	\$27.32
	Accounting Clerk	226	187 days	\$25,424.52	\$33,144.33	\$40,864.14
			206 days	\$28,007.76	\$36,511.93	\$45,016.11
			226 days	\$30,726.96	\$40,056.78	\$49,386.60
C3			Hourly	\$17.51	\$22.82	\$28.14
	District Secretary	226	187 days	\$26,194.96	\$34,145.90	\$42,096.84
	PEIMS Coordinator	206	206 days	\$28,856.48	\$37,615.27	\$46,374.06
			226 days	\$31,658.08	\$41,267.24	\$50,876.40
C4			Hourly	\$22.66	\$29.10	\$35.54
	Business Manager	226	187 days	\$33,899.36	\$43,529.86	\$53,160.36
			206 days	\$37,343.68	\$47,952.68	\$58,561.68
			226 days	\$40,969.28	\$52,608.28	\$64,247.28

Pay Plan for Auxiliary Employees

Beginning this year, the pay plan for auxiliary employees no longer includes guaranteed annual step raises. After the plan is adopted, the Board will have the opportunity to make across-the-board adjustments to all current employee salaries in each pay category. Individual pay reviews will also be conducted as part of each employee's annual performance review.

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
M1			Hourly	\$15.00	\$17.50	\$20.00
	Custodial	251	251 days	\$30,120.00	\$35,140.00	\$40,160.00
	Maintenance (unskilled)	251	251 days	\$30,120.00	\$35,140.00	\$40,160.00
M2			Hourly	\$18.00	\$21.50	\$25.00
	Maintenance (skilled)	251	251 days	\$36,144.00	\$43,172.00	\$50,200.00

Pay Plan for Administrative Professionals

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
A1			Daily	\$343.47	\$350.20	\$403.96
	High School Principal	226	206 days	\$70,755.53	\$72,141.20	\$83,216.71
			226 days	\$77,625.00	\$79,145.20	\$91,296.00
A2			Daily	\$323.99	\$343.69	\$375.85
	Elementary Principal	226	206 days	\$66,742.18	\$70,799.28	\$77,425.92
			226 days	\$73,222.00	\$77,673.00	\$84,943.00
A3			Daily	\$285.66	\$330.37	\$359.74
	Athletic Director	206	206 days	\$58,845.59	\$68,056.57	\$74,106.68
			226 days	\$64,558.75	\$74,664.00	\$81,301.50
A4			Daily	\$211.33	\$243.26	\$276.60
	Maintenance & Transportation Director	251	251 days	\$53,044.31	\$61,058.15	\$69,425.53
A5			Daily	\$268.42	\$309.73	\$342.12
	IT Coordinator	206	206 days	\$55,293.77	\$63,805.31	\$70,477.52
A6			Daily	\$268.42	\$309.73	\$342.12
	Curriculum Coordinator	206	206 days	\$73,748.00	\$81,461.00	\$89,173.00

Stipends and Extracurricular Duty Pay

Athletic Stipends

	#	Amount
Athletic Director	1	\$ 8,000.00
Baseball, Assistant	1	\$ 2,250.00
Baseball, Head	1	\$ 4,000.00
Baseball, Junior High	1	\$ 1,800.00
Basketball, Assistant	2	\$ 2,250.00
Basketball, Head	2	\$ 4,000.00
Basketball, Junior High	2	\$ 2,250.00
Coordinator, Boys	1	\$ 6,000.00
Coordinator, Girls	1	\$ 6,000.00
Cross Country, Head	2	\$ 1,850.00
Football, Assistant	3	\$ 2,250.00
Football, Head	1	\$ 6,000.00
Golf, Head	2	\$ 1,500.00
Softball, Assistant	1	\$ 2,250.00
Softball, Head	1	\$ 4,000.00
Tennis, Head	1	\$ 1,500.00
Track, Assistant	4	\$ 1,750.00
Track, Head	1	\$ 4,000.00
Track, Junior High	1	\$ 2,000.00

Academic Stipends

Description	Amount
Dyslexia Coordinator	\$ 2,000.00
ESL Certified Teacher	\$ 500.00
ESL Coordinator	\$ 1,000.00
High Need Teacher – CTE	\$ 3,000.00
High Need Teacher – Secondary Mathematics	\$ 3,000.00
High Need Teacher – Secondary Science	\$ 3,000.00
High Need Teacher - Spanish	\$ 1,500.00
High Need Teacher – Special Education	\$ 3,000.00
Master's Degree - Subject Area	\$ 1,500.00
Dual Credit Coordinator	\$ 1,000.00

Extra-Curricular Stipends

Description	Amount
Cheer Sponsor – HS	\$ 2,000.00
Cheer Sponsor - MS	\$ 2,000.00
Esports Sponsor	\$ 1,000.00
Student Council Sponsor	\$ 1,000.00
UIL Coordinator - Elementary	\$ 1,000.00
UIL Coordinator - HS	\$ 1,500.00
UIL Event Sponsor	\$ 250.00
UIL One Act Play Director	\$ 2,000.00
Yearbook Sponsor	\$ 1,500.00

Miscellaneous Stipends

Description	Amount
Band, Assistant	\$ 4,000.00
Band, Director	\$ 5,000.00
Counselor, Elementary	\$ 2,500.00
Counselor, HS	\$ 3,500.00
Dual Credit Coordinator	\$ 1,000.00
Librarian	\$ 3,000.00
Safety Coordinator	\$ 3,000.00

Substitute Pay

	No Degree	Degree	Certified	Long Term (No Degree)	Long Term (Degree)	Long Term (Certified)
Daily	\$90.00	\$100.00	\$105.00	\$100.00	\$110.00	\$110.00
Hourly	\$12.00	\$13.33	\$14.00	\$13.33	\$14.67	\$14.67

Incentives and Performance Pay

Teacher Incentive Allotment

Baird ISD was approved by TEA to receive funds through the Teacher Incentive Allotment (TIA). The amount of funds received is based upon the number of teachers designated as Master, Exemplary, or Recognized levels under the TIA designation system, which is based upon the academic growth of students taught by these teachers.

For the 2023 – 2024 school year, the allotment amounts are as follows. Note that the amounts are based on the campus where the teacher is assigned.

	Elementary	High School
• Master	\$26,005.00	\$23,643.00
• Exemplary	\$14,403.00	\$12,896.00
• Recognized	\$7,201.00	\$6,493.00

Funds allotted are paid to the district as part of the Foundation School Program (FSP).

Purpose of Program

The District utilizes the TIA allotment for the following purposes:

- Recognition, reward, and retention of highest quality teachers
- Retention bonuses for campus staff
- Signing bonuses to attract quality teachers

Distribution of Funds

Percentage of allotment going to designated teachers:	75%
Percentage of allotment going to the campus:	15%
Percentage of allotment going to district:	10%

The district is required to ensure that 90% of all funds received are distributed to classroom teachers and instructional aides that work directly with students.

Designated Teachers

Teachers who are designated under the TIA will receive 75% of the funds received by the district in the form of direct stipends. These stipends will be paid in two equal payments, subject to the following provisions.

1. After the TIA allotments are finalized by TEA in April, designated teachers will receive 50% of the funds associated with their designations in a single payment in May.
2. If the designated teacher (1) returns to Baird ISD for the following year or (2) retires from service, the teacher will receive the remaining funds in a single payment in August.

3. In the event that the teacher does not meet the qualifications listed as provision (2), the funds allocated to that teacher will be distributed as part of the campus allotment.
4. If a teacher leaves the district mid-contract, funds associated with that designation will be reassigned to the campus allotment.
 - a. The teacher may request that the Board of Trustees make a determination that the separation was for good cause.
 - b. If the Board makes a determination of good cause, the teacher will receive 50% of the allocated funds upon separation from the district and the remaining 50% will be reallocated to the campus allotment.

Campus Allotment

Certified classroom teachers and instructional aides that work directly with students will be eligible to receive funds from the TIA allotment under the campus allotment. The size of the campus allotment is determined by the number of teachers on the campus that are designated as **Master**, **Exemplary**, or **Recognized**. Fifteen percent (15%) of TIA funds that comprise the campus allotment are reserved to provide bonuses to non-designated staff on the campus. This number may be increased if a designated teacher leaves the district and funds associated with that teacher are reallocated to the campus on which that teacher was employed.

The campus allotment will be allocated to returning campus staff in the following manner:

1. The total campus allotment will be divided by the number of returning certified, non-designated teachers on the campus.
 - a. If the amount is less than \$1000, then each certified, non-designated teacher on the campus will receive a retention bonus in the calculated amount.
 - b. If the amount is greater than \$1000, then each certified, non-designated teacher on the campus will receive a retention bonus of \$1000.
 - c. Teachers who have responsibilities on more than one campus will have their bonus prorated based on the percentage of time assigned to each campus.
2. If funds remain available, the remaining campus allotment will be divided by the number of returning instructional aides on the campus. Only aides that work directly with students are eligible. Uncertified teachers will be considered instructional aides for the purposes of this stipend.
 - a. If the amount is less than \$500, then each eligible aide on the campus will receive a retention bonus in the calculated amount.

- b. If the amount is greater than \$500, then each eligible aide on the campus will receive a retention bonus of \$500.
 - c. Eligible aides who have responsibilities on more than one campus will have their bonus prorated based on the percentage of time assigned to each campus.
- 3. If any funds remain available, the funds will be used for signing bonuses at the discretion of the campus principal.

Payment Schedule

Designated teachers will receive 50% of allocated funds as a single stipend in May and 50% of the allocated funds in August, subject to the provisions listed under “Designated Teachers” above.

Eligible staff who receive payments under the campus allotment will receive a single stipend in August.

District Allotment

The district will utilize funds reserved at the district level to partially fund an instructional technologist position that will be used to assist in data collection activities related to our TIA plan. Funds may also be allocated to provide staff development opportunities to teachers who demonstrate instructional deficiencies and to purchase instructional and testing materials to support the District TIA effort.

Supplemental Pay

Hourly Employees

For non-exempt employees, summer school and supplemental pay rates will be the same as the employee's normal hourly pay rate. Overtime rates will be used when applicable.

Salaried Employees

Summer School Pay

Summer school pay will be based on an hourly rate determined by dividing the employee's contracted daily rate by 8.

Additional Day School Year (ADSY) Pay

For any ADSY days (elementary only), teachers will receive their full daily rate for providing 4 hours of instruction, or one-half their daily rate for providing 2 hours of instruction.

Supplemental Pay

Supplemental pay will be paid for non-contractual duties for which a stipend is not paid. All supplemental pay must be authorized by a principal or director and approved by the superintendent. Supplemental pay will be at a rate of \$25 per hour.

Extra Days

Certain extra-curricular related positions (e.g., coaches working in the summer conditioning program) that require additional, non-contract days during the summer will be paid at the employee's daily rate, which is calculated by dividing the employee's annual salary by 187. Employees who have 11- or 12-month contracts are not eligible for extra days.

Employee Leave

State Leave

All employees shall earn five (5) paid state leave days per school year. This leave shall accumulate without limit.

Local Leave

All employees shall earn five (5) paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 20 leave days. All employees may request reimbursement of unused local leave, up to 5 days per year. Unused local leave shall be reimbursed at the rate of 50% of the employee's calculated daily rate. Retiring employees will be reimbursed for all unused local leave days.

Vacation

Earning Vacation Days

Non-exempt, 12-month employees shall earn 5 vacation days per year. Employees who have been with the district a minimum of two (2) years shall earn one (1) additional vacation day per year for each year of service, up to a maximum of 10 total vacation days.

Exempt, 12-month employees with 251-day contracts shall earn 10 vacation days per year.

Exempt, 12-month employees with 226-day contracts shall earn 5 vacation days per year.

Accumulation of Vacation Days

Unused vacation days may be rolled over to the following school year. Vacation days may accumulate to a maximum of 20 days.

Reimbursement of Vacation Days

Eligible employees may request reimbursement of unused vacation days. Unused vacation days shall be reimbursed at the rate of 50% of the employee's calculated daily rate.

Vacation days that are not used, reimbursed, or rolled into the next year shall be forfeited and no longer available to the employee.