

# 2025-2026 Compensation Plan



**FRISCO**  
INDEPENDENT SCHOOL DISTRICT





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# Compensation Philosophy

Frisco ISD is committed to a fair and competitive employee compensation program that cultivates, inspires, and engages productive and committed employees who support the district's mission to know every student by name and need.

The District strives to remain competitive in the labor market to attract and retain qualified personnel while also rewarding continued service to the FISD.

We are committed to carefully considering the levels of skill, experience, and responsibility required for different jobs.

Frisco ISD is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law.

## 2025-26 Pay Raises

All employees serving in a budgeted, allocated position as of May 15, 2025, who have received a satisfactory evaluation at the end of their contract year are eligible for a pay raise.

### Teachers

Classroom teachers will receive the greater of their next step on the Teacher Pay Scale or the raise described below based on their years of creditable teaching experience as of the end of the 2024-25 school year:

- \$2,500 for one (1) to four (4) years of experience
- \$5,000 for five (5) or more years of experience

### All Other Employees

All eligible employees who are not classroom teachers will receive 3% of their base wages. Employees on stepped pay plans will receive the greater of their next step or the 3% raise.

### Market Equity Adjustments

Specific pay grades have been adjusted in the 2025-26 Salary Guides to remain competitive with the local market. Employees in those pay grades may receive equity adjustments in addition to their pay raise to maintain the integrity of the pay grade and ensure equitable compensation for new hires with the same years of experience. The Compensation Team is responsible for calculating equity adjustments on an individual basis.

# 2025-26 Salary Guides

Frisco ISD's Compensation Plan includes pay ranges for each job type and supplemental earnings and benefit programs that the Board of Trustees approves. Employees are paid according to the district-assigned pay scale for their respective positions. Positions with a daily rate or annual salary are considered exempt from overtime requirements under the Fair Labor Standards Act (FLSA), while positions with an hourly rate are non-exempt.

## CLASSROOM TEACHERS

The Texas Education Code defines classroom teachers as employees who teach in an academic instructional setting or a career and technology (CTE) instructional setting for an average of four (4) or more hours per school day and who work in a role that would typically require possession of a State Board for Educator Certification (SBEC) teaching certification.

Salaries for classroom teachers listed below are for 184 contract days. Salary placement for newly hired Frisco ISD teachers is based upon creditable years of service.

Additional stipends for which an employee may be eligible can be found in the Stipend section of this document. Classroom teachers holding a Master's degree or a Doctorate from an accredited college or university will receive an educational stipend in addition to other stipends they may be eligible for.

YEARS OF EXPERIENCE	NEW HIRE SALARY	DAILY RATE	EXISTING EMPLOYEE STEP	YEARS OF EXPERIENCE	NEW HIRE SALARY	DAILY RATE	EXISTING EMPLOYEE STEP
0	\$62,000	\$336.96		11	\$70,150	\$381.25	\$5,000
1	\$62,500	\$339.67	\$1,650	12	\$70,600	\$383.70	\$4,950
2	\$63,000	\$342.39	\$1,800	13	\$71,050	\$386.14	\$4,900
3	\$63,750	\$346.47	\$2,200	14	\$71,500	\$388.59	\$4,850
4	\$64,500	\$350.54	\$2,600	15	\$72,500	\$394.02	\$5,350
5	\$66,900	\$363.59	\$4,550	16	\$72,950	\$396.47	\$5,300
6	\$67,350	\$366.03	\$4,550	17	\$73,400	\$398.91	\$5,250
7	\$67,800	\$368.48	\$4,550	18	\$73,850	\$401.36	\$5,200
8	\$68,250	\$370.92	\$4,550	19	\$74,300	\$403.80	\$5,150
9	\$68,700	\$373.37	\$4,550	20+	\$75,300	\$409.24	\$5,650
10	\$69,700	\$378.80	\$5,050				

## CAMPUS PROFESSIONALS: INSTRUCTIONAL SUPPORT

Instructional support professionals are salaried employees who provide support to students on and/or staff on campuses. Professionals who may hold a teaching certification but are not employed in a role that teaches in an academic or CTE instructional setting at least half-time are included in this category.

Compensation for these employees is determined by evaluating the job description for each role in the pay plan. For new hires, relevant experience, years of service, job classification, level of education, market data, and number of days worked all factor into an individual's salary computation.

The pay rates in this pay plan equate to the minimum and median (midpoint) daily rate for the pay grade. Actual employee salaries within this pay grade will vary based on the number of days in the employee's contract.

Additional stipends for which an employee may be eligible can be found in the Stipend section of this document. Employees in certain positions who hold a Master's degree or Doctorate from an accredited college or university may receive an education stipend in addition to other stipends they may be eligible for.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
IPE I	Daily	\$336.96	\$364.13
IPE II	Daily	\$342.50	\$411.00

## CAMPUS ADMINISTRATORS

### Principals

Principals are compensated using a stepped pay scale. New principals are hired at an "entry-level" salary equivalent to zero years of experience in the position, and their salary increases incrementally each year until they reach "experienced" pay. Candidates with one or more years of experience in an equivalent position may be hired at a step that equates to their relative experience.

PAY GRADE	ENTRY-LEVEL	STEP 1	STEP 2	EXPERIENCED
500	\$90,000	\$95,000	\$100,000	\$105,000
501	\$95,500	\$100,500	\$105,500	\$110,500
502	\$98,000	\$103,000	\$108,000	\$113,000
503	\$117,500	\$122,500	\$127,500	\$132,500

## Assistant Principals

Assistant principals are salaried professionals whose compensation is determined by evaluating the job description for each role in the plan. For new hires, relevant experience, years of service, job classification, level of education, market data, and number of days worked all factor into an individual's salary computation.

The pay rates in this pay plan equate to the minimum and median (midpoint) daily rate for each pay grade. Actual employee salaries within this pay plan will vary based on the number of days in the employee's contract.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
504	Daily	\$357.31	\$428.78
505	Daily	\$372.31	\$446.75
506	Daily	\$400.31	\$480.35

## ADMINISTRATIVE PROFESSIONALS

Administrative professionals include support positions that do not directly serve students on campuses. Compensation for these employees is determined by evaluating the job description for each role in the plan. For new hires, relevant experience, years of service, job classification, level of education, market data, and number of days worked all factor into an individual's salary computation.

The pay rates in this pay plan equate to the minimum and median (midpoint) daily rate for each pay grade. Actual employee salaries within this pay plan will vary based on the number of days in the employee's contract.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
101	Daily	\$263.50	\$316.00
102	Daily	\$286.50	\$343.50
103	Daily	\$311.50	\$373.50
104	Daily	\$336.50	\$403.50
105	Daily	\$359.50	\$431.50
106	Daily	\$393.00	\$471.50

## PARAPROFESSIONAL & CLERICAL STAFF

Paraprofessionals and clerical staff include classroom instructional aides, campus office staff, and support staff in central administration. The pay rates in this pay plan equate to the minimum and

median (midpoint) hourly rate for each pay grade. A newly hired employee's placement within the stated pay range is based on the employee's relevant experience, education, years of service, number of days worked, market data, and other relevant factors. Frisco ISD annualizes pay for hourly employees based on the number of days in the employee's contract.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
201	Hourly	\$15.00	\$18.00
202	Hourly	\$15.90	\$19.10
203	Hourly	\$16.80	\$20.15
204	Hourly	\$17.80	\$21.35
205	Hourly	\$19.10	\$22.90
206	Hourly	\$20.95	\$25.15
207	Hourly	\$22.85	\$27.40
208	Hourly	\$24.85	\$29.80
209	Hourly	\$26.75	\$32.10
210	Hourly	\$37.50	\$45.00
FAS	Hourly	\$25.75	\$30.90

## AUXILIARY STAFF

Auxiliary staff are primarily employed in Child Nutrition, Custodial, Transportation, Maintenance, Security, and the Print Shop. The pay rates in this pay plan equate to the minimum and median (midpoint) hourly rate for each pay grade. A newly hired employee's placement within the stated pay range is based on the employee's relevant experience, years of service, special training, licensure or certifications, market data, number of days worked, and other relevant factors. Auxiliary staff include exempt and nonexempt employees. Frisco ISD annualizes pay for nonexempt employees based on the number of days in the employee's contract.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
301	Hourly	\$15.00	\$18.00
302	Hourly	\$15.50	\$18.60
303	Hourly	\$16.50	\$19.80
304	Hourly	\$17.50	\$21.00
305	Hourly	\$20.15	\$24.20
306	Hourly	\$22.40	\$26.90
307	Hourly	\$23.90	\$28.70



PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
308	Hourly	\$25.35	\$30.40
309	Hourly	\$26.90	\$32.30
310	Daily	\$291.50	\$350.00
CES	Hourly	\$18.50	\$22.20
CMS	Hourly	\$20.15	\$24.20
CHS	Hourly	\$21.90	\$26.30
H01	Hourly	\$16.00	\$19.20
M05	Hourly	\$16.00	\$19.20
M08	Hourly	\$16.00	\$19.20
T05	Hourly	\$23.00	\$27.60
SM1	Daily	\$308.00	\$369.60
SML	Daily	\$362.32	\$434.80

## TECHNOLOGY STAFF

Individuals in this pay plan provide technology services and support District-wide. The pay rates in this pay plan equate to the minimum and median (midpoint) hourly or daily rate for each pay grade. A newly hired employee's placement within the stated pay range is based on the employee's relevant experience, years of service, special training, licensure or certifications, market data, number of days worked, and other relevant factors.

Technology includes exempt and nonexempt employees. Actual employee salaries for exempt employees within this pay plan will vary based on the number of days in the employee's contract. Frisco ISD annualizes pay for hourly employees based on the number of days in the employee's work calendar.

PAY GRADE	RATE TYPE	MINIMUM	MIDPOINT
401	Hourly	\$17.75	\$21.30
402	Hourly	\$22.75	\$27.30
403	Hourly	\$27.30	\$32.75
404	Daily	\$254.00	\$304.50
405	Daily	\$273.00	\$327.50
406	Daily	\$305.50	\$366.50
407	Daily	\$331.50	\$398.00
408	Daily	\$360.50	\$432.50

## DISTRICT ADMINISTRATORS

The Administrator Pay Plan is designed for individuals serving in director-level positions and above. Administrators in pay grades 108 to 111 are compensated using a stepped pay scale. New administrators are hired at an “entry-level” salary equivalent to zero years of experience in the position, and their salary increases incrementally with each year until they reach “experienced” pay. Candidates with one or more years of experience in an equivalent position may be hired at a step that equates to their relative experience. Salaries for administrators in pay grades 112 to 114 are based on relevant experience, years of service, job classification, level of education, market data, and other relevant factors.

PAY GRADE	ENTRY-LEVEL	STEP 1	STEP 2	EXPERIENCED
108	\$107,500	\$112,500	\$117,500	\$122,500
110	\$127,500	\$132,500		\$137,500
111	\$142,500	\$147,500		\$152,500
112	Minimum \$165,000			
113	Minimum \$200,000			
114	Minimum \$225,000			

## Supplemental Earnings

Supplemental earnings are wages paid to active Frisco ISD employees in addition to their regular base salary. The District categorizes supplemental earnings into three categories: stipends, incentive pay, and supplemental pay beyond the normal job assignment.

## STIPENDS

Frisco ISD defines a stipend as a non-discretionary payment made to an employee on a regular or recurring basis throughout their duty period contract. The purpose of a stipend is to compensate an employee for duties outside their primary role, additional responsibilities, or consistent additional time worked beyond their contracted hours or days.

The stipend pay schedule is annualized and represents compensation in addition to, but separate from, regular base wages for professional (exempt) employees. Stipend pay is determined based on purpose, market data, and district need. Stipends are prorated and paid “as earned” relative to the number of days worked.

STIPEND TYPE	PAY RANGE
Educational Stipends (Teachers and some IPE)	\$1,000 - \$1,500
Assignment Stipends (Based on duties assigned by the District or campus)	\$750 - \$9,000
Special Education Stipends	\$1,000 - \$4,000
Fine Arts Stipends (All levels)	\$750 - \$11,000
Athletics Stipends (Middle School & High School)	\$1,000 - \$11,250

## INCENTIVE PAY

This Compensation Plan permits the payment/award of incentive pay or pay for performance in excess of an employee's contract wages in accordance with Board Policies DEA (LEGAL) and DEA (LOCAL), so long as the payment serves a public purpose and is authorized by a resolution of the Board of Trustees.

The Board may approve incentive pay or bonuses to employees in acknowledgment of efforts, as incentive rewards for consistent employment with the District, or for other purposes. Incentives may also be disbursed to assist teachers in preparation for the upcoming school year (i.e., supply stipend). Incentive payments approved by the Board of Trustees will be paid in accordance with the adopted resolution. Incentive pay granted in one school year does not guarantee any similar payment the following year.

## SUPPLEMENTAL PAY BEYOND NORMAL JOB ASSIGNMENT

### Extra Day Stipend – Working Beyond Normal Calendar Assignment

In some situations, an employee's ability to fulfill their current job requirements necessitates adding additional workdays to the employee's contract year. If the job includes extra days, affected employees are paid their regular daily rate for each additional designated work day. Extra days are reviewed and approved annually based on need. The District does not guarantee compensation for extra days beyond those approved for the current school year.

### Supplemental Pay – Working Beyond Normal Job Assignment

Active employees who perform specific duties outside their regular contract responsibilities throughout the school year may be eligible for supplemental or "extra duty" pay. Any work performed outside of contract responsibilities must have the prior approval of a supervisor and will be paid at a rate commensurate with the specified assignment.

## TEACHER INCENTIVE ALLOTMENT (TIA)

Teacher Incentive Allotment (TIA) compensation is an annual allotment provided by the State and is subject to the availability of state funding allocations. Ninety percent (90%) of TIA compensation must be distributed toward teacher compensation on the campus where a TIA teacher is designated. TIA funds are distributed by August 31st of each year.

Teachers with a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID) at winter class roster
- At least 50% of their time is spent directly working with students
- Met or will meet the creditable year of service requirement by the end of the school year

### Movement of Teachers

- If a teacher relocates within the district during the school year, the teacher will receive the state-generated allotment of funds at the campus where the teacher is teaching during Winter Roster Verification.
- If a teacher leaves the district prior to Winter Roster Verification, they will not receive TIA funds from the district.
- If a TIA designated teacher retires from the district 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-designated teacher leaves the district for reasons other than retirement after the Class Roster Winter Submission but prior to TIA Payout, 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 to teachers at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

### Deduction Information

Employees are responsible for paying both the employee and employer benefits and tax costs. 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).

For more information about the TIA allotment calculations, see [TEA's Teacher Incentive Allotment page](#). For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see [the Teacher Incentive Allotment Funding Map](#).



# Amendments To The Compensation Plan

The Board of Trustees reserves the right to amend this compensation and benefits plan after the start of the fiscal year as required by law or administrative rule or if determined to be in the District's best interest.

## Employee Benefits

### HEALTH INSURANCE

FISD participates in TRS-ActiveCare, the state’s health care plan for public school employees. Premiums for the TRS-ActiveCare plans are set annually by the Teacher Retirement System Board. They are regionalized based on the area of the state in which each school district is located. Region 10 TRS-ActiveCare rates will increase between \$55 and \$214 per month for the 2025-26 plan year, depending on the employee’s chosen plan.

All FISD staff who work in a 15-hour or more per week position are eligible for health benefits through FISD that include the district contribution.

The following table provides premium rates for each health insurance plan offered to FISD employees through TRS-ActiveCare. Frisco ISD will contribute \$375 per month for participating employees during the 2025-2026 plan year.

MONTHLY EMPLOYEE PREMIUMS (after \$375 FISD contribution)				
PLAN TYPE	EMPLOYEE ONLY	EMPLOYEE & CHILD	EMPLOYEE & SPOUSE	EMPLOYEE & FAMILY
1-HD	\$195	\$594	\$1,164	\$1,563
Primary	\$181	\$571	\$1,127	\$1,516
Primary +	\$278	\$736	\$1,323	\$1,780

### SUPPLEMENTAL BENEFITS

Frisco ISD offers a variety of supplemental insurance plans that employees can elect to help pay for healthcare or other costs that their regular health insurance plan may not cover. All FISD staff working 20 hours or more per week are eligible for supplemental benefits.

Supplemental insurance options for 2025-2026:

- Prescription Savings
- Dental
- Vision
- Cancer
- Accident
- Disability
- Accidental Death & Dismemberment
- Hospital Indemnity
- Critical Illness
- Emergency Transportation
- Telehealth
- Voluntary Group Life
- Basic Life
- Individual Life
- Pet Insurance
- Legal
- Identity Theft

## FINANCIAL PLANNING BENEFITS

The District also provides financial planning benefits:

- Health Savings Account
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account
- 403(B), 457, and 401(A) Voluntary Retirement Plans

### Employee Retirement

The District participates in a cost-sharing pension plan administered by the Teacher Retirement System of Texas (TRS). TRS contribution rates for both employees and employers are statutory. State contributions are made on our behalf for employees paid from non-federal sources. The District pays the state's contribution for all employees paid from federal sources.

#### TRS CONTRIBUTION RATES FOR PAY RECEIVED ON OR AFTER:

	9/1/2024	9/1/2025
Member (Employee)	8.25%	8.25%
State	8.25%	8.25%
District (Employer)	2.0%	2.0%
Pension Surcharge	16.5%	16.5%

District employees can participate in a 403(b) or 457 plan. Employees who choose to participate in one or both of those optional retirement plans and who have achieved at least one year of service (as defined by TRS) with the District are eligible for the Teacher/Employee Recruitment and Retention Program (TERRP).

Frisco ISD may provide a discretionary matching contribution to employees eligible for the TERRP, subject to the availability of excess revenue at the end of the preceding fiscal year. At the conclusion of each fiscal year, the District will assign excess unrestricted revenue, up to \$1,000,000, to fund discretionary matching contributions to the TERRP:

- The District will match 25% of each eligible employee's voluntary retirement plan contributions, up to 1% of the contributing employee's base wages, in a 401(A) plan.
- If the total eligible match claims exceed the reserved amount, the Board may formally resolve to fully fund the match. Otherwise, each eligible employee will receive a proportionate share of the available matching pool based on their individual eligible match amount relative to the total.

There is no guarantee that a match will be funded in any given year. Matching contributions, if any, will be calculated and deposited after the close of the preceding fiscal year.

## EMPLOYEE WELLNESS PROGRAM

Frisco ISD provides a comprehensive wellness program for employees.

### Wellness Days

Employees receive up to two (2) paid wellness days per school year to foster their well-being. Details about the use of these days are outlined in the Employee Handbook.

### Employee Clinic

Employees can receive no-cost acute care virtually or at an onsite clinic operated by Children's Health. Dependents of employees can visit the clinic for a \$10 copay. Employees and their dependents can visit the clinic whether or not they have health insurance through the District.

### Fitness Reimbursement

Frisco ISD will reimburse 50% of a gym or group fitness program membership, up to \$22.50 monthly. To be eligible for reimbursement, employees must access a fitness center or program at least 10 days per calendar month. The benefit is available to all FISD employees working in a position that guarantees 20 hours per week or more.

### Employee Assistance Program

Frisco ISD's Employee Assistance Program (EAP) provides a holistic assessment of and response to each employee's needs. Employees can access articles and tips, videos, and experts at no cost.

### Financial Wellness

The District provides free financial wellness resources to all employees through the FinPath Financial Wellness Program. Employees can schedule 1:1 time with a financial expert, access articles and videos, and attend workshops at no cost. Trusted Capital Group (TCG) also provides retirement planning services to FISD employees at no cost.



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